BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
APRIL 28, 2020

The Annual Organizational Meeting of the Milwaukee Board of School Directors called to order by President Miller at 5:17 PM.

Directors Báez, Herndon, Miller, O'Halloran, Peterson, Phillips, Siemsen, Taylor, and Woodward are continuing members of the Board.

The following members responded to the roll call:

Present — Directors Báez, Herndon, Miller, O'Halloran, Peterson, Phillips, Siemsen, Taylor, and Woodward — 9.
Absent — None.

Director Peterson moved to:

1. waive Board Rule 1.02(4) in order to conduct the meeting virtually; and
2. waive paragraphs (3)(a), (5)(d), and any other portions of Board Rule 1.06 which may restrict or prevent the Board from convening a remote (or virtual) meeting under the present emergency circumstances and in order to allow members of the Board to participate remotely without a quorum of the Board being physically present at the Central Services building.

The motion passed, the vote being as follows:

Ayes — Directors Báez, Herndon, Miller, O'Halloran, Peterson, Phillips, Siemsen, Taylor, and Woodward — 9.
Noes — None.

ELECTION OF TEMPORARY PRESIDING OFFICER

(Item 1) Election of a Temporary Presiding Officer

Background

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

Statute, Administrative Policy, or Board Rule Statement

Board Rule 1.01, Organizational Meetings

Fiscal Impact Statement

No fiscal impact.

Recommendation

That the Board select a Chair Pro Tem.

Director Phillips moved to designate the Board Clerk as Chair Pro Tem until the election of a President. The motion passed, the vote being as follows:

Ayes — Directors Báez, Herndon, Miller, O'Halloran, Peterson, Phillips, Siemsen, Taylor, and Woodward — 9.
Noes — None.

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ELECTION OF BOARD OFFICERS

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

Background

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

Statute, Administrative Policy, or Board Rule Statement

Board Rule 1.01, Organizational Meetings

Fiscal Impact Statement

No fiscal impact.

Recommendation

That the Board elect its president for the 2020-21 board year.

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

Director Miller — Directors Báez, Herndon, Miller, O'Halloran, Peterson, Phillips, Siemsen, and Taylor — 8
Director Taylor — Director Woodward — 1,

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

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

Background

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

Statute, Administrative Policy, or Board Rule Statement

Board Rule 1.01, Organizational Meetings

Fiscal Impact Statement

No fiscal impact.

Recommendation

That the Board elect a vice-president for the 2020-21 board year.

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

Director Baéz — Director Báez, Herndon, O'Halloran, Peterson, Phillips, Siemsen, Taylor, Woodward, and President Miller — 9

Director Baez having received a unanimous vote, the President declared him duly elected Vice-President for the ensuing year.

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DESIGNATION OF BOARD CLERK FOR ENSUING BOARD YEAR

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

Background

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

Dr. Jacqueline Mann is the current Board Clerk.

Statute, Administrative Policy, or Board Rule Statement

Board Rule 1.01, Organizational Meetings

Fiscal Impact Statement

No fiscal impact.

Recommendation

That the Board select its Board Clerk for the 2020-21 board year.

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

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APPOINTMENT OF BOARD REPRESENTATIVES

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

Background

Board Rule 1.17(6) prescribes that

> 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.

Fiscal Impact Statement

No fiscal impact.

Implementation and Assessment Plan

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

Recommendation

That, if the President chooses not to serve as the Board's representative on the Library Board, the Board hold this item over until the Board's May 2020 regular meeting, at which time the Board shall elect its representative to the Library Board, pursuant to Board Rule 1.17(6).

President Miller indicated that he would serve as delegate to the Library Board.

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(Item 2) Appointment of the Board's Representative to CESA #1

Background

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

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

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

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

Statute, Administrative Policy, or Board Rule Statement

Board Rule 1.01, Organizational Meetings

Recommendation

That the Board select its representative to CESA #1 for the 2020-21 Board year.

President Miller moved to designate Director Herndon as the delegate to CESA #1. The motion passed, the vote being as follows:

Ayes — Directors Báez, Herndon, O'Halloran, Peterson, Phillips, Siemsen, Taylor, Woodward, and President Miller — 9.
Noes — None.

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(Item 3) Continuation of Director Baez as the Board's Delegate to the Wisconsin Association of School Boards (WASB)

Background

In October 2008, the Board revised Board Rule 1.28, Board Memberships, which now states, in part:

> (3) In regard to the Wisconsin Association of School Boards (WASB), The Milwaukee Board of School Directors, following receipt of notice of an upcoming election from the WASB, shall elect the WASB delegate for Region 14 in September, October, November, or December of the year preceding any new three-year WASB term.

At its regular meeting on November 30, 2017, the Board elected Director Tony Baéz as the delegate for WASB Region 14 for the ensuing three-year term.

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

Statute, Administrative Policy, or Board Rule Statement

Board Rule 1.28, Board Memberships

Fiscal Impact Statement

No fiscal impact.

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(Item 4) Appointment of the Board's Representative to the Milwaukee Education Partnership

Background

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

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

If the President chooses not to serve, the Board may select a representative for the 2020-21 board year.

Statute, Administrative Policy, or Board Rule Statement

Board Rule 1.28, Board Memberships

Fiscal Impact Statement

No fiscal impact.

Recommendation

That, if the Board's President chooses not to serve as the Board's representative to the Milwaukee Education Partnership (MEP), the Board select its representative to the MEP for the 2020-21 board year.

President Miller moved to designate himself to serve as the Board's representative to the Milwaukee Education Partnership for the 2020-21 board year. The motion passed, the vote being as follows:

Ayes — Directors Báez, Herndon, O'Halloran, Peterson, Phillips, Siemsen, Taylor, Woodward, and President Miller — 9.
Noes — None.

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(Item 5) Appointment of the Board's Delegate to the MPS Head Start Policy Council

Background

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

Statute, Administrative Policy, or Board Rule Statement

Board Rule 1.28, Board Memberships

Fiscal Impact Statement

No fiscal impact.

Recommendation

That the Board select its delegate to the Head Start Policy Council for the 2020-21 board year.

Director Miller moved to appoint Director Siemsen as the representative to the MPS Head Start Policy Council for the 2020-21 board year. The motion passed, the vote being as follows:

Ayes — Directors Báez, Herndon, O'Halloran, Peterson, Phillips, Siemsen, Taylor, Woodward, and President Miller — 9.
Noes — None.

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(Item 6) Appointment of the Board's Liaison to the Milwaukee City Council of PTAs/PTSAs

Background

Each year, the Board appoints one of its members as its liaison to the Milwaukee City Council of PTAs/PTSAs.

Statute, Administrative Policy, or Board Rule Statement

Board Rule 1.28, Board Memberships

Fiscal Impact Statement

No fiscal impact.

Recommendation

That the Board select its liaison to the Milwaukee City Council of PTAs/PTSAs for the 2020-21 board year.

Director Baéz moved to appoint Director O'Halloran to serve as the Board's liaison to the Milwaukee City Council of PTAs/PTSAs for the 2020-21 school year. The motion passed, the vote being as follows:

Ayes — Directors Báez, Herndon, O'Halloran, Peterson, Phillips, Siemsen, Taylor, Woodward, and President Miller — 9.
Noes — None.

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(Item 7) Appointment of the Board's Liaison to the Title I District Advisory Council

Background

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

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

Director Phillips was the Board's liaison to the Title I District Advisory Council during the 2019-20 Board year.

Statute, Administrative Policy, or Board Rule Statement

Board Rule 1.28, Board Memberships

Fiscal Impact Statement

No fiscal impact.

Recommendation

That the Board select its liaison to the Title I District Advisory Council for the 2020-21 board year.

Director Baéz moved to appoint Director Phillips to serve as the Title I District Advisory Council representative for the 2020-21 board year. The motion passed, the vote being as follows:

Ayes — Directors Báez, Herndon, O'Halloran, Peterson, Phillips, Siemsen, Taylor, Woodward, and President Miller — 9.
Noes — None.

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REGULAR ITEMS OF BUSINESS

(Item 1) Annual Review of and Possible Action on Board Compensation

Background

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 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 Board's action of November 28, 2000.

Fiscal Impact Statement

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

Recommendation

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

Director Peterson moved to maintain the Board's salaries at the levels set on November 28, 2000. The motion passed, the vote being as follows:

Ayes — Directors Báez, Herndon, O'Halloran, Peterson, Phillips, Siemsen, Taylor, Woodward, and President Miller — 9.
Noes — None.

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(Item 2) Transmittal of and Possible Action on Proposed 2020-21 Board Calendar

Background

Wisconsin Statutes Section119.10(3), which governs the scheduling of regular monthly Board meetings, states in part, "The board shall hold a regular meeting at least once each month at times fixed and published by the board in its rules..." In light of this, the City Attorney's Office has advised the Office of Board Governance that the public has the right to expect that the Board will adhere to its rules as they apply to the scheduling of its regular monthly Board meetings.

The proposed calendar, as provided under separate cover and summarized below, has been prepared in accordance with:

- Board Rule 1.02, which sets the days and times of the Board's regular monthly meetings; and

- Board Rule 2.02, which sets the frequency and times of the Board's Committee meetings.

The Board Clerk presented to the Board for its review the tentative calendars of the meetings of the Board and its committees for the 2020-21 board year.

Director Baez moved adoption of the calendar for the 2020-21 board year, as modified below. The motion passed, the vote being as follows:

Ayes — Directors Báez, Herndon, O'Halloran, Peterson, Phillips, Siemsen, Taylor, Woodward, and President Miller — 9.
Noes — None.

Approved Tentative 2020-21 Board Calendar

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

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

Calendar is subject to change

May 2020

7 ~~5:00~~ 5:30 PM —SPB: Public hearing on proposed 2020-2021 budget
12 ~~5:00~~ 5:30 PM —PACE
14 ~~5:00~~ 5:30 PM —SASI
19 ~~5:00~~ 5:30 PM —Special Board Meeting: Statutory public hearing on proposed 2020-2021 biennial budget
21 ~~5:00~~ 5:30 PM —SPB: Public hearing and action on proposed amendments and FY21 Budget
25 *Central Services Closed —Memorial Day*
26 ~~5:00~~ 5:30 PM —AFP
28 6:30 PM —Regular Monthly Board Meeting, including possible action on proposed 2020-21 budget

June 2020

9 ~~5:00~~ 5:30 PM —PACE
11 ~~5:00~~ 5:30 PM —SASI
23 ~~5:00~~ 5:30 PM —AFP
25 6:30 PM —Regular Monthly Board Meeting

July 2020

3 *MPS Central Services Closed —Independence Day*
30 6:30 PM —Regular Monthly Board Meeting *Board Rule 1.09, Regular Items of Business, section (1), states, "The Board may, at the regular July Board meeting, give public hearing on all regular items of business, which shall replace the reports of standing committees…*

August 2020

11 ~~5:00~~ 5:30 PM —PACE
13 ~~5:00~~ 5:30 PM —SASI
18 ~~5:00~~ 5:30 PM —AFP
27 6:30 PM —Regular Monthly Board Meeting

September 2020

7 *Central Services closed —Labor Day*
8 ~~5:00~~ 5:30 PM —PACE
10 ~~5:00~~ 5:30 PM —SASI
22 ~~5:00~~ 5:30 PM —AFP
24 6:30 PM —Regular Monthly Board Meeting

October 2020

13 ~~5:00~~ 5:30 PM —PACE
15 ~~5:00~~ 5:30 PM —SASI
20 ~~5:00~~ 5:30 PM —AFP
29 6:30 PM —Regular Monthly Board Meeting, including action on any needed adjustments to the 2020-2021 budget

November 2020

10 ~~5:00~~ 5:30 PM —PACE
12 ~~5:00~~ 5:30 PM —SASI
17 ~~5:00~~ 5:30 PM —AFP
19 6:30 PM —Regular Monthly Board Meeting (per Board Rule 1.02(1)(b))
26 *Central Services Closed —Thanksgiving Day*
27 *Central Services Closed*

December 2020

~~3~~ 1 ~~5:00~~ 5:30 PM —PACE
8 ~~5:00~~ 5:30 PM —SASI
10 ~~5:00~~ 5:30 PM —AFP
17 6:30 PM —Regular Monthly Board Meeting (per Board Rule 1.02(1)(a))
24 *Central Services Closed —Christmas Eve*
25 *Central Services Closed —Christmas Day*
31 *Central Services Closed —New Year's Eve*

January 2021

1 *Central Services Closed —New Year's Day*
12 ~~5:00~~ 5:30 PM —PACE
14 ~~5:00~~ 5:30 PM —SASI
18 *Central Services Closed —MLK, Jr., Day*
19 ~~5:00~~ 5:30 PM —AFP
28 6:30 PM —Regular Monthly Board Meeting

February 2021

9 ~~5:00~~ 5:30 PM —PACE
11 ~~5:00~~ 5:30 PM —SASI
23 ~~5:00~~ 5:30 PM —AFP
25 6:30 PM —Regular Monthly Board Meeting

February 2021

March 2021

9 PACE —~~5:00~~ 5:30 PM
11 SASI —~~5:00~~ 5:30 PM
16 AFP —~~5:00~~ 5:30 PM
25 6:30 PM —Regular Monthly Board Meeting

April 2021

2 Central Services closed —Good Friday
22 6:30 PM —Regular Monthly Board Meeting (per Board Rule 1.02)
27 ~~5:00~~ 5:30 PM —Annual Organizational Meeting

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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 23, 2020

Background

Since the Board, by statute, is a continuing body, items of business pending before the Board at the close of its last business meeting of the Board year (April 23, 2020) 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 23, 2020, are summarized below. The complete list, along with copies of the actual item, have been provided under separate cover.

Statute, Administrative Policy, or Board Rule Statement

Board Rule 1.01, Organizational Meetings

Fiscal Impact Statement

No fiscal impact.

Implementation and Assessment Plan

Any items set aside by the Board will be carried over for action during the 2019-20 board year. All remaining items will be placed on file.

Recommendation

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

Item		Pending Action
Committee on Accountability, Finance, and Personnel (AFP)		
[1]	Resolution 1819R-008	November 2018, Adopted. Final report with recommendations due May 2019. Carried over April 2019.
[2]	Resolution 1920R-006	November 2019, Adopted. An implementation plan for the 2020-2021
[3]	Resolution 1920R-007	September 2019, Adopted. Options for creating the benefit to be explored
[4]	Resolution 1920R-014	March 2020, Adopted. OBG, OAE, Administration to collaborate and bring proposals relative to the resolution with reporting to start no later than :May 2020

Item		Pending Action
Committee on Legislation, Rules and Policies (LRP)		
[5]	Resolution 1718R-019	Revise policy to codify a prohibition on firearms. Carried over April 2019.
[6]	Resolution 1920R-010	January 2020, Adopted. Committee's work to begin April 2020 with final report to come back to the Board.
[7]	Resolution 1819R-006	December 2018, Adopted. Companion procedure to come back to Board for approval. Carried over April 2019.
[8]	Resolution 1920R-012	January 2020, Adopted. That the Board petition the State relative to the waiver.
[9]	Resolution 1920C-004	February 2020, Considered. Administration to form collaborative committee and bring a proposal back.
Committee on Student Achievement and School Innovation (SASI)		
[10]	Resolution 1718R-018	On the alignment of charter schools and district needs
[11]	Resolution 1920R-013	On elementary class sizes

All of the items were set aside and referred back to their respective committees.

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NEW BUSINESS

(Item 1) Referral of Proposed Revisions to Board Rules and of a New Board Rule to Address the Conducting of Virtual Meetings of the Board and Its Committees

Background

In light of issues related to the current Covid-19 crisis, the Chief Officer, Office of Board Governance, is presenting proposed revisions to the following board rules for referral to committee.

- Board Rule 1.05, Public Notice
- Board Rule 1.06, Quorum and Meeting Presence

In addition, the Chief Officer, Office of Board Governance, is presenting a proposed Board Rule 1.30, Virtual Meetings, for referral to committee.

Referred to the Committee on Legislation, Rules and Policies.

The Board adjourned at 6:09 PM.

JACQUELINE M. MANN, Ph.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
MAY 19, 2020

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

Present — Directors Báez, Herndon, O'Halloran, Peterson, Phillips, Siemsen, Taylor, Woodward, and President Miller — 9.
Absent — None.

The Board Clerk read the following call of the meeting:

May 14, 2020

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Larry Miller, the following meeting is scheduled to take place, for the consideration of the item of business stated in this notice. This meeting will be virtual. MPS buildings are closed to the public.

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 meeting. The deadline to register is 3:00 P.M. on May 19, 2020.

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, 53221; 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 19, 2020, will be forwarded to the [Board] for its consideration.

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

SPECIAL BOARD MEETING — STATUTORY PUBLIC HEARING
5:30 p.m., Tuesday, May 19, 2020

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 28, 2020.

President Miller hereby gives notice that he will offer a motion to waive Board Rule 1.02(4) in order to conduct the meeting virtually and to waive paragraphs (3)(a), (5)(d), and any other portions of Board Rule 1.06 which may restrict or prevent the Board from convening a remote (or virtual) meeting under the present emergency circumstances in order to allow members of the Board to participate remotely without a quorum of the Board being physically present at the Central Services building.

JACQUELINE M. MANN, Ph.D.
Board Clerk

President Miller moved to

1. waive Board rule 1.02(4) in order to conduct the meeting virtually; and
2. waive all applicable sections of Board Rule 1.06 in order for the Board to meet remotely or virtually without a quorum being physically present in the Central Services Auditorium.

The motion passed, the vote being as follows:

Ayes— Directors Báez, Herndon, O'Halloran, Peterson, Phillips, Siemsen, Taylor, Woodward, and President Miller — 9.
Noes — None.

The Board gave public hearing on the proposed Fiscal Year 2021 School Operations, Construction, and Extension Funds.

The Board adjourned at 6:13 P.M.

JACQUELINE M. MANN, Ph.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
MAY 28, 2020

Regular meeting of the Board of School Directors called to order by President Miller at 6:51 PM.

Present — Directors Báez, Herndon, O'Halloran, Peterson, Phillips, Siemsen, Taylor, Woodward, and President Miller — 9.
Absent — None.

President Miller moved to

1. waive Board Rule 1.02(4) in order to conduct the meeting virtually; and
2. waive paragraphs (3)(a), (5)(d), and any other portions of Board Rule 1.06 which may restrict or prevent the Board from convening a remote (or virtual) meeting in order to allow members of the Board to participate remotely without a quorum of the Board being physically present at the Central Services building.

The motion passed, the vote being as follows;

Ayes — Directors Báez, Herndon, O'Halloran, Peterson, Phillips, Siemsen, Taylor, Woodward, and President Miller — 9.
Noes — None.

Before moving on, President Miller asked for a moment of silence to commemorate the passing of the following individuals:

- Anita Rogers, an Education Assistant who had retired from Hawley School, who passed away on April 23, 2020;
- David Allen, a Building Service Helper at Humboldt Park School, who passed away on April 24, 2020;
- Demetrius R. Thomas, a King Middle student; Tera R. Agee, an Obama SCTE student; Lakeitha M. Stokes, a former Obama SCTE student; and Marcus G. Stokes, a former Vincent student, who, along with an adult family member, Theresa R. Thomas, lost their lives on April 27, 2020;
- Isidro Villa, a longtime MPS educator, who passed away on April 28, 2020;
- Vera Bailey, an Education Assistant who had retired from Vincent High School, who passed away on April 29, 2020;
- Xavier Dixon, a student at Madison, and Marcholee Skenadore, a 2018-19 graduate of Bay View High School, who passed away together on May 2, 2020;
- Zarlya Garden, a 5th-grade student at Engleburg, who passed away on May 6, 2020;
- Alton Townsel, a longtime educator who had served MPS for nearly 40 years, who passed away on May 10, 2020;
- Cheryl Barczak, a former Teacher Aide who had retired from the MTEA, who passed away on May 24, 2020;
- Tammie Allen, who had retired after serving several MPS schools, who passed away on May 24, 2020;
- George Floyd, Jr., of Minneapolis, MN; Breana Taylor of Louisville, KY; and Ahmaud Arbery of southern Georgia, each of had been killed in separate incidents of national concern; and
- the more than 100,000 individuals who have lost their lives thus far due to the COVID-19 pandemic.

AWARDS AND COMMENDATIONS

(Item 1) Presentation of the 2020 MPS Valedictorians and Salutatorians

Background

This evening, the Milwaukee Board of School Directors is pleased to honor the 2020 MPS Valedictorians and Salutatorians for their impressive academic accomplishments.

Unfortunately, due to the ongoing public health concerns of the COVID-19 pandemic, we are unable to follow our usual custom of inviting these talented graduates to the Central Services Auditorium for a formal presentation. Instead, we will recognize their accomplishments by reading their names for the listening audience.

The complete list of these outstanding students is presented below.

The Alliance School
- Valedictorian: Bryanna Halvorson
- Salutatorian: Maya Stanley

Assata High School
- Valedictorian: Lanitra Jones
- Salutatorian: Keilah Morgan

Audubon High School
- Valedictorian: Ximena Cornerjo
- Salutatorian: Elizabeth Otto

Bay View High School
- Valedictorian: Brennan Halsey
- Salutatorian: Mia Morrison

Banner Prep
- Valedictorian: Saneya Pryor
- Salutatorian: Alicia Mcgrego, Ashanti Johnson

Bradley Technology and Trade High School
- Valedictorian: Sharifah Bibi Nur Muhammad
- Salutatorian: Kenyatta Parks

Carmen H.S. of Science & Technology

Northwest Campus.
- Valedictorian: Liomar Navarro
- Salutatorian: Sunny Nguyen

South Campus
- Valedictorian: Heidi Perez Rodriguez
- Salutatorian: Guadalupe Gomez Soto

Southeast Campus
- Valedictorian: Rosaisela Santoyo Maciel
- Salutatorian: Cameron Stockwell, Keishla Colon

Grandview High School
- Valedictorian: Hasabna Salgado
- Salutatorian: Eric Daniel-Medina

Groppi High School
- Valedictorian: .Vondell Moore
- Salutatorian: Armani Johnson

Hamilton High School
- Valedictorian: Sania Tariq
- Salutatorian: Jaquelin Perez Salazar

King International High School
- Valedictorian: Zoe Elko, Jayne Kilander, Avery Ponto, Melina Quiles, Estella Ramirez, Oliver Schmidt, Emma Shenkenberg, Lucille Steffes
- Salutatorian: Magdalena Lelewicz, Alejandro Robinson

Lad Lake Synergy
- Valedictorian: Rhianna Harris
- Salutatorian: Dylan Blaha

MacDowell Montessori School
- Valedictorian: Acacia Steele
- Salutatorian: Alaina Whitson

Madison Academic Campus
- Valedictorian: Rosie Jefferson
- Salutatorian: Linda Xiong

MC² High School
- Valedictorian: Loretta Allen
- Salutatorian: Giselle Solis, Angel Sosa

Meir High School
- Valedictorian: Elijah Prather
- Salutatorian: Mordechai Tinney

Milwaukee High School of the Arts
- Valedictorian: Anna Kraco
- Salutatorian: Autumn Green

Milwaukee School of Languages
- Valedictorian: Anja Arnhold
- Salutatorian: Merce Fernandez

Milwaukee Marshall High School
Valedictorian David Olatunji
Salutatorian Malik Hamilton

North Division High School
Valedictorian Aaliyah Rave
Salutatorian Essence Rawls

Nova High School
Valedictorian Desiree Johnson
Salutatorian Miricle Walker

Obama SCTE
Valedictorian Mattison Taddei
Salutatorian DeUnique Davis

Pulaski High School
Valedictorian Adrian Manuntag
Salutatorian Umar Nur Ali

Reagan College Preparatory High School
Valedictorian Maxwell Ehlers
Hanah Galvan
Trinity Manzke
Sandra Martinez
Aliza Passow
Raquel Rojano
Mateo Vega Rivera
Rihana Zaiani

Riverside University High School
Valedictorian Arlinda Yang
Salutatorian Naree Thao

South Division High School
Valedictorian Nor Alzuhairi
Salutatorian Su San Nalala Soe

Transition High School
Valedictorian Carolyn Ross-Staples
Salutatorian Diamond Lockett

Vincent High School
Valedictorian Samya Hickman
Salutatorian Makayla Reed

Washington High School of IT
Valedictorian Tanya McNeal
Salutatorian Hawa Mohamed

Wisconsin Conservatory
Valedictorian Thimothy Lor
Salutatorian Shekinah Jones

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APPROVAL OF MINUTES

The minutes of the special and regular board meetings of April and May will be presented for approval in June.

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REPORTS AND COMMUNICATIONS FROM THE SUPERINTENDENT OF SCHOOLS

(Item 1) Monthly Report of the Superintendent of Schools

Background

The Superintendent's Report is designed to provide the Milwaukee Board of School Directors and the MPS community with an update on current activities underway to support the district's goals of academic achievement; student, family and community engagement; and effective and efficient operations as they are aligned to the district's Strategic Objectives and the Five Priorities for Success:

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

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

COVID-19 Update

There have been many district impacts resulting from the COVID-19 pandemic. The district is continuing its extensive planning and implementation efforts to support members of the MPS family during this time, including the following examples:

- closeout of the 2019-2020 school year; as well as summer and fall reopening;
- additional MPS Stop, Grab, and Go sites to distribute healthful meals and instructional materials;
- virtual format for Summer Academy 2020 (see below);
- continued Chromebook distribution;
- connecting school staff with students;
- helplines and district updates to keep families informed and to provide assistance.

District leadership will continue these and more efforts to support all members of the MPS family.

Helplines and District Updates Keep Families Informed

MPS is continually seeking ways to support our students and families during school closures. Get access to the latest information and assistance through our phone lines, website, schools, app, and other sources.

MPS Central Services phone lines are open for questions —call (414) 475-8393. MPS has also created a special hotline —(414) 475-8900 —to provide assistance and guidance to families. Both lines are open Monday through Friday from 8:00 a.m. to 5:00 p.m.

Families of students receiving specialized services support can access assistance regarding their children's education. Call (414) 438-3648 and leave a message stating the student's name and birth date, along with your name and contact information. You will be contacted within 24 hours of your call.

Chromebook Support Helps Students Access Online Learning

Distribution of Chromebooks to MPS families is underway, with many students already having received technology to continue learning at home. The district is offering support to families to help students use their Chromebooks and to access the Internet, including a new Family Guidebook. This guidebook gathers important information in one convenient place, including how to get Internet service, how to connect to WiFi, how to locate online learning, and how to access district support.

Families who have not yet received a Chromebook should contact their children's principals. An appointment will be set for a pick-up time so Chromebooks can be checked, sanitized, and ready for students.

Online learning will require an Internet provider so devices can connect to educational websites. Families are advised to contact their phone or television providers to ask about free or low-cost offers for students. MPS has developed a list of current offers on our Internet Resources for Families page.

Accessing education online is easy! Visit the MPS Online Learning Resources page to find recommended websites by grade level, family resources, virtual field trips, social emotional support, and more. Students can safely log in once through Clever to access many educational websites. Read detailed Clever instructions or watch our Clever video for assistance logging in.

Troubleshooting: If your device does not work properly, do not attempt to repair the device. Email the MPS Technology Support Center at tsc@ milwaukee.k12.wi.us immediately. Please include a phone number, school name, student name and ID number, and description of the problem in the email so we can contact you.

For questions about your child's education or school, contact your school's principal. For district questions, families have two options:

- MPS Central Services phone line —call (414) 475-8393;
- MPS special hotline to assist families —call (414) 475-8900.

Both lines are open Monday through Friday from 8:00 a.m. to 5:00 p.m.

MPS Summer Academy's June Session Goes Online

Summer provides a critical learning window for many MPS students. To support credit recovery and other learning needs, the June session of the Summer Academy will take place through an online platform this year. Students in schools on the early start calendar (last day of class is May 21) are eligible to enroll in the June session.

The June session will be held this summer from June 1 to 26, Monday through Friday, from 8:30 a.m. to 12:30 p.m.. High-school students, current 8th-graders, and students in Extended School Year can attend. High-school students can earn up to one credit through credit recovery (retaking a course to earn credit) or one-half credit through credit acceleration (taking a course for credit the first time).

The July Session will be held July 6 to 31. Details will be posted in the coming weeks.

How Will Online Learning Work?

- Students will need a computer or Chromebook and Internet access daily.
- Students move through designated coursework at their own pace at home.
- Students will work with licensed teachers.
- Summer Academy is open to all City of Milwaukee residents who need to recover or obtain credits.

Registration is now open. Register online at June Academy. Paper forms will be available starting the week of May 11 at MPS Stop, Grab, and Go sites. Paper forms can be scanned and emailed to elo@milwaukee.k12.wi.us or can be dropped at MPS Stop, Grab, and Go sites. Families may also mail their forms to

MPS
Room 150
5225 W. Vliet St.
Milwaukee, WI 53208.

Students not currently enrolled in MPS are eligible. Families must submit their registration and have their school counselor email a current copy of their transcript and a letter of course requests to elo@milwaukee.k12.wi.us. Students who are not city of Milwaukee residents must submit tuition payment at the time of registration. Course selections will be determined by a school counselor.

To learn more, visit the Summer Academy page of the MPS website, contact your child's school counselor, or email elo@milwaukee.k12.wi.us.

Reagan and North Division Recognized for Excellence in NAF Program

Congratulations to Ronald Wilson Reagan College Preparatory High School for earning Distinguished Level and to North Division High School for earning Model Level from the NAF Education Network. Both schools submitted extensive program records and hosted site visits with NAF leadership and experts to earn these distinctions. The NAF program promotes college- and career-readiness and success for students.

Nationwide, only 200 schools have earned Model Level through NAF, and only 135 have reached Distinguished Level. This is the first year that Milwaukee Public Schools has had a high school reach Distinguished Level.

At Reagan, more than 100 students participated in NAF Academy of Health Science, with 33 taking part in internships. Twelve students earned their Certified Nursing Assistant credentials as part of this program. North Division, which was honored for its NAF Academy of Information Technology, also offers a NAF Academy of Health Science.

More than 100 students took part this year, with 24 participating in internships. As a culminating project, North Division NAF Academy of IT's students designed websites for local businesses in the 53206 ZIP code, providing a needed service to help owners promote, market, and succeed in their businesses.

NAF provides strategic structure, tools, and resources to support MPS high-school students in pursuit of chosen career fields. Community partners are essential elements in NAF's programming, providing mentors and internships.

For the 2020–21 school year, MPS will have NAF academies in seven schools:

- Audubon Technology and Communication High School

- Bay View High School
- James Madison Academic Campus
- North Division High School
- Ronald Wilson Reagan College Preparatory High School
- South Division High School
- Washington High School of Information Technology.

NAF's programs focus on five career themes: finance, hospitality and tourism, information technology, engineering, and health sciences. Students who are interested in being part of a NAF track should contact their school counselors.

NAF works with high-need communities to transform the high-school experience through an educational design that includes industry-specific curricula, work-based learning experiences, and relationships with business professionals, culminating in paid internships. NAF's academies fit within and enhance school systems. During the 2019–20 school year, more than 112,000 students attended 620 NAF academies across the country.

Margaret Roushar of Parkview Selected to Receive Twilight Award

During Teacher Appreciation Week, Chance the Rapper recognized teachers through The Twilight Awards, a special program to thank teachers for all they do. Through three live broadcasts on Instagram, Chance the Rapper surprised teachers with supplies, donations, and more on behalf of Box Tops for Education. Teachers were selected for showing dedication, originality, and creativity in helping their students thrive. MPS is proud to announce that one of its dedicated teachers has been selected by Chance the Rapper.

Margaret Roushar is a 1st-grade teacher at Parkview School. She has taught in MPS for 11 years and was recently featured on TMJ4 for her efforts in sending care packages to her students during school closures. Margaret is using her government stimulus money to purchase small games and learning tools to support her students and to let them know she cares about them.

The Twilight Awards were broadcast live on Instagram in early May. Follow @ ChancetheRapper on Instagram to watch these special broadcasts and see all the teachers selected by Chance the Rapper.

A longtime proponent of education, Chance the Rapper founded SocialWorks in 2016 to empower youth through arts, education, and civic engagement. Through SocialWorks, he has given millions of dollars to Chicago public schools and continues to inspire creativity, to build dreams, and to advocate for youths' success in all its forms.

Congratulations, Margaret Roushar and Parkview School! You make us #MPSProud!

JJ Watt Foundation Donates to Milwaukee Recreation Youth Sports Teams

The Justin J. Watt Foundation donated new uniforms and equipment to 35 Milwaukee Recreation middle-school sports teams during the 2019-20 school year. The uniforms and equipment, which totaled $85,120.60, will serve student athletes in Milwaukee Recreation's basketball, cheer, soccer, softball, track and field, and volleyball leagues.

The donations were received and distributed to the teams prior to the COVID-19 school closures.

Milwaukee Recreation, a department of Milwaukee Public Schools, provides youth sports opportunities to thousands of middle- and elementary-school student-athletes across dozens of leagues each year.

The JJ Watt Foundation has been a strong supporter of youth sports. This donation is a wonderful boost for MPS student-athletes and will further the district's mission to promote healthy lifestyles, personal development, and fun through sports and recreation. The JJ Watt Foundation has donated uniforms and equipment worth nearly $6 million to hundreds of schools around the nation since 2011.

Watt, a five-time All-Pro defensive end for the Houston Texans, is a native of Pewaukee. The three-time NFL Defensive Player of the Year also played 26 games at the University of Wisconsin over two seasons.

MPS Celebrated Teacher Appreciation Week and School Nurses Day

The district is grateful for our dedicated teachers and school nurses. Thank you for all that our staff does for students and to support instruction and learning.

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

(Item 1) Update with Possible Action on Legislative Matters or Related Issues Concerning Milwaukee Public Schools

Background

Work continues on securing the next round of federal support that will be needed to protect students and schools from the financial crisis caused by the pandemic. MPS continues to work with our national and state-level partners in calling for at least $200 billion of needed emergency funding for public schools.

According to analysis conducted by the Learning Policy Institute, more than the $200 billion originally asked for will be needed over the next three years. In the bipartisan letter provided under separate cover, 28 U.S. Senators, including Senator Baldwin, call for the additional funding for schools.

We continue to wait for an update from the WI Legislative Fiscal Bureau to determine the forecast for revenue declines in the second year of the biennium.

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.

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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

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, OAE performed its annual review of the Superintendent's proposed budget, which is focused on enhancing transparency and oversight of the financial operations of MPS. The review resulted in transparent discussion of OPEB's funding levels and their impact on long-term financial obligations, enhanced transparency as it relates to the average teacher-salary calculation and its impact on the budget, and improved clarity regarding proposed referendum spending.

OAE also participated in an advisory capacity on the board-directed Pension/Retirement Task Force, providing independent analysis of three retirement scenarios proposed by the Task Force. This analysis, which focused on recommending solutions in furtherance of the fiscal stewardship of MPS, resulted in a recommendation of funding parameters necessary to ensure long-term financial stability and equity without delaying the sunset date of current OPEB liabilities.

OAE also prepared for the safe return of staff to the physical work space beginning May 26, 2020. OAE will implement various health and safety actions to ensure that the physical return to work is safe for all of OAE's employees. In order to ensure proper social distancing, and in alignment with central services procedures, OAE is utilizing a staggered-start approach. This approach will contribute to a safe working environment for employees while ensuring that the main office and phone are staffed daily during regular business hours.

Accountability and Efficiency Services and Contract Compliance Services

Between April 11, 2020, and May 19, 2020, Accountability and Efficiency Services and Contract Compliance Services continued to work to advance mission-critical projects while following the district's remote-working procedures in place due the COVID-19 pandemic. Work completed included three requests for information, three requests for constituent support, and various requests for contract-compliance review on critical contracts. Additionally, Contract Compliance Services continued to focus its efforts on engaging industry- and community-based partners in advancing the employment-training road map for Administrative Policy 3.13, Communities in Need. As a result, an informational item has been provided to the Board this month through its Committee on Accountability, Finance, and Personnel.

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 from the Committee on Accountability, Finance and Personnel:

- Item 3, Action on the Recommendation of the MPS Pension Plan and Retirement Benefits Taskforce, was set aside by Director Peterson,
- Item 9, Report with Possible Action Regarding FY20 Closeout, District Reopening Plan, and Summer and Fall Reopening Plan, was set aside by Director Phillips,

Separate consideration was requested of the following items from the Committee on Legislation, Rules and Policies:

- Item 1, Action on Amendments to Board Rules 1.05, Public Notice, and 1.06, Quorum and Meeting Presence, and Adoption of Board Rule 1.30, Virtual Meetings, will be held for the June meeting, pursuant to Board Rule 1.11(2), which requires amendments to Board Rules to be held until the next board meeting for action.
- Item 2, Action on a Request to Approve Administrative Policy 7.45, Art Education, was set aside by Director Woodward,

From the Second Report of the Committee on Strategic Planning and Budget, the following items were set aside:

- Item 1, Action on a Request to Approve the Proposed Three-tier Busing Model for School Year 2020-2021, was set aside by Director Siemsen.
- Item 2, Work Session and Action on Amendments to the Proposed 2020-21 MPS Budget; and Item 3, Overview and Action on the Superintendent's Proposed 2020-21 Budget, have been set aside.

From the Report of the Committee on Student Achievement and School Innovation, the following item was set aside at the Administration's request:

- Item 3, Action on a Request to Approve the Non-instrumentality Charter School Contract with Mother Kathryn Daniels Conference Center, Inc., for Kathryn T. Daniels University Preparatory Academy (KT Daniels) for the 2020-2021 School Year

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

Ayes — Directors Báez, Herndon, O'Halloran, Peterson, Phillips, Siemsen, Taylor, Woodward, and President Miller — 9.
Noes — None - 0.

COMMITTEE ON ACCOUNTABILITY, FINANCE, AND PERSONNEL

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

(Item 1) Action on Recommended Administrative Appointments, Promotions, Reassignments and Reclassifications, Salary Increases/Decreases

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

				Salary		
Codes	Name	Appointment	Assignment	Sched	Range	Amount
5, nr	Derek Donlevy	Recreation Supervising Associate II	Office of the Chief of Finance	03	04A	$57,750

Codes

r	Resident
nr	Non-resident
1	Native American

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

Approved with the roll call vote on the balance of the Committees' reports

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(Item 2) Action on Monthly Personnel Matters: Action on Classified Personnel Transactions, Action on Certificated Appointments, Report on Certificated Resignations and Classified Retirements, and Affirmative Action Report

Classified Personnel Transactions

Code	Name	Appointment	Salary	Date
New Hire				
5	James Breuer	IT Service Technician	$59,656.67	04/06/2020

Certificated Appointments

School Social Worker Trauma-informed Coach

Codes	Name	Appointment	Salary	Date
2, r	Carson, Kellie	Gen'l Elem & K8 —All Grades	$85,379.06	8/25/2020

		Counts				
Codes		Teachers	SSWs	Psychologists	Other	Total
nr	Non-Residents					
r	Residents					
1	Native American	0	0	0	0	0
2	African American	0	0	0	1	1
3	Asian/Oriental/Pacific Islander	0	0	0	0	0
4	Hispanic	0	0	0	0	0
5	White	0	0	0	0	0
6	Other	0	0	0	0	0
7	Two or More Ethnic Codes	0	0	0	0	0
	Male	0	0	0	0	0
	Female	0	0	0	1	1

Report on Certificated Resignations and Classified Retirements

Certificated Resignations

Reason	Code	Yrs Svc	Name	Position	Location	Date
Personal	2	2.0	Gelesa Adams	Teacher	Morse	05/22/2020
Personal	4	1.0	Nicole Affronti	Teacher	Thurston Woods	06/12/2020
Retire	2	28.0	Karl Allmon	Teacher	Elm	06/12/2020
Personal	5	2.0	Heather Bergmann	Teacher	Hamilton	05/22/2020
Other Dist	5	1.0	Shawn Bowie	Teacher	Roosevelt	05/22/2020
Other Dist	5	1.0	Rachel Brunn	Teacher	Honey Creek	06/12/2020
Personal	3	2.0	Xong Chang	Teacher	Lincoln MS	05/22/2020
Personal	4	34.6	Miguel Colon	Psych	Central Svcs	05/29/2020
Personal	7	3.0	Amber Danyus	Teacher	Starms	05/22/2020
Personal	2	0.3	Mackala Fall	Teacher	Wedgewood Park	05/05/2020
Other Dist	5	3.0	Jennifer Dassbender	Teacher	Clarke	06/12/2020
Retire	5	31.4	Amy Domagalski	Teacher	Victory	03/16/2020
Retire	5	38.0	Peggy Drana	Teacher	95th Street	06/12/2020

Reason	Code	Yrs Svc	Name	Position	Location	Date
Personal	4	1.0	Marisol Escobedo	Psych	Central Svcs	05/29/2020
Retire	5	25.0	Judith Gundry	Mentor Teacher	Central Svcs	05/29/2020
Personal	5	5.0	Loren Haga	Teacher	Milw Sign Lang	06/30/2020
Personal	5	2.0	Kyle Haseton	Teacher	Lancaster	06/12/2020
Other Dist	5	3.0	Hannah Hergenroether	Teacher	Elm	06/12/2020
Personal	2	21.2	Crystal Hernandez	Teacher	MACL	06/12/2020
Personal	5	8.0	Stacia Holtz	Teacher	Fairview	06/12/2020
Personal	5	2.0	Riley Husted	Teacher	Bradley Tech	05/22/2020
Personal	2	1.0	LaTisha Jackson	Teacher	Congress	05/22/2020
Personal	5	6.0	Lauren Jakubowski	Psych	Central Svcs	06/18/2020
Retire	5	35.0	Martha Koepke	Teacher	Central Svcs	05/22/2020
Personal	5	10.0	Kara Korom Anderson	Nurse	Central Svcs	06/19/2020
Retire	5	26.1	Susan Kraft	Teacher Leader	Central Svcs	05/22/2020
Retire	5	20.0	Jean Lukitsch	Teacher	Allen Field	06/12/2020
Personal	4	1.0	Alvaro Maldonado	Teacher	Washington	05/22/2020
Other Dist	5	2.0	David Menk	Teacher	Meir	06/30/2020
Personal	5	18.0	Kerry Mess	Teacher	Rufus King HS	05/22/2020
Personal	5	1.3	Elizabeth Meyer	Teacher	Milw Sign Lang	06/12/2020
Personal	5	7.0	Rachel Mudek Tombari	Teacher	Meir	05/22/2020
Personal	5	22.5	Cathleen Mundt	Teacher	Doerfler	06/13/2020
Personal	5	1.0	Blythe Nissen Davis	Teacher	Meir	05/22/2020
Retire	5	26.0	Rick Peck	Teacher	Milw Sch of Lang	05/22/2020
Other Dist	5	3.0	Andrea Phillips	Teacher	Auer	06/12/2020
Personal	5	2.0	Claire Prewitt	Teacher	Bradley Tech	05/28/2020
Retire	5	30.0	Susan Rameshk	Teacher	Central Svcs	05/26/2020
Personal	5	7.0	Lindsay Rauen	Teacher	Lloyd Barbee	06/12/2020
Retire	2	40.3	Annie Robinson	Teacher	North Division	05/22/2020
Personal	5	2.0	Jessica Rogowiec	Teacher	Bradley Tech	05/22/2020
Personal	5	1.0	Jillian Rowley	Teacher	Morgandale	06/12/2020
Personal	4	1.0	Ramzi Salameh	Teacher	Franklin	06/12/2020
Other Dist	5	7.0	Arreall Saugstad	Teacher	Roosevelt	06/30/2020
Personal	5	2.0	Morgan Schilz	Psych	Hopkins Lloyd	06/18/2020
Personal	5	2.0	Halle Shine	Teacher	Bradley Tech	05/22/2020
Other Dist	5	11.0	Elizabeth Steininger	Teacher	Longfellow	06/12/2020
Other Dist	5	20.	Seth Thompson	Teacher	Morse	05/22/2020
Personal	5	1.6	Jordan Wallace	Teacher	Roosevelt	05/22/2020
Personal	2	6.8	Kristen Williams	Teacher	Milw Sch Lang	05/22/2020
Personal	5	12.3	Jillian Wonio	Teacher	Trowbridge	04/24/2020
Retire	5	27.0	Robert Zaharias	Teacher	Longfellow	06/12/2020

Classified Retirements

Reason	Code	Yrs Svc	Name	Position	Location	Date
Retire	4	21.5	Carlos Barillas	Info Spec	Central Svcs	05/01/2020
Retire	5	2.0	Lynn Clark	Dietitian	Central Svcs	04/14/2020
Retire	5	20.4	Jeanette Schulz	School Secty	Sherman	04/10/2020
Retire	5	35.2	Kevin Sponholz	Engineer	Grant	04/24/2020

Affirmative Action Report

The Affirmative Action monthly personnel transaction report for April 2020 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 and appointments as listed above, to be effective upon approval by the Board.

Approved with the roll call vote on the balance of the Committees' reports

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(Item 3) Action on the Recommendation of the MPS Pension Plan and Retirement Benefits Taskforce

Background

At its meeting on May 30, 2019, the Board referred Resolution 1920R-006 by Director Siemsen to the Committee on Accountability, Finance, and Personnel.

WHEREAS, The Milwaukee Board of School Directors has legal and fiscal responsibilities for all district operations and is responsible for formulating and adopting policies; and

WHEREAS, The Milwaukee Board of School Directors, on March 30, 2017, approved an Early Retirement Window (ERW) that allowed eligible employees to retire within a three-year period beginning on July 1, 2017 and ending June 30, 2020; and

WHEREAS, The requirements for ERW eligibility included:

- hired before July 1, 2013
- at least age 55 years
- 20 years of service
- 90% of sick leave (1,044 hours for 10-month employees; 1,080 for 12-month employees); and

WHEREAS, School-based employees must retire at end of the school year and provide notification of retirement by January 31 of the school year; and

WHEREAS, Effective July 1, 2020, the ERW ends and the age requirement for retiree health- and life-insurance benefits reverts to age 60; and

WHEREAS, These ERW parameters likely accelerate staff retirements, as noted in the actuarial valuation results presented to the Board on December 11, 2018; and

WHEREAS, Accelerated staff retirements are likely to compound the District's significant challenge of filling and staffing position vacancies; now, therefore, be it

RESOLVED, That the Board direct the Administration, in conjunction with the Office of Accountability and Efficiency, to estimate the financial impact of extending the Early Retirement Window based on the following alternate scenarios:

- Current ERW requirements and extending the period end date to June 30, 2023
- Current ERW requirements and extending the period end date to June 30, 2025
- Current ERW requirements and no end date (permanent change)
- Current ERW requirements but moving at least age from 55 to 57 and no end date (permanent change); and be it

FURTHER RESOLVED, That this analysis be brought back the Board no later than the August 2019 Board cycle.

At its meeting on September 26, 2019 the Board adopted the resolution and directed the Administration, in collaboration with the Office of Accountability and Efficiency (OAE), to estimate the impact of:

- the current ERW
- current ERW's requirements and extending the period end date to June 30, 2023
- current ERW's requirements and extending the period end date to June 30, 2025
- current ERW's requirements and no end date (permanent change)
- current ERW's requirements but moving at least age from 55 to 57 and no end date (permanent change)

The Administration and the OAE worked closely with the actuarial firm of Gabriel Roeder Smith & Company (GRS) to prepare an analysis. (See attachments to the minutes of your Committee's meeting.)

At its meeting on November 21, 2019, the Board discussed the above-referenced Resolution 1920R-006 and directed the Administration to develop a taskforce to conduct an analysis and to make recommendations to the Board relative to the MPS Pension Plan and Retirement Benefits.

The MPS Pension Plan and Retirement Benefits Taskforce comprised representatives from the Milwaukee Teachers' Education Association (MTEA), the Psychologists Association in Milwaukee Public Schools (PAMPS), the International Union of Operating Engineers (Local 420), members of the Administration from the Offices of Finance and Human Resources, Board President Larry Miller, and Board Director Erika Siemsen.

The Taskforce met on February 3, 2020; May 11, 2020; and May 18, 2020. The Taskforce considered:

- Alternative A, with retirement criteria of 57 years of age, 20 years of service, and a 70% sick-leave balance for those hired prior to June 30, 2013, to receive board-subsidized benefits upon retirement;
- Alternative B, with retirement criteria of 55 years of age, 15 years of service, and a 70% sick-leave balance for those hired prior to June 30, 2013, to receive board-subsidized benefits upon retirement; and
- Alternative C; with retirement criteria of 55 years of age, 20 years of service, and a 70% sick-leave balance for those hired prior to June 30, 2013, to receive board-subsidized benefits upon retirement.

Summary of Alternatives Considered

Scenario		Age	Yrs of Svc	% of Max Sick Leave	Actuarial Liability (AL)	Increase in AL over Baseline	Total Cost	Increase in Total Cost over Baseline	Average Increase in Annual Cost over Baseline
Baseline (Current)		60	20	90%	$905.62	—	$1,097.52	—	—
Alt.	A	57	20	70%	$973.64	$68.02	$1,184.45	$86.93	$5.11
	B	55	15	70%	$1,000.74	$95.12	$1,266.02	$168.50	$9.91
	C	55	20	70%	$993.67	$88.05	$1,247.67	$150.15	$8.83

All $ amounts in millions

The Taskforce's members are recommending that the Board consider Alternative B, with retirement criteria of 55 years of age, 15 years of service, and a 70% sick-leave balance for those hired prior to June 30, 2013, to receive board-subsidized benefits upon retirement.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 6.01, General Personnel Policies

Fiscal Impact Statement

This item creates expenditures in the FY21 budget which would be determined by the criteria chosen by the Board.

Implementation and Assessment Plan

Upon approval by the Board, the Administration will act accordingly.

Committee's Recommendation

Your Committee recommends that the Board approve the recommendation of the MPS Pension Plan and Retirement Benefits Task Force for Alternative B, with retirement criteria of 55 years of age, 15 years of service, and a 70% sick leave balance for those hired prior to June 30, 2013, to receive board-subsidized benefits upon retirement.

The gavel was passed to Vice-President Baez at 8:58 and returned to President Miler at 9:08.

The gavel was passed to Vice-President Baez at 9:10 and returned to President Miler at 9:12.

Director Peterson moved to approve Alternative C, with retirement criteria of 55 years of age, 20 years of service, and a 70% sick leave balance for those hired prior to June 30, 2013, to receive board-subsidized benefits upon retirement, to be level-dollar funded, as set by actuarial review, with a July 1, 2020, implementation date.

The motion passed, the vote being as follows:

Ayes — Directors Báez, Herndon, O'Halloran, Peterson, Phillips, Siemsen, Taylor, Woodward, and President Miller — 9.
Noes — None — 0.

* * * * *

(Item 4) Action on Receipt of the Fiscal Year-end 2019 Audit Reports

Background

Baker Tilly has completed the June 30, 2019, year-end reports attached to the minutes of your Committee's meeting, which are being presented for the Board's consideration.

Baker Tilly considers the District's internal control over financial reporting as a basis for designing their auditing procedures for the purpose of expressing an opinion on the District's financial statements. Internal control matters identified by Baker Tilly are reported to the District in the "Communication to those Charged with Governance and Management." 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.

The Communication to those Charged with Governance and Management also includes a report on the status of prior-year issues.

Overview of 2019 Audit

Reports for 2019 Audit

- Unmodified opinion for state report (PI-1506AC)
- Unmodified opinion on basic financial statements of the District
- Unmodified opinion on Early Retirement Supplemental and Benefit Improvement Plan
- Unmodified opinion on Supplement Early Retirement Plan for Teachers
- Communication to Those charged with Governance and Management —A) Material Weakness, B) Significant Deficiency, C) other current year issues, and D) status of prior year issues
- Single Audit —Unmodified opinion on internal control over compliance; 14 significant deficiencies noted related to internal control over compliance; three compliance findings related to a federal program, and 11 related to state programs. Of the eleven for state programs, six related to licensing compliance.

Required Communications

1. Auditor's Responsibilities under Generally Accepted Auditing Standards

- To express an opinion on the financial statements.
- To conduct an audit in accordance with auditing standards generally accepted in the United States of America.
- To plan and to perform the audit in order to obtain reasonable, rather than absolute, assurance that the financial statements are free of material misstatement.
- To express an opinion on compliance with regulations for federal and state award programs.

2. Changes in Significant Accounting Policies

- None noted.

3. Management Judgments and Accounting Estimates

- No significant changes in estimates.
- Accrued claims for self-insurance, accrued compensated absences, unfunded status of OPEB obligation as of July 1, 2017. (date of most recent study), unfunded status of the Pension Plans.
    - — Early Retirement Supplement and Benefit Improvement Plan and Supplemental Early Retirement Plan for Teachers

- WRS/ERS pension assets and liabilities.

4. Significant Audit Adjustments Identified and Recorded During Audit

- $2.3 of adjustments noted to the capital projects —Construction Fund's accounts payable.

5. Uncorrected Misstatements

The district chose not to remove $266K of accounts payable in the Construction Fund related to fiscal year 2020.

6. Other Information in Documents Containing Audited Financial Statements

We are not aware of any other documents.

7. Disagreements with Management

None.

8. Management's Consultation with Other Accountants

We are not aware of any such consultations.

9. Issues Discussed Prior to Retention

We discussed a variety of matters, including accounting principles which occurred in the normal course of our professional relationship and were not a condition of our selection or retention as auditors.

10. Difficulties Encountered in Performing the Audit

We received full cooperation from the district staff.

Communication to Those Charged with Governance & Management

Current Year Comments

- Material Weakness —Material Audit Adjustment
- Material Weakness —Restatement of Prior-year Financial Statements
- Significant Deficiency —Food Service Invoicing and Three-way Match
- Payroll Review
- Carry forward of Prior-year Comments

Financial Highlights

A. The District's governmental funds ended the 2019 fiscal year with a decrease in total fund balances of $22.9 million. This decrease reflects a combined increase in General Fund of $1.6 million, a decrease in the Construction Fund of $26.2 million, and an increase in School Nutrition Services Fund of $1.8 million.

B. Total fund balance for the governmental funds was $118.7 million at June 30, 2019. Of this amount

- $3.7 million was non-spendable for non-current receivables, inventories, and prepaid expenditures;
- $77.8 million was restricted for self-insurance, debt service, capital projects, school nutrition, and the long-term capital improvement fund;
- $2.2 million was committed for construction;
- $9.2 million is assigned for 2020 budget; and
- $25.8 million was unassigned.

C. The District's total long-term obligations at year end were $1.456 billion and had increased by $155 million (net) during the 2019 fiscal year. The net increase relates primarily to the increase in the net pension liability of $200.8 million (net). The long-term obligations include $385 million of bonds and notes, $322 million of net pension obligation, and $736 million of accrued OPEB obligation.

D. During the year ended June 30, 2019, the District's final budget showed an anticipated reduction to the General Fund equity by $37.3 million; however actual results reported an increase in the General Fund equity by approximately $1.6 million.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 3.07, Fiscal Audits

Fiscal Impact Statement

No fiscal impact

Committee's Recommendation

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

1. CAFR 2019 Financial Statements
2. MPS Communication to those Charged with Governance and Management
3. Milwaukee Board of School Directors Early Retirement Plan
4. Milwaukee Board of School Directors Early Retirement Plan for Teachers
5. Report on Federal and State Awards.

Approved with the roll call vote on the balance of the Committees' reports

* * * * *

(Item 5) Action on the Milwaukee Board of School Directors' Executive 403(b) Plan Document Restatement

Background

The Administration worked with TCG (the third-party administrator), the City Attorney's Office, and outside counsel Ice Miller to restate the Milwaukee Board of School Directors Executive 403(b) Plan ("Plan") on a standardized plan document that reflects current Internal Revenue Service ("IRS") model language. The Plan is restated as of January 1, 2020, to take advantage of the IRS's remedial amendment period that closes June 30, 2020.

The deadline to approve the Adoption Agreement for the standardized plan document was originally March 31, 2020. In consideration of the COVID-19 crisis, however, the IRS has extended this deadline to June 30, 2020.

Attached to the minutes of your Committee's meeting are the following items:

- Summary of the requested Board action prepared by the City Attorney's Office and outside counsel
- Milwaukee Public Schools Executive 403(b) Adoption Agreement
- Milwaukee Public Schools Executive 403(b) Plan Amendment.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

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

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

Upon the Board's approval, the Administration will provide a copy of the signed Adoption Agreement and the plan document amendment to the third-party administrator.

Committee's Recommendation

Your Committee recommends that the Board approve the pre-approved plan document Adoption Agreement prepared by TCG and approve the plan document amendment related to hardship withdrawals.

Approved with the roll call vote on the balance of the Committees' reports

* * * * *

(Item 6) Action on the Milwaukee Public Schools' 403(b) Plan Document Restatement

Background

The Administration has worked with the City Attorney's Office and outside counsel Ice Miller to restate and amend The Milwaukee Public Schools 403(b) Plan ("Plan"). The Plan is being restated retroactively to January 1, 2010, to take advantage of the IRS remedial self-correction period that closes June 30, 2020. Proposed amendments to the Plan reflect both required changes under federal law and optional recommended changes.

Attached to the minutes of your Committee's meeting are the following items:

- Summary of the required changes as well as the optional recommended changes prepared by the City Attorney's Office and outside counsel
- Milwaukee Public Schools 403(b) Restated Plan Document
- Milwaukee Public Schools 403(b) Plan Amendment
- Optional Services Agreement with changes related to the Coronavirus Aid, Relief, and Economic Security Act ("CARES Act")

The IRS's deadline to amend plan documents was originally March 31, 2020. In consideration of the COVID-19 crisis, however, the IRS has extended this deadline to June 30, 2020.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

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

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

Upon the Board's approval, the Administration will provide a copy of the signed plan document, amendment, and service agreement to all vendors and direct them to update their systems and procedures with the necessary changes.

Committee's Recommendation

Your Committee recommends that the Board approve the required restated plan document prepared by Ice Miller as well as all the recommended changes to the plan document and administrative procedures.

Approved with the roll call vote on the balance of the Committees' reports

* * * * *

(Item 7) Action on a Request to Approve a Donation Agreement among Milwaukee Public Schools, the City of Milwaukee, and Phillis Wheatley School Redevelopment, LLC, for the Property Located at 2442 North 20th Street

Background

On March 31, 2011, the Board approved the closure of Phillis Wheatley K-8 School, to be effective at the end of the 2010-2011 year-round school calendar. On January 29, 2015, the Board approved declaring the Phillis Wheatley K-8 School building as a surplus property.

On August 14, 2018, the City of Milwaukee Department of City Development listed the property for sale through a competitive request for proposal process with a deadline of September 14, 2018. Three proposals were received and evaluated by the City of Milwaukee Department of City Development. The strongest proposal was selected through the evaluation process and approved by the City of Milwaukee Common Council on November 5, 2018, which resulted in a final purchase and sale agreement dated November 27, 2019, along with a proposed donation agreement.

The approved price for the Phillis Wheatley K-8 School was $465,000, with $115,000 of that amount included in the purchase price section of the Purchase and Sale Agreement, and the remaining balance of $350,000 structured under the Proposed Donation Agreement. (Both documents are attached to the minutes of your Committee's meeting.) The Administration is in the process of seeking a payment schedule to more clearly detail when Milwaukee Public Schools would receive the funds. The proceeds received from this sale will be deposited into the Milwaukee Public Schools' School Operations Fund.

The Phillis Wheatley School Redevelopment's project, as proposed by the developer, will feature three residential buildings, inclusive of the school, and two new-construction buildings of two stories each. Catering to families, this development will offer 82 apartment homes comprising 21 two-bedroom units and 61 three-bedroom units, with 115 surface parking stalls. The developer's vision is to create a place for residents that is committed to a healthful personal lifestyle and to building a cohesive community. The project's scope of work is estimated at $19.8 million, and construction is scheduled to be completed by January of 2023.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 5.01, Facilities

Fiscal Impact Statement

There are no expenditures associated with this item.

Implementation and Assessment Plan

Upon the Board's approval, the donation agreement, as attached to the minutes of your Committee's meeting, will be signed and properly filed with the City of Milwaukee.

Committee's Recommendation

Your Committee recommends that the Board approve the donation agreement, as attached to the minutes of your Committee's meeting, among Milwaukee Public Schools, the City of Milwaukee, and Phillis Wheatley School Redevelopment, LLC, and authorize the Administration to negotiate and to execute a payment schedule for these proceeds.

Approved with the roll call vote on the balance of the Committees' reports

* * * * *

(Item 8) Action on a Request to Approve Changes to the MPS 2020 Summer School Plan

Background

In December 2020, the Milwaukee Board of Directors approved the 2020 Summer Academy plan. Due to the school-closure order by Governor Tony Evers, and to assure the safety and wellbeing of students, families, and the community, as a result of the COVID-19 Pandemic, Summer Academy June and July Sessions will be held virtually.

The Virtual Summer Academy plan attached to the minutes of your Committee's meeting addresses the change from a traditional face-to-face instructional-delivery method to a virtual Summer Academy. All of the high-school credit-acceleration and credit-recovery courses that were to be offered in the traditional format will be offered virtually. Students identified for Extended School Year (ESY) and School-to-Work will also be able to take classes virtually.

To accommodate the change to a virtual instructional delivery for the Summer Academy, action will need to be taken to address attendance procedures. Administrative Procedure 7.17, Summer School, does not address a virtual format.

For students in grades 8-12 that are utilizing the Edgenuity online curriculum, a student completing 5% a day, or 25% for the week of the curriculum, would be considered present for the course and would have 100% attendance for that course for that week. If the student does not complete at least 25% of the curriculum, the student would have partial attendance for the week. The summer program will enter daily attendance for the student throughout the week, correcting any entries at the end of the week, depending on the percent of the Edgenuity curriculum, rounded to the nearest 5%, that was completed.

For students not utilizing the Edgenuity curriculum, a student's attendance would be based on teacher contact and/or completed assignments. The student will need to have virtual contact (e.g., Google Meet, email exchange, phone call) with the teacher in order for the student to be considered present for the day. On days on which there is no student contact, students would need to complete the specified tasks or assignments from the teacher to be considered present for that day.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 7.17, Summer Academy

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

Upon approval by the Board, the Administration will begin steps to implement the Summer Academy Plan

Committee's Recommendation

Your Committee recommends approval of the changes to the Summer 2020 Academy Plan and the attendance procedures for the June and July sessions of 2020, with the plan for attendance (page five of the Plan as attached to the minutes of your Committee's meeting) to be amended to address students in grades 6-12 rather than in grades 8-12.

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

* * * * *

(Item 9) Report with Possible Action Regarding FY20 Closeout, District Reopening Plan, and Summer and Fall Reopening 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

As a result of the COVID-19 pandemic and the many resulting impacts on Milwaukee Public Schools, the Administration has been working to develop and to begin carrying out plans to ensure that the district remains on a strong educational and operational trajectory to support all members of the MPS family.

In order to keep the Milwaukee Board of School Directors apprised of these plans, an overview of the following areas, along with supporting documentation, as attached to the minutes of your Committee's meeting, will be shared:

1. FY20 closeout;
2. district reopening plans for central locations; and
3. summer and fall reopening plan.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement
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 Board reviewed the report but took no action.

* * * * *

(Item 10) Action on Monthly Finance Matters: Authorization to Make Purchases; Report on Change Orders in Excess of $25,000; Report of Revenues and Expenses; Monthly Expenditure Control Report; Report on Contracts under $50,000 and Cumulative Total Report; Report on Monthly Grant Awards; Acceptance of Donations

Purchases

CESA Purchasing Authorization to Purchase from Kajeet, Inc., Wi-Fi Hotspots

The Administration is requesting authorization to make a one-time purchase from Kajeet, Inc., ("Kajeet") for up to 5,000 mobile Wi-Fi hotspots. These mobile hotspots will be made available to MPS families to assist with virtual learning needs this summer and next school year.

Through Kajeet's "Distance Learning Bundle," three gigabytes of monthly data will be included for each device for six months. While the district is providing the funding for this purchase, the MPS Foundation is undergoing fundraising efforts to help offset this cost.

This purchase is made under the Master Intergovernmental Cooperative Purchasing Agreement between Lakes Country Service Cooperative and CESA Purchasing RFP 16.15 for "Mobile Educational Broadband."

The total cost of goods purchased from Kajeet will not exceed $1,340,407.11.

Budget Code: TSV-0-S-CR0-DW-ENCQCOVD (Technology Non-capital Equip) $1,340,407.11

Kajeet, Inc.

HUB Participation
Required..... 0%
Proposed 0%
$ Value.....NA

Student Engagement (per 12-month contract)
Paid Student Employment-hour Commitment 0
Student Career -awareness Commitment 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 exceeds $25,000.

Contract: C028873
Boys & Girls Clubs of Greater Milwaukee, Inc.

On July 25, 2019, the Administration requested authorization to enter into a cContract with Boys & Girls Clubs of Greater Milwaukee, Inc.,to provide Community Learning Centers programs. The vendor was chosen pursuant to RFP 939, Before- and After-school Programs, and was awarded a compensation amount of $3,424,000 for the original contract term. Additional funds in the amount of $127,440 are now necessary as part of an across-the-board increase to all CLC sites/vendors, using funds from the MPS administrative allocation, with an emphasis on using increases for direct services to youth.

Original Contract Amount.....$ 3,424,000
First Increase .....$ 127,440
Adjusted Contract Amount.....$ 3,551,440

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. No action is required.

Donations

Location	Donor	Amount	Gift or Purpose
Monetary Donations			
Parkside School	Children's Hospital of Wisconsin	$1,500.00	Bullying-prevention Donation
Rogers Street Academy	Milwaukee World Festival, Inc.	$2,500.00	Music Donation
Obama School of Career and Technical Education	Cathleen C. Montemurri	$150.00	College Tour Donation
Obama School of Career and Technical Education	Lukas D. Wierer	$175.00	College Tour Donation
South Division High School	Colleen & Paul Hawbaker	$1,000.00	Scholarship Donation
Total Monetary Donations		$5,325.00	
Non-monetary Donations			
Grantosa Drive School	Donors Choose	$414.04	Math Donation
Grantosa Drive School	Donors Choose	$561.44	Books
Grantosa Drive School	Donors Choose	$178.53	General School Support
Office of Finance	Hydrite Company	$1,100.00	55-gal. Drum of Hand Sanitizer
Office of Finance	United Way	$140.00	Four Cases of Photocopy Paper
Office of Finance	American Paper & Packaging	$175.00	Five Cases of Photocopy Paper

Location	Donor	Amount	Gift or Purpose
Office of Finance	Pitney Bowes	$105.00	Three Cases of Photocopy Paper
Office of Finance	The Penworthy Company, LLC.	$6,000.00	750 Children's Books
Office of Finance	Molina Healthcare of Wisconsin	$875.00	175 N95 Face Masks
Office of Finance	Medical College of Wisconsin	$1,400.00	2,800 Face Masks
Office of Finance	MaskUpMKE	$1,750.00	3,500 Face Masks
Total Non-monetary Donations		*$12,699.01*	
Total Value for May 2020		$18,024.01	

Committee's Recommendation

Your Committee recommends that the Board approve the purchase of WI-FI Hotspots and accept the donations as listed in the attachments, with appropriate acknowledgement to be made on behalf of the Board.

Approved with the roll call vote on the balance of the Committees' reports

* * * * *

(Item 11) Action on the Award of Professional Services Contracts

RFP 975 Authorization to Extend Contracts with Five Vendors for Tier 2 and Tier 3 Interventions

The Administration is requesting authorization to extend contracts with Curriculum Associates, LLC; Edgenuity Inc.; Imagination Station; McGraw-Hill School Education LLC, d/b/a McGraw Hill, LLC; and MIND Research Institute for Tier 2 and Tier 3 Interventions.

The following computer-based interventions are being purchased as Tier 2 and Tier 3 academic supports to meet requirements of Response to Intervention ("RtI"). The purchase of these software meets the district's need to meet the Every Student Succeeds Act ("ESSA") for evidence- and/or research-based interventions, to align with WI DPI's vision for RtI and to support DPI's special education corrective-action compliance. The software allows students, families, teachers, school administrators, and district administrators to monitor individual students' and schools' use and progress within the software. Interventions are based online and are available for students to access during the school's identified intervention time, as well as at home, in after-school programs, or in other settings. Programs also provide materials for teacher-led small-group instruction.

The interventions are all research-based interventions used by a variety of school districts across the country, in a wide range of settings in kindergarten through 12th grade. The research team from Milwaukee Public Schools conducted research that determined interventions, when used with fidelity, lead to gap-closing growth. 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.

The contractors were chosen pursuant to RFP 975, which closed on February 28, 2018. The original contracts provided for two one-year options to extend if certain performance metrics were met. The contractors have met the performance metrics codified in the contracts; therefore, MPS is exercising the second, and final, option year for the contracts. The contracts will run from July 1, 2020, through June 30, 2021.

The total cost of these contracts in this final term will not exceed $900,000 for online intervention licenses and will not exceed $627,050 for additional support for staff at schools identified through Every Student Succeeds Act as Comprehensive Support and Improvement, as follows:

Budget Code: OSC-0-F-4H1-RH-ECTS.....$900,000
SDV-0-S-3Z1-DW-ECTS.....$627,050

The second budget code will be used to provide additional professional learning and academic supports materials for Comprehensive Support and Improvement Schools.

Contractor	Intervention	Category/Grade Band	Amount Not to Exceed
Curriculum Associates, LLC	I-Ready Math; I-Ready Reading/ELA	Math, K-8; ELA/Reading,K-8	$600,000
Curriculum Associates, LLC	Teacher Tool Box Math, K-8; ELA/Reading, K-8	Professional Learning, coaching, and content for CSI schools	$627,050
Edgenuity Inc.	MyPath Math; MyPath Reading	High School	$150,000
Imagination Station, Inc., d/b/a Istation	Istation	Spanish reading, K-8	$60,000
McGraw-Hill School Education, Inc., d/b/a McGraw Hill, LLC	ALEKS	Math, 6-12	$30,000
Mind Research Institute	STMath	Bilingual/ESL, K-8	$60,000

Curriculum Associates, LLC

Prime Contractor Information
Certified HUB Vendor? ..... No
Total # of Employees 1,028
Total # of Minorities 208
Total # of Women 696

HUB Participation
Required ..... NA
Proposed ..... NA
$ Value ..... NA

Student Engagement (hours per 12-month contract)
Paid Student Employment-hour Commitment 0
Student Career-awareness Commitment 20

Edgenuity Inc.

Prime Contractor Information
Certified HUB Vendor? ..... No
Total # of Employees 655
Total # of Minorities 152
Total # of Women 430

HUB Participation
Required ..... NA
Proposed ..... NA
$ Value ..... NA

Student Engagement (hours per 12-month contract)
Paid Student Employment-hour Commitment 0
Student Career-awareness Commitment 20

Imagination Station, Inc. d/b/a Istation

Prime Contractor Information
Certified HUB Vendor? ..... No
Total # of Employees ..... NG
Total # of Minorities ..... NG
Total # of Women ..... NG

HUB Participation
Required....NA
Proposed....NA
$ Value....NA

Student Engagement (hours per 12-month contract)
Paid Student Employment-hour Commitment....0
Student Career-awareness Commitment....20

McGraw Hill School Education, Inc. dba McGraw Hill, LLC

Prime Contractor Information
Certified HUB Vendor?....No
Total # of Employees....3,616
Total # of Minorities....2,204
Total # of Women....687

HUB Participation
Required....NA
Proposed....NA
$ Value....NA

Student Engagement (hours per 12-month contract)
Paid Student Employment-hour Commitment....0
Student Career-awareness Commitment....20

MIND Research Institute

Prime Contractor Information
Certified HUB Vendor?....No
Total # of Employees....150
Total # of Minorities....43
Total # of Women....72

HUB Participation
Required....NA
Proposed....NA
$ Value....NA

Student Engagement (hours per 12-month contract)
Paid Student Employment-hour Commitment....0
Student Career-awareness Commitment....20

RFP 977 Authorization to Extend a Contract with Houghton Mifflin Harcourt Publishing Company for Professional Development, Coaching, Consultation, and Reporting Services around Spanish Foundational Reading Skills

The Administration is requesting authorization to extend a contract with Houghton Mifflin Harcourt Publishing Company ("HMH") for professional development, coaching, consultation, and reporting services around Spanish foundational reading skills. HMH will be used to deliver the services described below to all staff that work with bilingual students in kindergarten through third grade, (this includes, but is not limited to, bilingual, English as a Second Language, and special education teachers) as well as content-area curriculum specialists and their respective managers. Spanish foundational reading skills are taught differently from English foundational reading skills: students in bilingual programs have language resources in two languages and need to be taught accordingly. Teaching for biliteracy is different from teaching for monoliteracy. As such, students need instruction that is aligned with the framework of Teaching for Biliteracy.

The professional development services will include, but not be limited to, authentic methodology for Spanish-language development; considerations for two-language learners (metalinguistic awareness, contrastive analysis, etc.); and guidance on how to embed Spanish foundational reading skills into biliteracy units.

Coaching will include, but not be limited to, planning sessions, observations, modeling, co-delivery of lessons, and reflection sessions with feedback.

Consultation with district leadership will include, but not be limited to, professional development about components within the Teaching for Biliteracy Framework and how it relates to specific content area and programs; support of integration of Teaching for Biliteracy's components across content areas and programs; and merging of district instructional guides to include guidelines for biliteracy instruction.

Reporting services will include, but not be limited to, growth on PALS Español, growth on Spanish STAR early literacy, growth on Spanish and English STAR reading by third grade, and growth on ACCESS scores by third grade.

Contractor was chosen pursuant to RFP 977, which closed on March 6, 2018. The original contract provided for two one-year options to extend if certain performance objectives were met. HMH 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 July 1, 2020, through June 30, 2021. The total cost of the contract in this extension year will not exceed $109,400.

Budget Code: DII-0-0-CAI-CI-ECTS (Spanish Foundational Reading —Contracted Services) $109,400

Houghton Mifflin Harcourt

Prime Contractor Information
- Certified HUB Contractor? .....No
- Total # of Employees 4,062
- Total # of Minorities 833
- Total # of Women 2,676

HUB Participation
- Required..... 5%
- Proposed 15%
- $ Value.....TBD

Student Engagement (hours per 12-month contract)
- Paid Student Employment-hour Commitment 300
- Student Career-awareness Commitment.....10

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. This contractor provides deliver therapeutic services for behaviorally-challenged students at the MPS Success Center.

Marquette shall service students who exhibit chronic behaviors that have caused them to experience limited success with response to interventions and have been disruptive to their educational process in traditional school settings. Through structures provided in this program, it is expected students will acquire the necessary skills to enable them to be successful in traditional school settings. Services are developed and provided in a center-based, daily therapeutic and educational environment at the MPS Success Center for students in grades 4 through 12 whose behaviors are impacting academics. The anticipated length for full-time services provided for each student shall be a minimum of nine weeks. Marquette will work with MPS to develop each individual students' daily schedules based on therapeutic needs.

Continuum of services shall be provided by Marquette to students upon return to previous (or subsequent) school of record. Such services shall include, but not be limited to, family therapy, collaboration with other community organizations' services being provided to the student, and ongoing follow-up with the student as needed as determined by student's support plan.

The MPS Success Center shall be located at an MPS site. The MPS Success Center will serve students who are at risk of, or who have been given, out-of-school suspensions. The MPS Success Center will provide a continuation of education services during a student's period of reassignment in the least restrictive

environment and to foster appropriate school-related behaviors, which in turn, will assist the student in positive reintegration to a traditional school setting. The vendor will engage the student and his/her family in therapeutic services for the duration of his/her 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 first option year for the contract.

This contract extension will run from August 1, 2020, through July 31, 2021. The total cost of the contract in the first extension will not exceed $742,426.

Budget Code: ORC-0-0-ALS-DW-ECTS (Other Curriculum —Contract Services).....$742,426

Marquette University

Prime Contractor Information
Certified HUB Contractor?.....No
Total # of Employees.....2,926
Total # of Minorities.....532
Total # of Women.....1,574

HUB Participation
Required..... 15%
Proposed 15%
$ Value.....$43,500

Student Engagement (hours per 12-month contract)
Paid Student Employment-hour Commitment.....300
Student Career-awareness Commitment.....10

RFP 1010 Authorization to extend a Contract with Rob Munger d/b/a Munger Technical Services for Various Telecommunications Services

The Administration is requesting authorization to extend the contract with Rob 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 telephones, wireless access points, network switches, security cameras, digital signage, uninterruptible power supplies (UPS), projectors, and interactive flat panels.

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 first option year for the contract.

This contract extension will run from June 1, 2020, through May 31, 2021. The total cost of the contract in this first extension year will not exceed $225,000.

Budget Code: Varies by Location.....$225,000

Rob Munger, d/b/a Munger Technical Services

Prime Contractor Information
Certified HUB Contractor?.....No
Total # of Employees.....10
Total # of Minorities.....2
Total # of Women.....1

HUB Participation
Required..... 20%
Proposed 20%
$ Value.....$118,260.25

Student Engagement (hours per 12-month contract)
Paid Student Employment-hour Commitment 300
Student Career-awareness Commitment 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. 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 first option year for the contract.

This contract extension will run from July 1, 2020, through June 30, 2021. The total cost of the contract in this first extension year will not exceed $130,000.

Budget Code: RAE-0-0-ADE-IF-ECTS (Adult Education —Contract Services)..... $130,000

Literacy Services of Wisconsin, Inc.

Prime Contractor Information
Certified HUB Contractor? ..... No
Total # of Employees 22
Total # of Minorities 8
Total # of Women 15

HUB Participation
Required ..... N/A
Proposed ..... N/A
$ Value ..... N/A

Student Engagement (hours per 12-month contract)
Paid Student Employment-hour Commitment 200
Student Career-awareness Commitment 10

——— Authorization to Contract with Seven Vendors for 21st Century Community Learning Centers and Safe Places

The Administration is requesting authorization to enter into contracts with seven community-based organizations to provide comprehensive summer learning programs at no more than 40 middle- and high-school 21st Century Community Learning Centers (CLCs) and Safe Place locations. Vendors will facilitate academic and recreational enrichment programming to youth throughout the city of Milwaukee. The number of executed contracts will be predicated on Wisconsin Safer at Home's criteria, in addition to community need and partners' capacities.

Summer programs provide youth with academic supports, engaging recreational enrichment activities, and nutritious meals during the summer months. Dependent on the respective programs' times, a combination of breakfast, lunch, and dinner will be offered at all locations. In accordance with Centers for Disease Control and Wisconsin of Department of Children and Families guidelines, the Administration is taking steps to ensure the safety of all participants and staff throughout the summer. Enrollment at all sites will be capped at 50 participants, group sizes will not exceed 10 individuals, and no off-site field trips will be offered. In addition to these measures, the health of participants and staff will be assessed each day prior to entry in MPS facilities.

Upon the Board's approval, the Administration may enter into contracts with seven community-based organizations to provide 21st Century Community Learning Center and Safe Place programs at no more than 40 middle- and high-school 21st Century Community Learning Centers (CLCs) and Safe Place locations. Implementation of programs is contingent upon State of Wisconsin's legislative orders, community need, community-based partners' capacities, and building-modification projects.

The Administration recommends contracts run from June 1, 2020, through August 31, 2020. Actual program start and end dates will vary. The total amount of the contracts will not exceed $1,000,000 and will be distributed amongst the CLCs as follows:

Boys and Girls Club of Greater Milwaukee	$675,000
Children's Outing Association	$150,000
Milwaukee Christian Center, Inc.	$25,000
Neighborhood House, Inc.	$25,000
Journey House, Inc.	$25,000
Neu-Life Community Development, Inc.	$50,000
Silver Spring Neighborhood Center, Inc.	$50,000

Budget Code: CSV-0-0-CNR-XX-ECTS (Extension Fund —Contracted Services).....$1,000,000

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 below and in the attachments to the minutes of your Committee's meeting.

- Tier 2 and Tier 3 Interventions:

Curriculum Associates, LLC	$ 1,227,050
Edgenuity, Inc.	$ 150,000
Imagination Station, Inc., d/b/a Istation	$ 60,000
McGraw-Hill School Education LLC	$ 30,000
MIND Research Institute	$ 60,000
Total	$ 1,527,050

Budget Codes:

OSC-0-F-4H1-RH-ECTS	$ 900,000
SDV-0-S-3Z1-DW-ECTS	$ 627,050
Total	$ 1,527,050

- Houghton Mifflin Harcourt Publishing Company, for Spanish Foundational Reading Skills
  DII-0-0-CAI-CI-ECTS ..... $ 109,400
- Marquette University, for Therapeutic Services
  ORC-0-0-ALS-DW-ECTS ..... $ 742,426
- Munger Technical Services, for Various Telecommunications Services
  Varies by location ..... $ 225,000
- Literacy Services of Wisconsin, Inc., for Adult Education Services
  RAE-0-0-ADE-IF-ECTS ..... $ 130,000

- 21st Century Community Learning Centers (CLCs) and Safe Places:

Boys and Girls Club of Greater Milwaukee	$ 675,000
Children's Outing Association	$ 150,000
Milwaukee Christian Center, Inc.	$ 25,000
Neighborhood House, Inc.	$ 25,000
Journey House, Inc.	$ 25,000
Neu-Life Community Development, Inc.	$ 50,000
Silver Spring Neighborhood Center, Inc.	$ 50,000
Total —CSV-0-0-CNR-XX-ECTS	$ 1,000,000

Implementation and Assessment Plan

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

Committee's Recommendation

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

Approved with the roll call vote on the balance of the Committees' reports

* * * * *

(Item 12) Action on the Award of Professional Services Contracts Related to Transportation

B 5771 Authorization to Extend 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 Schools

The Administration is requesting authorization to extend blanket contracts with Brew City Taxi Cab Company; David Bowen, d/b/a Cornerstone Collective, LLC; MC Transportation Services, LLC; and American United Taxicab, Inc., for taxi services to and from school for students throughout the metro-Milwaukee area. This service will be utilized primarily for MPS students living in temporary situations such as shelters or emergency housing.

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"), with the option of two additional one-year contracts to run from July 1 through June 30 in subsequent years upon mutual agreement. MPS is exercising the first extension option for the term of July 1, 2020, through June 30, 2021 ("Year 2").

The total cost of the blanket contracts in this extension term will not exceed $500,000 across all vendors. The following table provides information on the amount not to exceed for each 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 Taxicab Inc.	$ 150,000
Total	$ 500,000

Budget Code: 000-0-0-000-BL-ECTS (Contracted Services —Blanket Contract).....$500,000

Brew City Taxi Cab Company

Prime Contractor Information

Certified HUB Vendor?	No
Total # of Employees	4
Total # of Minorities	4
Total # of Women	0

HUB Participation
Required....NA
Proposed....NA
$ Value....NA

Student Engagement (hours per 12-month contract)
Paid Student Employment-hour Commitment....300
Student Career-awareness Commitment....10

David Bowen, d/b/a Cornerstone Collective, LLC

Prime Contractor Information
Certified HUB Vendor?....No
Total # of Employees....2
Total # of Minorities....2
Total # of Women....1

HUB Participation
Required....NA
Proposed....NA
$ Value....NA

Student Engagement (hours per 12-month contract)
Paid Student Employment-hour Commitment....300
Student Career-awareness Commitment....10

MC Transportation Services, LLC

Prime Contractor Information
Certified HUB Vendor?....No
Total # of Employees....28
Total # of Minorities....19
Total # of Women....3

HUB Participation
Required....NA
Proposed....NA
$ Value....NA

Student Engagement (hours per 12-month contract)
Paid Student Employment-hour Commitment....300
Student Career-awareness Commitment....10

American United Taxicab, Inc.

Prime Contractor Information
Certified HUB Vendor?....Yes
Total # of Employees....35
Total # of Minorities....17
Total # of Women....15

HUB Participation
Required....NA
Proposed....NA
$ Value....NA

Student Engagement (hours per 12-month contract)
Paid Student Employment-hour Commitment....300
Student Career-awareness Commitment....10

RFB 5778 Authorization to Extend Contracts with Illinois Central School Bus, d/b/a Wisconsin Central School Bus, LLC; 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 extend contracts with Illinois Central, Durham School Services, and First Student, Inc., to provide transportation services for athletics, academic competitions, and after-school activities.

These contractors were all chosen pursuant to RFB 5778, which closed on April 02, 2019. The contracts ran from July 1, 2019, through June 30, 2020 (the "Initial Term"), with two additional one-year options to extend at MPS's discretion if certain performance metrics incorporated into the contract had been met. Each Contractor has met the performance metrics codified in the contracts. MPS is exercising the first extension option for the term of July 1, 2020, through June 30, 2021 ("Year 2").

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

Illinois Central School Bus, d/b/a Wisconsin Central School Bus, LLC	$ 200,000
First Student, Inc.	$ 300,000
Durham School Services, LP	$ 150,000
Total	$ 650,000

Budget Code: TPH-0-0-TRS-DW-EPPT (Pupil Transportation —Contract Services).....$650,000

Durham School Services, LP

Prime Contractor Information
- Certified HUB Vendor? ..... No
- Total # of Employees 112
- Total # of Minorities 106
- Total # of Women 30

HUB Participation
- Required 5%
- Proposed 5%
- $ Value ..... TBD

Student Engagement (hours per 12-month contract)
- Paid Student Employment-hour Commitment 300
- Student Career-awareness Commitment 10

First Student, Inc.

Prime Contractor Information
- Certified HUB Vendor? ..... No
- Total # of Employees 48,000
- Total # of Minorities 18,308
- Total # of Women 25,308

HUB Participation
- Required 5%
- Proposed 7.5%
- $ Value 216,000.00

Student Engagement (hours per 12-month contract)
- Paid Student Employment-hour Commitment 300
- Student Career-awareness Commitment 10

Illinois Central School Bus, d/b/a Wisconsin Central School Bus, LLC

Prime Contractor Information
Certified HUB Vendor? ..... No
Total # of Employees 3,627
Total # of Minorities 1,516
Total # of Women 2,148

HUB Participation
Required 5%
Proposed 5%
$ Value ..... TBD

Student Engagement (hours per 12-month contract)
Paid Student Employment-hour Commitment 300
Student Career-awareness Commitment 10

B 5781 Authorization to Extend the Contracts with Five Contractors for Field-trip Transportation Services

The Administration is requesting authorization to extend contracts with the following vendors to provide transportation services for field trips throughout the school year: Dairyland Buses, Inc.; Illinois Central School Bus, LLC, d/b/a Wisconsin Central School Bus, LLC; Lakeside Buses of Wisconsin, Inc.; Lamers Bus Lines, Inc.; and Specialized Care Transport, Inc.

These contractors were chosen pursuant to RFB 5781. 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 in cases in which 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 two additional one-year options to extend at MPS's discretion if certain performance metrics incorporated into the contract had been met. Each Contractor has met the performance metrics codified in the contracts. MPS is exercising the first extension option for the term of August 1, 2020, through July 31, 2021 ("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 $900,000 as follows:

Dairyland Buses, Inc.	$ 225,000
Illinois Central School Bus, LLC, d/b/a Wisconsin Central School Bus, LLC	$ 300,000
Lakeside Buses of Wisconsin, Inc.	$ 125,000
Lamers Bus Lines, Inc.	$ 150,000
Specialized Care Transport, Inc.	$ 100,000

Budget Code: Varies by location using services $900,000

Dairyland Buses, Inc.

Prime Contractor Information
Certified HUB Vendor? ..... No
Total # of Employees 165
Total # of Minorities 163
Total # of Women 125

HUB Participation
Required 10%
Proposed 10%
$ Value ..... TBD

Student Engagement (hours per 12-month contract)
Paid Student Employment-hour Commitment 300
Student Career-awareness Commitment 10

Illinois Central School Bus, LLC, d/b/a Wisconsin Central School Bus, LLC

Prime Contractor Information
- Certified HUB Vendor? ..... No
- Total # of Employees 3627
- Total # of Minorities 1516
- Total # of Women 2148

HUB Participation
- Required 10%
- Proposed 10%
- $ Value ..... TBD

Student Engagement (hours per 12-month contract)
- Paid Student Employment-hour Commitment 300
- Student Career-awareness Commitment 10

Lakeside Buses of Wisconsin, Inc.

Prime Contractor Information
- Certified HUB Vendor? ..... No
- Total # of Employees 287
- Total # of Minorities 273
- Total # of Women 189

HUB Participation
- Required 10%
- Proposed 10%
- $ Value ..... TBD

Student Engagement (hours per 12-month contract)
- Paid Student Employment-hour Commitment 300
- Student Career-awareness Commitment 10

Lamers Bus Lines, Inc.

Prime Contractor Information
- Certified HUB Vendor? ..... No
- Total # of Employees 186
- Total # of Minorities 58
- Total # of Women 69

HUB Participation
- Required 10%
- Proposed 10%
- $ Value ..... TBD

Student Engagement (hours per 12-month contract)
- Paid Student Employment-hour Commitment 300
- Student Career-awareness Commitment 10

Specialized Care Transport, Inc.

Prime Contractor Information
- Certified HUB Vendor? ..... No
- Total # of Employees 36
- Total # of Minorities 29
- Total # of Women 29

HUB Participation
Required 10%
Proposed 10%
$ Value ..... TBD

Student Engagement (hours per 12-month contract)
Paid Student Employment-hour Commitment 300
Student Career-awareness Commitment 10

RFB 5782 Authorization to Extend the Contracts with Dairyland Buses, Inc.; Lakeside Buses of Wisconsin, Inc.; and Lamers Bus Lines, Inc., for Mid-day Transportation Services for Early Childhood, Head Start, and CATP

The Administration is requesting authorization to extend the contracts with Dairyland Buses, Inc.; Lakeside Buses of Wisconsin, Inc.; and Lamers Bus Lines, Inc., to provide mid-day transportation services for Early Childhood, Headstart, and CATP.

These contracts ran from August 1, 2019, through July 31, 2020 (the "Initial Term"), with two additional one-year options to extend at MPS's discretion if certain performance metrics incorporated into the contract had been met. Each Contractor has met the performance metrics codified in the contracts. MPS is exercising the first extension option for the term of August 1, 2020, through July 31, 2021 ("Year 2").

The Administration is requesting the approval of the contracts and is seeking authorization of an amount not to exceed $2,257,500 to be distributed across the contractors. The following table provides information on the amount not to exceed for each contract:

Dairyland Buses, Inc.	$ 525,000
Lakeside Buses of Wisconsin, Inc.	$ 262,500
Lamers Bus Lines, Inc.	$ 1,470,000
Total	$ 2,257,500

Budget Code: RST-0-0-TRS-DW-EPPT $1,260,000.00
MDK-0-0-TRS-DW-EPPT $997,500.00

Dairyland Buses, Inc.

Prime Contractor Information
Certified HUB Vendor? ..... No
Total # of Employees 165
Total # of Minorities 163
Total # of Women 125

HUB Participation
Required 10%
Proposed 10%
$ Value ..... TBD

Student Engagement (hours per 12-month contract)
Paid Student Employment-hour Commitment 300
Student Career-awareness Commitment 10

Lakeside Buses of Wisconsin, Inc.

Prime Contractor Information
Certified HUB Vendor? ..... No
Total # of Employees 287
Total # of Minorities 273
Total # of Women 189

HUB Participation
Required 10%
Proposed 10%
$ Value ..... TBD

Student Engagement (hours per 12-month contract)
Paid Student Employment-hour Commitment 300
Student Career-awareness Commitment 10

Lamers Bus Lines, Inc.

Prime Contractor Information
Certified HUB Vendor? ..... No
Total # of Employees 186
Total # of Minorities 58
Total # of Women 69

HUB Participation
Required 10%
Proposed 10%
$ Value ..... TBD

Student Engagement (hours per 12-month contract)
Paid Student Employment-hour Commitment 300
Student Career-awareness Commitment 10

B 5785 Authorization to Contract with ALC Schools, LLC; American United Transportation Group; First Student; HopSkipDrive, Inc;, MC Transportation Services, LLC; and Transit Express, Inc., 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.; MC Transportation Services, LLC; and Transit Express, Inc., for human-service vehicles ("HSV") or van-type transportation to and from school for students throughout the metro-Milwaukee area. This service will provide service for students who may require transportation to MPS schools or 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 contracts for ALC Schools, LLC; American United Transportation Group; First Student, Inc.; MC Transportation Services, LLC; and Transit Express will run 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 codified in the contracts.

The blanket contract for HopSkipDrive, Inc., will run 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 codified in the contract.

The Administration is requesting the approval of the contracts and is seeking authorization of an amount not to exceed $1,500,000 to be distributed across the contractors. The following table provides information on the amount not to exceed for each contract:

ALC Schools, LLC	Ambulatory	$ 200,000
	Orthopedically Impaired (OI)	$ 50,000
	Total	$ 250,000
American United Transportation Group		
	Ambulatory	$ 300,000
	Orthopedically Impaired (OI)	$ 50,000
	Total	$ 350,000
First Student, Inc.	Ambulatory	$ 150,000
HopSkipDrive, Inc.	Ambulatory	$ 250,000
MC Transportation Services, LLC	Ambulatory	$ 250,000
	Orthopedically Impaired (OI)	$ 50,000
	Total	$ 300,000

Transit Express, Inc.	Ambulatory	$ 150,000
	Orthopedically Impaired (OI)	$ 50,000
	Total	$ 200,000
Grand Total		$ 1,500,000

Budget Code: 000-0-0-000-BL-ECTS (Contracted Services —Blanket Contract).....$1,500,000

ALC Schools, LLC

Prime Contractor Information
- Certified HUB Vendor? ..... No
- Total # of Employees 171
- Total # of Minorities 78
- Total # of Women 72

HUB Participation
- Required 25%
- Proposed 25%
- $ Value ..... TBD

Student Engagement (hours per 12-month contract)
- Paid Student Employment-hour Commitment 400
- Student Career-awareness Commitment 10

American United Transportation Group

Certified HUB Vendor? ..... No
- Total # of Employees 40
- Total # of Minorities 35
- Total # of Women 35

HUB Participation
- Required 25%
- Proposed 100%
- $ Value ..... TBD

Student Engagement (hours per 12-month contract)
- Paid Student Employment-hour Commitment 400
- Student Career-awareness Commitment 10

First Student, Inc.

Prime Contractor Information
- Certified HUB Vendor? ..... No
- Total # of Employees 46,480
- Total # of Minorities 20,182
- Total # of Women 27,243

HUB Participation
- Required 25%
- Proposed 25%
- $ Value ..... TBD

Student Engagement (hours per 12-month contract)
- Paid Student Employment-hour Commitment 400
- Student Career-awareness Commitment 10

HopSkipDrive, Inc.

Prime Contractor Information
Certified HUB Vendor? ..... No
Total # of Employees 116
Total # of Minorities 37
Total # of Women 55

HUB Participation
Required 25%
Proposed 25%
$ Value ..... TBD

Student Engagement (hours per 12-month contract)
Paid Student Employment-hour Commitment 400
Student Career-awareness Commitment 10

MC Transportation Services, LLC.

Prime Contractor Information
Certified HUB Vendor? ..... No
Total # of Employees 25
Total # of Minorities 22
Total # of Women 3

HUB Participation
Required 25%
Proposed 25%
$ Value ..... TBD

Student Engagement (hours per 12-month contract)
Paid Student Employment-hour Commitment 400
Student Career-awareness Commitment 10

Transit Express

Prime Contractor Information
Certified HUB Vendor? ..... No
Total # of Employees 120
Total # of Minorities 98
Total # of Women 35

HUB Participation
Required 25%
Proposed 25%
$ Value ..... TBD

Student Engagement (hours per 12-month contract)
Paid Student Employment-hour Commitment 400
Student Career-awareness Commitment 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 the following expenditures as indicated below and in the attachments to the minutes of your Committee's meeting:

Taxi Services for Schools	
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 Taxicab Company, Inc.	$ 150,000
Total	$ 500,000
Busing Services for Athletics, Academic Competitions, and After-school Activities	
Illinois Central School Bus, d/b/a Wisconsin Central School Bus, LLC	$ 200,000
Durham School Services, LP	$ 150,000
First Student, Inc.	$ 300,000
Total	$ 650,000
Field-trip Transportation	
Dairyland Buses, Inc.	$ 225,000
Illinois Central School Bus, LLC, d/b/a Wisconsin Central School Bus, LLC	$ 300,000
Lakeside Buses of Wisconsin, Inc.	$ 125,000
Lamers Bus Lines, Inc.	$ 150,000
Specialized Care Transport, Inc.	$ 100,000
Total	$ 900,000
Mid-day Transportation Services for Early Childhood, Head Start, and CATP	
Dairyland Buses, Inc.	$ 525,000
Lakeside Buses of Wisconsin, Inc.	$ 262,500
Lamers Bus Lines, Inc.	$ 1,470,000
Total	$ 2,257,500
Budget Code: Varies by location	$ 1,900,000
TPH-0-0-TRS-DW-EPPT	$ 650,000
RST-0-0-TRS-DW-EPPT	$ 1,260,000
MDK-0-0-TRS-DW-EPPT	$ 997,500
Total	$ 4,807,500

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 on the balance of the Committees' reports

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(Item 13) Action on the Award of Exception-to-Bid Contracts

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

The Administration is requesting authorization to extend a contract with Cooperative Educational Service Agency #9 (CESA #9)/Wisconsin Virtual School (WVS) for the provision of equitably-accessible, high-quality online educational options, courses, and services for Milwaukee Public Schools (MPS) and its students for use in an MPS virtual program/school. Contractor will be used to deliver online education courses in grades 6 through 12 as well as advanced-placement credit-recovery courses that align with Wisconsin State Standards. Contractor will utilize staff that hold appropriate teachers' licenses from the Wisconsin Department of Public Instruction (DPI) for the subject area and grade level of each online education course.

Contractor will also be used to provide guidance and training for MPS administration and staff to teach courses and to further develop and 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 2018-2019 school year.

WVS, which has been operated out of CESA #9 since 2000, is the state-led online and blended-learning supplemental program which partners with school districts throughout Wisconsin to offer online courses to middle- and high-school students. WVS has an agreement with DPI to provide online courses and services to Wisconsin schools as a partner in the Wisconsin Digital Learning Collaborative (WDLC), which consists of two collaborating organizations, WVS and the Wisconsin eSchool Network. These two organizations partner with DPI to provide a single point for schools to access quality online courses. Combined, the programs provide partnership pathways for schools to provide a variety of online and blended-learning opportunities.

WVS provides high-quality, media-rich online courses that meet Wisconsin and national standards and are taught by instructors holding appropriate Wisconsin DPI licensing. WVS also offers assistance and training to districts in developing their own virtual programs. As such, WVS is uniquely situated to provide the services requested by MPS.

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

The 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, 2020, through June 30, 2021. The total cost of the contract in this extension year will not exceed $531,000.

Budget Code: GOE-0-I-4H0-DW-ECTV (Contract Services).....$531,000

Cooperative Educational Service Agency #9

HUB Participation
Required..... 0%
Proposed .....NA%
$ Value.....NA

Student Engagement (hours per 12-month contract)
Paid Student Employment-hour Commitment 200
Student Career-awareness Commitment.....10

Exception 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)).

In January 2020 a contract modification was executed by the parties, amending specific terms of the contract that were unrelated to the compensation amount.

The original contract provided for two one-year options to extend. MPS is exercising the first option year for the contract. The contract extension will run from August 1, 2020, through July 31, 2021.

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

Qualtrics, LLC

HUB Participation
Required..... 0%
Proposed 0%
$ Value.....NA

Student Engagement (hours per 12-month contract)
Paid Student Employment-hour Commitment 0
Student Career-awareness Commitment 0

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

The Administration requests authorization to enter into an agreement with Milwaukee County Youth Education Center (MCYEC) for Title I, Part D, Subpart 2, services. This school is an MPS school that provides instruction and continuity of services for a population of Milwaukee County jail inmates ages 12-20.

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

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

This agreement will run from July 1, 2020, through June 30, 2021. The total cost of the agreement in this term will not exceed $28,356.24

Budget Codes: Title ID GOE-0-I-9A1-7A-ECTS $28,356.24

Milwaukee County Youth Education Center

HUB Participation
Required..... 0%
Proposed 0%
$ Value.....N/A

Student Engagement (hours per 12-month contract)
Paid Student Employment-hour Commitment 0
Student Career-awareness Commitment 0

Exception Authorization to Enter into a Contract with Cooperative Education Service Agency #1 for Title I Services

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

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

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

This contract will run from July 1, 2020, through June 30, 2021, with two additional one-year options to extend upon mutual agreement of the parties. The total cost of the Contract in this initial term will not exceed $134,729.93.

Estimated Allocation for CESA Service Fees:
- The Basic CESA Membership Fee
  - SCF-0-0-CTG-DW-ECTS $12,500
- Basic Service Flat Fee
  - SCF-0-0-CTG-DW-ECTS ..... $ 900
- Total ..... $ 13,400

Estimated Allocation for CESA Services at Milwaukee Academy
- Title ID
  - GOE-0-I-9A1-KY-ECTS ..... $ 37,721.51
- Title IIA
  - MSS-0-S-T21-1S-ECTS ..... $ 1,365.27
- Title IVA
  - MSS-0-S-4B1-1S-ECTS ..... $ 920.71
- Total ..... $ 40,007.49

Estimated Allocation for CESA Services at St. Charles Youth & Family Services
- Title ID
  - GOE-0-I-9A1-25-ECTS ..... $ 32,970.63
- Title IA
  - GOE-0-I-1N1-1S-ECTV ..... $ 13,298.63
- Title IIA
  - SS-0-S-T21-1S-ECTS ..... $ 1,204.65
- Title IVA
  - SS-0-S-4B1-1S-ECTS ..... $ 812.39
- Total ..... $ 48,286.30

Estimated Allocation for CESA Services at St. Rose Youth & Family
- Title ID
  - GOE-0-I-9A1-57-ECTS ..... $ 13,987.96
- Title IA
  - GOE-0-I-1N1-1S-ECTV ..... $ 5,319.46
- Title IIA
  - MSS-0-S-T21-1S-ECTS ..... $ 478.76
- Title IVA
  - MSS-0-S-4B1-1S-ECTS ..... $ 324.96
- Total ..... $ 20,111.14

Estimated Allocation for CESA Services at Bakari Center
- Title ID
  - GOE-0-I-9A1-5A-ECTS ..... $ 12,925.00
- Total ..... $ 12,925.00

Cooperative Education Service Agency (CESA)
- Contract Not to Exceed $134,729.93

Cooperative Education Service Agency #1

HUB Participation
- Required 0%
- Proposed 0%
- $ Value ..... N/A

Student Engagement (hours per 12-month contract)
Paid Student Employment-hour Commitment 0
Student Career-awareness Commitment 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 above and in the attachments to the minutes of your Committee's meeting.

Cooperative Educational Service Agency #9 for the Provision of Virtual Program/School,
GOE-0-I-4H0-DW-ECTV $531,000

Qualtrics, LLC, for Provision of Survey Software, Associated Dashboards
SYS-0-0-AMT-RH-ECTS $167,500

Milwaukee County Youth Education Center for Title ID Services,
GOE-0-I-9A1-7A-ECTS ..... $ 28,356.24

Cooperative Education Service Agency #1 for Title I Services

GOE-0-I-1N1-1S-ECTV	$ 18,618.09
GOE-0-I-9A1-25-ECTS	$ 32,970.63
GOE-0-I-9A1-57-ECTS	$ 13,987.96
GOE-0-I-9A1-5A-ECTS	$ 12,925.00
GOE-0-I-9A1-KY-ECTS	$ 37,721.51
MSS-0-S-4B1-1S-ECTS	$ 2,058.06
MSS-0-S-T21-1S-ECTS	$ 3,048.68
SCF-0-0-CTG-DW-ECTS	$ 13,400.00
Total	$ 134,729.93

Implementation and Assessment Plan

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

Committee's Recommendation

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

Approved with the roll call vote on the balance of the Committees' reports

* * * * *

(Item 14) Action on Monthly Facilities Matters: FMS Award of Construction Contracts, Professional Services Contract, and Material Purchases Recommendation

The contract award recommendations for the Board's regular May 2020 meeting are listed below for your review. Adequate funding is available in the accounts as noted.

Construction Contracts

Fire Escape Repairs

Siefert Elementary School

Prime Contractor
Thomas A. Mason Co., Inc.
1501 North Martin Luther King Drive
Milwaukee, WI

Low Bidder, Base Bid of.....$228,311.00

HUB Participation
Certified HUB Vendor?..... Yes
Total # of Employees.....74
Total # of Minorities.....14
Total # of Women.....3
Required..... 0%
Submitted..... 0%
$ Value.....$0.00

COIN Participation
Required..... 0%

Student Engagement (required hours)
Paid Employment.....0
Career-education Activity.....0

Funds are available for the Fire Escape Repairs project from account code FAR 00 MM2 SF ECNC (Project No. 6387). The project's start date is scheduled for May 29, 2020, and completion date is August 14, 2020.

Kagel Elementary School

Prime Contractor
Thomas A. Mason Co., Inc.
1501 North Martin Luther King Drive
Milwaukee, WI

Low Bidder, Base Bid of.....$163,894.00

HUB Participation
Certified HUB Vendor?..... Yes
Total # of Employees.....74
Total # of Minorities.....14
Total # of Women.....3
Required..... 0%
Submitted..... 0%
$ Value.....$0.00

COIN Participation
Required..... 0%

Student Engagement (required hours)
Paid Employment.....0
Career-education Activity.....0

Funds are available for the Fire Escape Repairs project from account code FAR 00 MM2 KA ECNC (Project No. 6391). The project's start date is scheduled for May 29, 2020, and completion date is August 14, 2020.

Carpet Removal and Wood Floor Refinishing

Washington High School

Prime Contractor
Selzer-Ornst Construction Company
6222 West State Street
Milwaukee, WI 53213

Low Bidder, Base Bid of.....$52,962.00

HUB Participation
Certified HUB Vendor?.....No
Total # of Employees.....35
Total # of Minorities.....1
Total # of Women.....4
Required..... 0%
Submitted..... 0%
$ Value.....$0.00

COIN Participation
Required..... 0%

Student Engagement (required hours)
Paid Employment.....0
Career-education Activity.....0

Funds are available for the Wood Floor Refinishing project from account code FAR 00 MMQ XW ECNC FLC8 (Project No. 2996). The project's start date is scheduled for May 29, 2020, and completion date is June 30, 2020.

Carpet Removal and New Floor Covering Install

Washington High School

Prime Contractor
Selzer-Ornst Construction Company
6222 West State Street
Milwaukee, WI 53213

Low Bidder, Base Bid of $79,793.00, plus $9,323.00 to install new flooring in rooms 78A, 78B, 78C, 341, 361, & 445 for Mandatory Alternate Bid #1, plus $15,101.00 to install new flooring in rooms 63, 220, 220B, 220C, 220D, & 220E for Mandatory Alternate Bid #2, plus $8,220.00 to install new flooring in rooms 363, 364, & 365 for Mandatory Alternate Bid #3, plus $5,265.00 to install new flooring in rooms 445A, 445B, & 445C for Mandatory Alternate Bid #4, plus $43,252 to install new flooring in rooms 264, 280-Library, & 280AA for Mandatory Alternate Bid #6, for a total cost of.....$160,954.00

HUB Participation
Certified HUB Vendor?.....No
Total # of Employees.....35
Total # of Minorities.....1
Total # of Women.....4
Required..... 25%
Submitted..... 65%
$ Value.....$51,625.00

COIN Participation
Required..... 0%

Student Engagement (required hours)
Paid Employment....100
Career-education Activity....0

Funds are available for the Floor Replacement project from account code FAR 00 MMQ XW ECNC FLC8 (Project No. 2996). The project's start date is scheduled for May 29, 2020, and completion date is July 31, 2020.

Classroom Remodeling

81st Street Elementary School

Prime Contractor
KSW Construction Corporation
5957 McKee Road, #107
Madison, WI 53719

Low Bidder, Base Bid of....$80,313.00

HUB Participation
Certified HUB Vendor?....No
Total # of Employees....22
Total # of Minorities....0
Total # of Women....4
Required.... 0%
Submitted.... 0%
$ Value....$0.00

COIN Participation
Required.... 0%

Student Engagement (required hours)
Paid Employment....0
Career-education Activity....0

Funds are available for the Room 5 Remodeling project from account code GN6 00 BDE 81 EOSV FEDM (Project No. 5972). The project's start date is scheduled for May 29, 2020, and completion date is August 7, 2020.

Total construction contract dollars awarded....$686,434.00
Total dollars HUB participation....$51,265.00
% of HUB participation.... 8.53%
% Minority employees within company.... 10.86%
% Women employees within company.... 5.90%

Professional Services Contract

The Administration requests that the Board approve the following professional services contracts:

RFP 6299 Fire Sprinkler & Standpipe Testing – Various MPS Sites

A request for Proposal (RFP) was issued by Facilities and Maintenance Services to obtain a firm to provide fire sprinkler and standpipe testing at various MPS sites.

The selected firm is Blair Fire Protection.

Contract amount is $87,747.00 over the three-year term

Contract Period is May 29, 2020-May 28, 2023.

Budget Code: MTN 00 FSH 11 ECTS.

Material Purchases

Water Filter, Division 1 — 3M Replacement Cartridge

Various MPS Sites

Prime Contractor
WW Grainger, Inc.
202 North Jackson Street
Milwaukee, WI

That Administration requests that the Board approve a blanket contract for the purchase of water filters for various MPS sites.

Blanket contract amount is $365,466.00 over the three-year term.

Term is May 29, 2020-May 28, 2023.

Funds are available for the water filter project in account code FAR 00 MM2 DW ECNC ROF0 (Project No. 5978).

Water Filter, Division 2 — Aquasana Replacement Cartridge

Various MPS Sites

Prime Contractor
A.O. Smith Corporation/Aquasana Inc.
11270 West Park Place
Milwaukee, WI 53224

The Administration requests that the Board approve a blanket contract for the purchase of water filters for various MPS sites.

Blanket contract amount is $830,000.00 over the three-year term.

Term is May 29, 2020-May 28, 2023.

Funds are available for the Water Filter project in account code FAR 00 MM2 DW ECNC ROF0 (Project No. 5978).

Aluminum Roof Coating

Various MPS Sites

Prime Contractor
Roofers Mart of Wisconsin, Inc.
4710 North 124th Street
Wauwatosa, WI 53225

Low Bidder, Base Bid of.....$88,264.80

Funds are available for the aluminum roof coating project in account code FAR 00 MM2 DW ECNC (Project No. 5877).

Fiscal Impact Statement

The item authorizes expenditures for:

- Total Construction Contracts Requested..... $686,434.00
- Total Professional Services Contract Requested over three years..... $87,747.00
- Total Material Purchases Requested over three years..... $1,283,730.80

Implementation and Assessment Plan

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

Committee's Recommendation

Your Committee recommends that the Board approve the construction contracts, professional services contract, and material purchases as attached to the minutes of your Committee's meeting.

Approved with the roll call vote on the balance of the Committees' reports

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(Item 15) Action on a Request to Seek a Waiver of the Wisconsin Educator Effectiveness System from the Wisconsin Department of Public Instruction as a Result of the COVID-19 Pandemic

Background

Milwaukee Public Schools uses the Educator Effectiveness System for professional growth and evaluation. The Educator Effectiveness System identifies specific criteria for best practices in teaching (teachers) and leadership of schools (principals and assistant principals). The state-wide alteration of school calendars as a result of the Covid-19 pandemic has caused disruption to the Educator Effectiveness Cycle for 2019-2020.

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 specific process by which all Wisconsin districts meet the requirements listed in PI 8 for principals and teachers — the Wisconsin Educator Effectiveness (EE) System.

As a result of the statewide alteration of school calendars as a result of the Covid-19 pandemic, the Department of Public Instruction (DPI) will waive the requirements to complete an Educator Effectiveness Cycle for educators in their summary year (evaluation year) in 2019-20, thereby waiving the requirements to meet PI 8.01 and Wis. Stat., §115.415, for 2019-20. DPI recognizes a decision to have multiple educators extend their summary years into 2020-2021 could overload the ability of the evaluator to conduct the processes meaningfully. Districts have the option to request a waiver from DPI for the Educator Effectiveness evaluations for 2019-20 summary-year educators, rather than extend their summary years.

Due to the unexpected school closures as a result of the public health emergency, the Administration is requesting that the Board authorize the Administration to seek an Educator Effectiveness waiver from the Wisconsin Department of Public Instruction for the 2019-2020 school year.

Per state law (Wis. Stat., §118.38(1)(b)), the district will need to hold a public hearing and document the date of the public hearing. The public hearing can be virtual or teleconferenced.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 6.01, General Personnel Policies

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

Upon approval by the Board, the Administration will submit a request for an Educator Effectiveness waiver from the Wisconsin Department of Public Instruction.

Committee's Recommendation

Your Committee recommends that the Board approve this request to seek an Educator Effectiveness waiver from the Wisconsin Department of Public Instruction as a result of the Covid-19 pandemic for the 2019-2020 school year.

Approved with the roll call vote on the balance of the Committees' reports

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(Item 16) Update with Possible Action on the Office of Human Resources

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

Background

In July of 2019, the Council of the Great City Schools came to review the operations of the Office of Human Resources. In October of 2019, the Council of the Great City Schools provided its final report with recommendations.

At the November 14, 2019, meeting of the Committee on Strategic Planning and Budget, the Office of Human Resources provided an initial update on its operations and was directed to provide a quarterly report to the Board's Committee on Accountability, Finance, and Personnel.

Below is the requested update, which more specifically discusses the recommendations in the Council of the Great City Schools' final report and the responses from the Office of Human Resources.

Update

Council of Great City Schools' Recommendations

- Reorganize
- Create efficiencies in the hiring process
- Improve the customer experience
- Develop standard operating procedures
- Institute a district-wide evaluation system
- Update all job descriptions
- Upgrade HR data systems
- develop a marketing and recruitment plan
- Attain appropriate staffing levels in HR
- Increase communication with School Administration
- Institute comprehensive onboarding by position
- Collaborate with local unions
- Analyze retention and exit information

Year One

Completed

- Restructuring of Talent Management Department
- Combining of the Department of Employment Relations and the Division of Employee Rights Administration
- Changes to civil service exams
- Changes to physical screening
- New Educator Institute (NEI) expanded
- Evaluation system instituted
- Exit survey data compiled and shared
- Salary Step Schedules put in place and made available online at MPSstepschedules@milwaukee.k12.wi.us

In-Progress

- Frontline Applicant Tracking System
- Frontline Central System
- Inverify — Employment-verification System

- Job description updates
- Compensation manual
- New-hire credentials and systems access
- Quarterly meetings with regional teams
- Customer-service satisfaction survey (all CO)
- Appoint vacant, interim, and sub positions in HR
- HRhotline@milwaukee.k12.wi.us

Ongoing

Year One

- Recruitment Events
- Onboarding for classified staff in HR and department specific
- MPSU and other alternative pathways
  - Moved some onboarding from HR to ODO in Academics
- Labor Management meetings
- Quarterly HR updates to the Board

Year Two

- Frontline Central
- Video recruitment and interview process
- Talent Management standard operating procedures and manual
- PeopleSoft and IFAS upgrades
- New Educator Institute expanded to five days
- Re-evaluate full-time substitute position
- Monthly regional administrator meetings
- Study of appropriate staffing levels for HR
- Customer satisfaction survey (through application system)
- Succession planning and cross-training
- ID badge process
- Stay surveys
- Recruiter positions
- Online benefits-enrollment system
- Council of the Great City Schools return

Year Three

- Position Control
- Call center for HR
- Web page upgrade and redesign
- District selected PD and trainings for compensation
- Retention study
- Strategies and funding for hard-to-staff and critical areas

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

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

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(Item 17) Report with Possible Action on Communities in Need (COIN), and Student Engagement Program

Your Committee reports having received the following report from the Office of Accountability and Efficiency. Although this item has been noticed for possible action, and no action is required.

Background

At the meeting of Committee on Accountability, Finance, and Personnel (AFP) on January 21, 2020, the Committee's Chair directed Contract Compliance Services to present an employment-training roadmap inclusive of industry and community partners for the purpose of expanding career and technical education training and employment opportunities to students.

The presentation attached to the minutes of your Committee's meeting, and as summarized below, details the output of this work to date.

Overview

Contract Compliance Services is to provide an update on training and employment options available to MPS students through increased engagement of Mission Aligned Partners (MAPs) for the purpose of developing a platinum workforce training model concerning Administrative Policy 3.10, Student Engagement Program, and Administrative Policy 3.13, Communities in Need (COIN).

Broader Context

- FY19 performance reporting revealed the following:
  - more than 48,000 student-employment hours for high-school students have been assigned to district contracts;
  - COIN participation remains consistent at 25%;
  - Leverage available resources and consider scaling capacity with additional resources.

Student Engagement Program

Initiative	Student Employment			
Industry	Skilled Trades		Professional Services	
Pathways	COIN	Pre-apprenticeship and Registered Apprenticeship	Exposure to career pathways supporting post-secondary decision	Direct entrance to workforce post-graduation

MAP's Impacts on All Participants

Students

- Relationships fostered
- Peer-peer networking
- Community centric
- Career exploration
- Work-based experience before graduation

Parents

- Relationships with industry partners
- Increased confidence in students' workforce preparedness
- Flexibility for students to earn credit beyond the typical school day

Teachers

- Relationship with industry partners
- Instructional opportunities beyond the typical school day
- Critical peer-peer professional development to improve student outcomes

Industry

- Investment in future workforce
- Relationships fostered and nurtured
- Access to data
- Critical peer-peer professional development to improve student outcome

Benefits to MAP Student Engagement

- Increases industry's engagement
  - MAP thought leadership contribution
  - MAP program collaboration
- Provides outcome-focused measurable
  - Skill development by industry
  - Commitment to a more diverse Milwaukee workforce throughout a wide range of industries
- Transparency and accountability for all stakeholders
  - Student employment, career education, and COIN contract assignments
  - Pledge to enhanced student workforce and skill development

Model Tiers

- Determined by industry sector, with a focus on career and technical education
  - Platinum: ≥ 153 hours
  - Gold: 115-152 hours
  - Silver: 77-114 hours
  - Bronze: 38-76 hours
- Anticipated outcomes
- Alignment to CCS's partnership classifications

Next Steps

- Continue to build upon the top four development areas of focus for student participants: self-reliance skills, interpersonal skills, transferrable skills, and specialist skills
- Increase virtual training and internship opportunities
- Meet with MAPs quarterly
- Facilitate COIN's focus group's session
- Review annual goals of COIN and Student Engagement Program
- Budgetary consideration

In summary, the analysis introduces Mission Aligned Partners (MAP) to engage in instituting a platinum workforce training model within the district.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 3.13, Communities in Need Initiative

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COMMITTEE ON LEGISLATION, RULES AND POLICIES

Director Herndon presented the following report for the Committee on Legislation, Rules and Policies:

TO THE BOARD OF SCHOOL DIRECTORS:

Your Committee on Legislation, Rules and Policies presents the following report.

(Item 1) Action on Amendments to Board Rules 1.05, Public Notice, and 1.06, Quorum and Meeting Presence, and Adoption of Board Rule 1.30, Virtual Meetings

Background

On March 12, 2020, Governor Tony Evers issued Executive Order #72, declaring a public health emergency in response to the COVID-19 coronavirus. On March 13, 2020, President Trump declared the virus a national emergency.

On March 24, 2020, the State of Wisconsin Department of Health Services issued Emergency Order #12. Known as the "Safer at Home Order," the order required all those present in Wisconsin to stay home unless they are essential workers Non-essential businesses and schools were ordered closed. Essential businesses were ordered to restructure their operations in order to maintain a safe distance between individuals. Residents were encouraged to practice social distancing and to take extra sanitary precautions. The order is in effect until May 26, 2020.

Even in unprecedented emergencies or situations where it is extremely dangerous for board members to assemble, the Board must remain positioned to provide the necessary oversight of the District. One of the methods for doing so is by meeting virtually, using a digital platform.

Board Rule 1.05, Meeting Notice, has been revised to describe additional information that will be included in the public notice when a virtual meeting will take place.

Board Rule 1.06, Quorum and Meeting Presence, has been revised to describe the conditions under which a virtual meeting may be held and to clarify what it means for a Board member to be "present" in such a meeting.

Finally, Board Rule 1.30, Virtual meetings has been created to codify the nature of a virtual meeting

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Board Rule 1.06, Quorum and Meeting Presence

Fiscal Impact Statement

This item has no fiscal impact.

Implementation and Assessment Plan

Upon approval, the Office of Board Governance will make and publish the revisions and the newly created rule; however, pursuant to Board Rule 1.11, this item must be held one cycle for final approval.

Committee's Recommendation

Your Committee recommends approval of the revisions to Board Rules 1.05 and 1.06 and the creation of Board Rule 1.30, as provided below.

Board Rule 1.05
Public Notice

(1) Public Notice

(a) Whenever it is known that a quorum of the Board or one of its committees may be present, public notice shall be given by the Board Clerk/Chief Officer, Office of Board Governance, or his/her designee.

(b) Any instance in which a quorum of the Board or its committees may be present must have its own notice. Such notice shall:

1. set forth the time, date, place, and subject matter of the meeting, including those items intended for consideration in a closed session;
2. be worded in a manner that reasonably apprises members of the public as to the particulars of the meeting;
3. be given to the public upon request;

4. contain the specific nature of any items that are to be considered in closed session, as well as the exemption(s) under which the closed session is authorized;
5. be posted at least 24 hours in advance of the meeting, unless it is impractical or impossible to do so; and
6. be posted at least two hours in advance of the meeting where there is good cause to give notice less than 24 hours before the meeting, as allowed by state statutes.

(2) Public Notice for a Virtual Meeting

When a quorum of the Board or any of its committees must meet virtually (i.e., remotely via videoconferencing, teleconferencing, or other technological means), in additional to all other content required by law, the following information shall be included in the notice:

(a) a statement that the meeting will be conducted virtually;
(b) a statement as to the conditions that require remote participation;
(c) a statement that describes the extent to which members of the public will be admitted to a physical location;
(d) information about how the public may access and monitor the meeting;
(f) if applicable, a statement that describes the extent to which public comments will be accepted and the means by which comments may be submitted for consideration if the public will not be admitted to a physical location.

Board Rule 1.06
Quorum and Meeting Presence

(1) Purpose

(a) It is the policy of the Board that the district be transparent and accountable to the public.

(b) Every meeting of the Board or of any of its committees shall be held in a public place that is reasonably accessible to members of the public at all times, unless otherwise expressly provided by law.

(2) Notice

(a) All meetings of the Board or any of its committees shall be properly noticed.

(b) Whenever there is a reasonable probability that a quorum of the Board or any of its committees may meet, public notice shall be given.

(3) Definition of Quorum

(a) A quorum of the Board exists when a majority of the membership of the Board or of any of its committees is present in the same location, or in the case of a virtual meeting (see below), when such a majority is present via videoconferencing, teleconferencing, or other technological means.

(b) A meeting of less than the majority of the members of the Board may constitute a "negative quorum" if those participating constitute a sufficient number to block action by the Board.

(4) Presence in a Quorum

(a) A member is present in a quorum when he or she is physically in attendance.

(b) A member may be present in a quorum if, as provided under these rules, he or she attends or participates remotely by the use of any form of technology that allows for interactive communication.

(c) Board members shall refrain from knowingly forming a quorum unless proper notice has been given.

(5) Definition of Meeting

(a) A meeting of the Board or its committees shall occur whenever

1. the number of members present constitutes a quorum, and
2. the members present exercise the responsibilities, authority, powers, or duties delegated to or vested in the body.

(b) The presence of a member in a meeting shall be such that the member's participation can be accessed and monitored by all other meeting participants and by members of the public.

~~(c) Participation by use of technology shall be at the discretion of the Board's President or committee chairperson. Such participation shall be allowed only in instances of~~

~~1. personal illness or disability;~~
~~2. inclement weather;~~
~~3. emergencies;~~
~~4. military service; or~~
~~5. geographic distance.~~

(c) The definition of a meeting does not include any social or chance gathering or conference which is not intended to avoid the open meetings law, so long as no board business is conducted.

~~(d) Participation by use of technology shall be allowed only when a quorum of the body is physically present at the meeting.~~

~~(e) The definition of a meeting does not include any social or chance gathering or conference which is not intended to avoid the open meetings law, so long as no Board business is conducted.~~

(6) Absence of Chairperson in Quorum

(a) Should a quorum be assembled at the hour and place designated in the meeting notice, the chairperson or, in the absence of the chairperson, the vice-chairperson shall assume the chair and declare the meeting in order.

(b) Should a quorum be assembled at the hour appointed, and the chairperson and vice-chairperson be absent, a member selected by those present shall serve as chairperson during the meeting or until the chairperson or vice-chairperson shall appear.

(7) Restrictions on Business to Be Conducted by Quorum

(a) No business shall be conducted in the absence of a quorum except that the members present may vote to adjourn.

(b) No business shall be conducted by a quorum when public notice has not been given.

(c) Board members shall not act in a manner that creates or alludes to a walking quorum, wherein a series of gatherings, conversations, or communication among separate groups of members results in participants agreeing, tacitly or explicitly, to act in sufficient number so as to reach a quorum. Walking quorums can be created by a series of one-on-one conversations in person, by telephone, or by successive messages transmitted digitally.

(8) Meeting Presence through the Use of Technology

(a) Remote Participation by an Individual Board Member through Use of Technology

(1) Participation by individual board members by use of technology shall be at the discretion of the Board's President or committee's chairperson. Such participation shall be allowed only in instances of:

a. personal illness or disability;
b inclement weather;
c. emergencies;
d. military service; or
e. geographic distance.

(2) The form of technology used to conduct the meeting shall be such that:

a. the public is able to monitor the participation of the member participating remotely; and
b. the Chair and Board Clerk are able to confirm the identity of each member who is participating remotely.

(3) Individual participation by use of technology shall be allowed only when a quorum of the body is physically present at the meeting.

(b) Remote Participation by the Board or a Committee as a Whole through Use of Technology (Virtual Meetings)

A quorum of the Board or any of its committees may meet virtually (i.e., through videoconference, teleconferencing, or other technological means) when situations exist that make it dangerous for members to assemble in one place. Such situations may include:

1. natural disaster;
2. regional or national emergency;
3. a public health emergency as declared by local health officials or the state or federal government;
4. civil unrest.

Board Rule 1.30
Virtual Meetings

(1) Definition

A virtual meeting occurs when a quorum of the Board or its committees, regardless of location, use video and audio technology to conduct a meeting by means that allow them to share information and data in real time without being physically located together.

(2) Presence in Virtual Meetings

(a) A quorum of the Board or any of its committees may meet virtually (digitally) when situations arise that make it dangerous for members to assemble in one place. Such situations may include:

1. natural disaster;
2. regional or national emergency;
3. a public health emergency as declared by local health officials or the state or federal government;
4. civil unrest.

(b) Should the roll call determine that a quorum of the Board or committee is not able to participate remotely, the only action that may be taken is to adjourn.

(c) Should a quorum of the body be unable to maintain its connection to the meeting, the meeting must be adjourned.

(d) Should the means by which the public may access and monitor an open session of the meeting become unavailable, the meeting must be adjourned.

(3) Conducting a Virtual Meeting

(a) No virtual meeting shall be conducted unless it has been properly noticed, in accordance with applicable state statutes and Board Rules.

(b) The parliamentary procedures as set forth in the latest revised edition of Robert's Rules of Order shall govern the proceedings of the Board, except where superseded by state or federal law or by Board Rule. Board members shall have the same rights and privileges as they would in an in-person meeting.

(c) Voting by proxy shall not be allowed.

(d) The platform used to conduct a virtual meeting must

1. enable the public to view and monitor any part of the meeting occurring open session; and
2. enable the Chair and Board Clerk to confirm the identity of members who are participating remotely.

(e) Platforms, such as texting or instant-messaging, that do not enable both the participants and the public to view and to monitor the meeting may not be used.

(4) Closed Sessions in a Virtual Meeting

(1) The Board may convene a virtual closed session only in instances of emergency.

a. After a motion has been made and seconded to conduct a closed session, but before the roll call vote has been taken, each member shall be polled to affirm that he/she has taken precautions to ensure that

1. the closed session is not being recorded; and

2. no one but the member can hear or access the discussions or other confidential information.

b. Members of the Board may take the responses to the poll into account in determining whether to vote in affirmation of conducting a closed session virtually. The virtual format of a closed session shall not negate the need to maintain confidentiality.

(2) The Board may not convene a virtual closed session without a quorum of the Board participating in the virtual meeting. Should the body lose its quorum while a closed session is in progress, the session must adjourn.

Pursuant to Board Rule 1.11, this item was held over until the Board's regular June 2020 meeting.

* * * * *

(Item 2) Action on a Request to Approve Administrative Policy 7.45, Art Education

Background

At its January 2020 meeting, the Board referred Communication 1920C-004 from Art Action Milwaukee regarding a proposed art education policy to the Administration for follow up.

Similar to the process used in the development of the MPS music policy, a committee was formed to discuss and to explore the proposed art education policy. Membership of the committee included MPS art educators, MTEA, board members, and the Offices of Academics, of Accountability and Efficiency, of Board Governance, of Finance, and of School Administration. This allowed for a collaborative approach that included fiscal review and feedback from the Office of the City Attorney.

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

This item does not authorize expenditures. The total projected cost over a four-year implementation, starting in the 2020–21 budget year, is $5,259,748 for an additional 50.20 teacher positions and supply costs.

Art Resolution Costs		
Description	FTE	Amount
Additional Staff (500:1)*	50.20	$4,833,028
Supplies		426,720
Supplies — K3		5,350
Subtotal	50.20	$5,259,748

* Note: "Additional Staff" is taking the greater of either the 500:1 ratio or the minutes of instruction.

Implementation and Assessment Plan

Should the proposed policy be approved, the Office of Board Governance will publish it for implementation.

Committee's Recommendation

Your Committee recommends that the Board approve the following Administrative Policy 7.45, Art Education.

Administrative Policy 7.45
Art Education

(1) Statement of Purpose

The Milwaukee Board of School Directors (Board) believes that each person deserves the opportunity to develop the skills and knowledge necessary for participation in and appreciation for the arts. To that end, the Board shall require that the instruction of art be provided within all Milwaukee Public Schools (MPS).

All students shall be provided the opportunity to have visual art instruction and to develop 21st-century skills and understandings through art education.

(2) Standards for the Instruction of Art

(a) Art instruction shall be provided in accordance with a written comprehensive art curriculum, including developmental experiences involving the four artistic processes; create, present, respond, and connect.

(b) Art instruction shall be provided for all pupils in grades kindergarten through 6 and shall be performed by a licensed art teacher.

(c) Art classes shall be available to all pupils from grades 7 through 12 and shall be taught by a licensed art teacher.

(d) No student in MPS will be denied access to participation in any school's art education program. Students with disabilities shall have access to art instruction in a manner consistent with their individualized education plan.

(e) All art education staff are to be employees of Milwaukee Public Schools and be licensed by the State of Wisconsin in the area of art instruction.

(f) School leaders are responsible for the scheduling of elementary, middle, and high school art classes to ensure that all students receive the appropriate amount of instruction with input and in consultation with the licensed art educator(s).

(g) Class sizes for art instruction shall be determined pursuant to Administrative Policy 7.25, Class Size.

(h) Art instruction shall be conducted in class space that is conducive to the study of art, including appropriate storage space, furniture, technology, tools, and sink access, when space exists. School leaders shall report when the appropriate space does not exist to the Fine Arts Manager or equivalent subsequent position.

(i) Before enrolling in an advanced art course, secondary students shall be required to take any necessary prerequisite courses.

(j) Art materials budgets shall be a minimum of $10 per student served each school year, with regular increases tracking with the rate of inflation measured by the consumer price index (CPI).

(3) Hours of Instruction

(a) The school leader shall be responsible for ensuring that the following hours of instruction are met:

1. Each student in grades K3-K4 shall have regular art instruction for no fewer than 30 minutes per week.
2. Each student in grades K5-2 shall have regular art instruction for no fewer than 60 minutes per week.
3. Each student in grades 3-5 shall have regular art instruction for no fewer than 75 minutes per week.
4. Each student in grades 6-8 shall have regular art instruction for no fewer than 100 minutes per week.
5. Each art class in grades 9-12 shall meet at least three times weekly for a minimum of 120 minutes per week.

(b) Each full-time art teacher position shall be filled with placements of no more than two schools.

(4) Visual Art Equipment

(a) All MPS schools shall maintain an inventory of visual art equipment to be made available for student use.

1. Inventory, records, repair and maintenance of the equipment shall be the responsibility of the school leader in collaboration with the Manager of Fine Arts.
2. Art equipment in the school building shall be stored in a secure, reasonable and appropriate location.
3. Prior to the first day of school for students, the school leader and the Manager of Fine Arts shall conduct an inventory of the school's fixed assets for studio arts.

(b) Equipment shall be made available for use in an equitable manner that considers the needs of teachers and students.

(c) A central online record of art equipment and materials will be maintained and available to MPS art teachers.

(5) Monitoring and Evaluation

Biannually, in March and August, a report shall be presented to the Board on the district's art education programs.

Director Peterson moved adoption of the art policy with the appropriate amendment to be made relative to the FTE amount in the chart titled "Art Resolution Costs" under the Fiscal Impact Statement of this item.

The motion passed, the vote being as follows:

Ayes— Directors Báez, Herndon, O'Halloran, Peterson, Phillips, Siemsen, Taylor, Woodward, and President Miller — 9.
Noes — None.

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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 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. The Board's action requested a quarterly report on bullying-prevention best practices. The first report was provided in December 2019.

Since that time, district staff have been working on the final deliverables from the Board's September 2019 action, including a review of Administrative Policy 8.52, Bullying, and the development of an administrative procedure to support the bullying policy. The Development and Review Teams for this work included staff from School Administration, Student Services, and Specialized Services (school-based and central-based), as well as a teacher and a principal.

Beginning in January 2020, a workgroup of the Violence Prevention Program's staff drafted the first version of the bullying-prevention procedures. This draft document was edited, and proposed revisions to Administrative Policy 8.52 were developed, in collaboration with the Department of Student Services.

The draft documents were reviewed by staff from multiple departments and a building-based administrator. The feedback received from these individuals was incorporated into the drafts, which are in the final review process at this time. Once the review process has been completed, the proposed revisions and newly created companion procedure will be sent to the full Board for referral to the Committee on Legislation, Rules and Policies.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 8.52, Bullying

Fiscal Impact Statement

N/A

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(Item 2) Report with Possible Action on Draft 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

In August 2017, the Milwaukee Board of School Directors adopted Resolution 1617R-006 to develop an equity policy. As follow-up to the Board's action, Administrative Policy 1.06, Equity in MPS, and Equity Procedure 1.06, Efforts to Achieve Equity, were adopted by the Board on August 31, 2017. The Administration has worked with numerous stakeholders to provide a guidebook to accompany Administrative Policy 1.06, Equity in MPS, and Administrative Procedure 1.06, Efforts to Achieve Equity.

A draft of the Equity Guidebook was presented to the Board on August 29, 2019. The Administration was asked to make revisions to address the feedback shared in August.

A revised MPS Equity Guidebook is attached to the minutes of your Committee's meeting. The document is aligned to Administrative Policy 1.01, Vision, Mission, Core Beliefs, and Goals; Administrative Policy 1.06, Equity in MPS; Administrative Procedure 1.06, Efforts to Achieve Equity; and the Five Priorities for Success. In a manner that reflected due diligence during the national health emergency, the Administration sought input from thought-partners, e.g., students, families, educators, community partners, and MPS offices and departments. The revised MPS Equity Guidebook is meant to be flexible and adaptable to all district stakeholders' current and future equity, access, and inclusion needs.

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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COMMITTEE ON STRATEGIC PLANNING AND BUDGET

Director Peterson presented two reports from the Committee on Strategic Planning and Budget:

TO THE BOARD OF SCHOOL DIRECTORS:

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

Report #1

(Item 1) Overview and Public Hearing on the Superintendent's Proposed 2020-21 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 district's financial planning and budget development is a year-round process. The process is guided by the Milwaukee Board of School Directors' goals, the Five Priorities for Success, and the approved budget parameters.

The proposed budget is organized into four sections:

- Executive Summary;
- Organizational;
- Financial, including Schools, Central Services and Line Items; and
- Informational, including City Profile, MPS Profile, and Glossary.

The proposed budget, as attached to the minutes of your Committee's meeting, 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, ensuring equitable resource allocation prioritizing 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. This committee meeting and others planned as part of the budget timetable provide opportunities for further budget review and discussion with the community and the Milwaukee Board of School Directors.

The budget presented prudently allocates resources to sustain funding in schools to stimulate student achievement.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 3.01, Annual Operating Budget

Fiscal Impact Statement

The proposed budget for July 1, 2020, through June 30, 2021 is balanced. A balanced budget is one in which funding authorized for the School Operations Fund matches the projected revenues.

Projected 2020-21 revenue in the School Operations Fund is $947.2 million, which is a 0.1 percent decrease of $0.7 million compared with the 2019-20 fiscal year.

The total proposed budget, which includes operations, nutrition, extension, construction and grant funding, is $1.2 billion. Compared with fiscal year 2019-20, this is a 0.2 percent increase that is mainly attributable to a projected increase in Construction Funds and a reduction in Operations and Categorical (grants) funds.

* * * * *

Report #2

(Item 1) Action on Request to Approve the Proposed Three-tier Busing Model for School Year 2020-2021

Background

Milwaukee Public Schools annually provides transportation services to approximately 54,000 district, suburban, and private school students who live in Milwaukee, or if they participate in specialty programs such as Chapter 220, Homeless Education or Foster Placement Network Programs, in surrounding municipalities. The district also provides services for a variety of district-sponsored programs such as Head Start, interscholastic athletics, Community Assessment and Training Program (CATP), Learning Journeys, and Special Olympics.

Chapter 121.54 of the Wisconsin Statutes spells out the provisions under which the school board of each district shall provide for the transportation of pupils, including the establishment, administration, and scheduling of school bus routes. MPS Administrative Policy 4.04 further states that the Milwaukee Public Schools' Transportation Services is to provide safe, adequate, efficient, and economical service to all eligible Milwaukee-resident students.

The Administration is exploring possible transportation modifications that optimize a Regional Transportation System that supports bus utilization to maximize efficiency. The Administration was directed in January 2020 to solicit feedback from impacted stakeholders by facilitating community listening sessions pertaining to Pupil Transportation Services and to come back to the Milwaukee Board of School Directors with a new alternative for consideration related to transportation savings.

The Administration scheduled six community listening sessions in March 2020 and was able to facilitate two successfully prior to the district's closure due to the COVID-19 pandemic. The Administration has revised the transportation-restructuring alternative based on feedback that was provided. Pupil Transportation Service's long-term restructuring plan continues to consider moving towards a three-tier school-bell schedule; however the specific schools to be revised and the aggregate start and end times being proposed have been amended.

The new proposal is to move from current two-tier bell schedule to a proposed three-tier bell schedule with the following times:

1. Tier 1 — K5/K8 Schools (7:20 a.m.-2:20 p.m.)
2. Tier 2 — High Schools (8:05 a.m.-3:20 p.m.)
3. Tier 3 — K5/K8/Traditional Middle Schools (9:00 a.m.,-4:10 p.m.)

Under this model:

1. All high schools would move to 8:05 a.m.-3:20 p.m. from either 7:30 a.m.-2:45 p.m. or 8:40 a.m.-3:55 p.m.
2. All other schools would move from 7:30 a.m./7:35 a.m. to Tier 1 starting at 7:20 a.m. *or* from 8:40 a.m./8:45 a.m. to Tier 3 starting at 9:00 a.m.

As few as eight schools would be required to be moved from their current Tier 1 at 7:30 a.m. to the new Tier 3 at 9:00 a.m. in order to distribute the district's service load equally among all tiers (240 routes' worth of service needs to adjust).

1. Preferred K8 schools identified in attachment to the minutes of your Committee's meeting were selected due to minute requirements and schools' locations.
2. Other schools could be considered as long as the total count of moved routes equates to 240 from Tier 1 to Tier 3.
3. Non-instrumentality charter schools (NICs) have been positioned on a preferred bell schedule, but may deviate by contract. NICs' changes would modify fiscal impact.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 4.04, Student Transportation Services

Fiscal Impact Statement

The fiscal impact of the Administration's proposed actions depends on the range of implemented options. The potential savings range from $2,000,000 to $3,000,000 for FY21.

Implementation and Assessment Plan

Should the Board adopt the Administration's proposed actions, the Administration will begin to implement the following actions:

- detailed changes to bell schedule presented
- bell-schedule changes advertised and facilitated
- transportation changes applied for all other enrollment periods.

Committee's Recommendation

Your Committee recommends that the Board approve the proposed three-tier busing model for school year 2020-2021.

President Miller moved to approve the Administration's recommendation. The motion failed of adoption, the vote being as follows:

Ayes — Directors Báez, Peterson, Woodward, and President Miller — 4.
Noes — Directors Herndon, O'Halloran, Phillips, Siemsen, and Taylor — 5.

Director Phillips moved to consider a tiered busing model in the August board cycle along with the school reopening plan. The motion failed of adoption, the vote being as follows:

Ayes — Directors O'Halloran and Phillips — 2.
Noes — Directors Baéz, Herndon, Peterson, Siemsen, Taylor, Woodward, and President Miller — 7.

Director Baéz moved to table the item. The motion passed, the vote being as follows:

Ayes — Directors Báez, Herndon, O'Halloran, Peterson, Phillips, Siemsen, Taylor, Woodward, and President Miller — 9.
Noes — None — 0.

The Board was in recess from 10:03 PM to 10:12 PM.

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(Item 2) Work Session and Action on Amendments to the Proposed MPS 2020-21 Budget

Background

On April 29, 2020, members of the Milwaukee Board of School Directors received copies of the Superintendent's proposed FY2021 district budget. On April 30, 2020, the Superintendent's proposed FY2021 district 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 FY2021 budget from the Administration at its meeting on May 7, 2020. Your Committee accepted public testimony on the proposed budget at this meeting.

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 2021 School Operations, Construction, and Extension Funds on May 19, 2020.

Your Committee also reports having given public hearing on the Superintendent's proposed FY2021 budget at its meeting on May 21, 2020. At that same meeting, your Committee conducted a work session and took action on the following proposed amendments to the Superintendent's proposed FY2020 budget:

A second round of proposed budget amendments, which were under development at the time of your Committee's meeting, have been attached without recommendation for the Board's consideration and 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

Board Governance Policy BG 2.05, Board Planning Cycle

Fiscal Impact Statement

To be determined based on the recommendation of the Committee.

Committee's Recommendation

Your Committee recommends that the Board:

1. adopt Budget Amendment 02, by Director Taylor, to implement an ethnic studies program in each high school and in each grade level at the African-American Immersion middle school (Douglas), with funding to come from realized transportation savings;
2. determine what action it wishes to take with respect to Amendments 03, 04, and 06; and
3. determine what action it wishes to take regarding the second round of proposed amendments to the Superintendent's proposed FY21 budget, which were to be developed subsequent to the formulation of the Committee's report and, therefore, have been submitted directly to the Board without recommendation.

The gavel was passed to Vice-President Baez at 10:50 PM and returned to President Miller at 11:29 PM.

The Board took up Amendment 02 by Director Taylor — to reallocate referendum funding to designate funding for the implementation of an ethnic studies course in each high school or school with a high-school component and in each grade level at the African-American Immersion middle school (Douglas).

Director Peterson made a motion that the district seek to hire five additional Ethnic Studies teachers (to bring the total in MPS to 12) and that the money saved by the reduction of two teachers ($198,683) be allocated for curriculum development, professional development, and resources to do the following:

a) develop a course outline and curriculum for the high-school classes along with recommended readings, videos, interdisciplinary projects, etc., based on the experiences of the current MPS Ethnic Studies teachers and similar classes throughout the country;
b) develop a similar course outline/curriculum for middle-school students as noted in the Administration's response;
c) purchase materials or pay for photocopy costs of needed materials that will be used in classes or professional development;
d) provide professional development in an ongoing manner for the Ethnic Studies teachers and other teachers form all grade levels and subject matters who are interested in infusing ethnic studies concepts into their teaching.

The funding should come from the referendum from the Advanced Academic proposed budget and not the early childhood/class-size proposed budget.

Director Taylor offered a substitute motion to adopt the original amendment, with funding to come from Advanced Studies. The substitute motion failed of adoption, the vote being as follows:

Ayes — Directors Phillips, Taylor, and Woodward — 3.
Noes — Directors Baéz, Herndon, O'Halloran, Peterson, Siemsen, and President Miller — 6.

The question being on the original motion by Director Peterson, the motion passed, the vote being as follows:

Ayes — Directors Báez, Herndon, O'Halloran, Peterson, Phillips, and President Miller — 6.
Noes — Director Woodward — 1.
Temporarily Absent — Directors Siemsen and Taylor — 2.

The Board took up Amendment 03 by Director Taylor — to use the funding for unfilled vacancies, no-bid contracts, and turnover savings to earmark funding to establish parent coordinators as full-time positions.

Director Taylor moved to offer parent coordinators 40-hour positions. The motion passed, the vote being as follows:

Ayes — Directors Báez, Herndon, O'Halloran, Peterson, Taylor, Woodward, and President Miller — 7.
Abstentions — Directors Phillips and Siemsen — 2.
Noes — None — 0.

The Board took up Amendment 04 by Director Taylor — to use funding for unfilled vacancies, no-bid contracts, and turnover savings to fund the assignment of three 40-hours-per-week paraprofessionals at each school.

Director Taylor moved to offer three forty-hour paraprofessionals at each school. The amendment failed of adoption, the vote being as follows:

Ayes — Directors Taylor and Woodward — 2
Noes — Directors Baez, Herndon, O'Halloran, Peterson, Phillips, Siemsen, and President Miller — 7.

The Board took up Amendment 06 by Directors Woodward and Baéz — to establish an MPS minimum wage of $15/hour to fully fund the implementation of the "Road to 15" process in FY21 by using savings from busing restructuring, vacancy and turnover pay, and blanket contract services.

Director Woodward moved to establish an MPS minimum wage of $15/hour, with an implementation date of January 2021. The funding sources should be from dollars allocated to attracting and retaining educators and nutrition services. The motion passed, the vote being as follows:

Ayes — Directors Báez, Herndon, Peterson, Phillips, Siemsen, Taylor, Woodward, and President Miller — 8.
Abstention — Director O'Halloran — 1.
Noes — None — 0.

The Board took up Amendment 07 by Director O'Halloran — to move the work from the Office of Communication and School Performance/Department of Equity, Access, and Inclusion to the Office of School Administration/Department of Student Services in order to support PBIS-based education and training on anti-racist work.

Director O'Halloran moved adoption of the amendment. The motion failed of adoption, the vote being as follows:

Ayes — Director O'Halloran — 1.
Noes — Directors Báez, Herndon, Peterson, Siemsen, Taylor, Woodward, and President Miller — 7.
Abstention — Director Phillips — 1.

The Board took up Amendment 08 by Directors O'Halloran and Taylor — to signal the intent to bring guidance counselors' ratios to the recommended 1:250 students, to hire one additional guidance counselor this year.

Director O'Halloran moved adoption of the amendment. The motion passed, the vote being as follows:

Ayes — Directors Báez, Herndon, O'Halloran, Phillips, Siemsen, Taylor — 6.
Noes — Directors Peterson, Woodward, and President Miller — 3.

The Board took up Amendment 09 by Director Peterson — to create one position for a First Nations Studies Act 31 teacher and two First Nation Studies paraprofessional positions. Funds should come from the referendum budget in the area of "Advanced Academic Proposed."

Director Peterson moved adoption of the amendment. The motion passed, the vote being as follows:

Ayes — Directors Báez, Herndon, O'Halloran, Peterson, Phillips, Siemsen, Taylor, Woodward, and President Miller — 9.
Noes — None — 0.

The Board took up Amendment 10 by Directors O'Halloran and Baéz — to provide additional funding to MPSU in order to strengthen the educator pipeline, and to give focus and support to hard-to-fill positions and to the bilingual teacher preparation initiative.

Director O'Halloran moved to adoption of the amendment. The motion passed, the vote being as follows:

Ayes — Directors Báez, Herndon, O'Halloran, Peterson, Phillips, Siemsen, Taylor, Woodward, and President Miller — 9.
Noes — None — 0.

The Board took up Amendment 11 by Directors O'Halloran, Taylor, Miller, and Phillips — to reduce the funding of contracts with the Milwaukee Police Department and to redirect those dollars to increase funding for restorative-practice coordinators.

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

Ayes — Directors Báez, Herndon, O'Halloran, Peterson, Phillips, Siemsen, Taylor, Woodward, and President Miller — 9.
Noes — None — 0.

The Board took up Amendment 12 by Director Phillips — to designate $100,000 of the Contingency Fund's dollars to be used for COVID-19 emergency supplies.

Director Phillips moved adoption of the amendment. The motion passed, the vote being as follows:

Ayes — Directors Báez, Herndon, O'Halloran, Peterson, Phillips, Siemsen, Taylor, and President Miller — 8.
Noes — None — 0.

Temporarily Absent — Director Woodward — 1.

The Board took up Amendment 13 by Director Taylor — to allocate funding from dollars set aside to attract and to retain educators to create steps and lanes for paraprofessionals' compensation for education attainment, equivalent to the formula used for teachers.

The amendment was withdrawn by the sponsor.

The Board took up Amendment 14 by Director Peterson — to allocate carryover funds for initial curriculum and professional development to begin implementation of Resolution 1920R-016 on Climate Justice.

Director Peterson moved adoption of the amendment. The motion passed, the vote being as follows:

Ayes — Directors Báez, Herndon, O'Halloran, Peterson, Phillips, Siemsen, Taylor, and President Miller — 8.
Noes — Director Woodward — 1.

The Board took up Amendment 15 by Director Peterson — to set aside $2.5 million in funds to adjust the salary schedule placement of employees in the teacher bargaining unit that have previously credited outside experience that was not applied to the Phase 2 salary schedule placements, with funding for the amendment to come from teacher retention and salaries.

Director Peterson moved to adopt the amendment. The motion passed, the vote being as follows:

Ayes — Directors Báez, Herndon, O'Halloran, Peterson, Siemsen, Taylor, and President Miller — 7.
Noes — Directors Phillips and Woodward — 2.

* * * * *

Before proceeding to next item set aside, Item Three, Director Siemsen moved to reconsider Item One of the second Report of the Committee on Strategic Planning and Budget, Action on Request to Approve the Proposed Three-tier Busing Model for School Year 2020-2021. The motion passed, the vote being as follows:

Ayes — Directors Báez, Herndon, Peterson, Phillips, Siemsen, Taylor, Woodward, and President Miller — 6.
Noes – Director Taylor — 1.
Abstain — Director O'Halloran — 1.

The question being on the recommendation to approve the three-tiered busing plan as presented, Director Siemsen moved to approve the Administration's recommendation. The motion passed, the vote being as follows:

Ayes — Directors Báez, Peterson, Siemsen, and Director Woodward, and President Miller — 5.
Noes — Directors Herndon, O'Halloran, Phillips, and Taylor — 4.

* * * * *

(Item 3) Overview of and Action on the Superintendent's Proposed 2020-21 Budget

Background

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

The proposed budget is organized into four sections:

- Executive Summary;
- Organizational;
- Financial, including Schools, Central Services and Line Items; and
- Informational, including City Profile, MPS Profile, and Glossary.

The proposed budget, as attached to the minutes of your Committee's meeting, 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, ensuring equitable resource allocation prioritizing 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. This committee meeting and others planned as part of the budget timetable provide opportunitiwa for further budget review and discussion with the community and the Milwaukee Board of School Directors.

The budget presented prudently allocates resources to sustain funding in schools to stimulate student achievement.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 3.01, Annual Operating Budget

Fiscal Impact Statement

The proposed budget for July 1, 2020 through June 30, 2021 is balanced. A balanced budget is one in which funding authorized for the School Operations Fund match the projected revenues.

Projected 2020-21 revenue in the School Operations Fund is $947.2 million, which is a 0.1 percent decrease of $0.7 million, compared with the 2019-20 fiscal year.

With the referendum of $57 million added, the total will be $1,004.2 million, a 5.9 percent increase of $56.3 million.

The total proposed budget, which includes operations, nutrition, extension, construction, and grant funding, is $1.2 billion. Compared with fiscal year 2019-20, this is a 0.2 percent increase that is attributable mainly to a projected increase in Construction Funds and a reduction in Operations and Categorical (grants) funds.

With the referendum the proposed budget, which includes operations, nutrition, extension, construction and grant funding is $1.3 billion. Compared with fiscal year 2019-20, this is a 4.9 percent increase that is attributable mainly to a projected increase in the Operations Fund as a result of a referendum to exceed the revenue limit by $57 million.

Committee's Recommendation

Your Committee recommends that the Board adopt the proposed FY2021 budget, including the following resolutions for the School Operations, Construction, and Extension Funds.

School Operations Fund

RESOLVED, That, pursuant to the provisions of Section 119.46, Wisconsin Statutes, relating to the School Operations Fund, the Board of School Directors hereby advises the Common Council that the amount of $1,059,393,719 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 *[AN AMOUNT TO BE DETERMINED]* will be required for the operation of the Milwaukee Parental Choice Program; and that *[AN AMOUNT TO BE DETERMINED]* will be required for the operations of the Milwaukee Public Schools and that

a total of *[AN 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.

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 $6,637,203 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, $5,511,274 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.

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 $32,708,590 will be required for the maintenance of playgrounds, recreation centers, and similar activities during the 2021 Fiscal Year, and that $25,225,000 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 Board took a recess from 2:58 A.M. to 3:20 A.M.

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

Ayes — Directors Báez, Herndon, O'Halloran, Peterson, Phillips, Siemsen, Taylor, Woodward, and President Miller — 9.
Noes — None.

The second question being on the approval of the resolution on the Construction Fund, Director Baez moved approval. The motion passed, the vote being as follows:

Ayes — Directors Báez, Herndon, O'Halloran, Peterson, Phillips, Siemsen, Taylor, Woodward, and President Miller — 9.
Noes — None.

* * * * *

COMMITTEE ON STUDENT ACHIEVEMENT AND SCHOOL INNOVATION

Director Baéz presented the following report of 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 End the Educational Program of the Non-instrumentality Charter School Contract with Seeds of Health, Inc., for Milwaukee Community Cyber High School (MC^2), as Requested, to be Effective on the Last Regularly Scheduled Day of the 2019-2020 School Year

Background

Milwaukee Community Cyber High School (MC^2) was established as a non-instrumentality charter school beginning with the 2010-2011 school year. During each renewal cycle since, the Board has approved

a five-year renewed contract. The current contract is for up to a maximum of 300 full-time-equivalent (FTE) pupils in grades 9 through 12. MC^2 is located at 131 South First Street.

On March 24, 2020, the Department of Contracted School Services received written communication from Seeds of Health's representatives notifying MPS of Seeds of Health's request for non-renewal of the non-instrumentality charter school contract, to be effective on the last regularly scheduled day of the 2020-2021 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 Statement

Administrative Policy 9.12, Charter Schools

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

Administration will work with Seeds of Health and MC^2 to ensure a strong finish to the school year. Administration will also assist families in finding new school placements for fall as needed.

The non-instrumentality charter school contract with Seeds of Health, Inc., for Milwaukee Community Cyber High School (MC^2) will expire effective on the last regularly scheduled day of the 2019-2020 school year.

Administration will notify the Wisconsin Department of Public Instruction of the non-renewal of the non-instrumentality charter school contract.

Committee's Recommendation

Your Committee recommends that the Board approve the request to end the educational program of the non-instrumentality charter school contract with Seeds of Health, Inc., for Milwaukee Community Cyber High School (MC^2), as requested, to be effective on the last regularly scheduled day of the 2019-2020 School Year.

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

* * * * *

(Item 2) Action on a Request to Approve the Non-instrumentality Charter School Contract with the Milwaukee Teacher Education Center (MTEC) for Milwaukee Environmental Sciences Academy (MESA), to Begin with the 2020-2021 School Year

Background

Milwaukee Environmental Sciences Academy (MESA) was established as a non-instrumentality charter school beginning with the 2013-2014 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 located at 6600 West Melvina Street.

MESA is dedicated to the intellectual, physical, social, and emotional growth of all students, with an emphasis placed on engaging students in thinking, problem solving, and decision making, allowing students to function in a global society. The goal of MESA is to provide instruction to students through the implementation of expeditionary learning.

On January 30, 2020, the Board approved a two-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 the Milwaukee Teacher Education Center, Inc. (MTEC) for MESA.

In April 2020, representatives from MTEC for MESA, the Office of Board Governance, the Office of the City Attorney, and 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, MTEC and MESA accept the non-instrumentality charter contract, as attached to the minutes of your Committee's meeting, with the modifications as outlined.

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 FY21 budget process.

Implementation and Assessment Plan

Upon approval, the contract will be effective starting with the 2020-2021 school year and ending with the 2021-2022 school year.

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 for Milwaukee Environmental Sciences Academy to begin with the 2020-2021 school year and end on the last regularly scheduled day of the 2021-2022 school year.

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

* * * * *

(Item 3) Action on a Request to Approve the Non-instrumentality Charter School Contract with Mother Kathryn Daniels Conference Center, Inc., for Kathryn T. Daniels University Preparatory Academy (KT Daniels) for the 2020-2021 School Year

Background

Kathryn T. Daniels University Preparatory Academy (KT Daniels) was established as a non-instrumentality charter school beginning with the 2011-2012 school year. The current contract is for up to a maximum of 250 full-time-equivalent (FTE) pupils in grades K4 through 8. Kathryn T. Daniels is located at 4834 North Mother Daniels Way. KT Daniels has received two-year contract renewals in each year of its renewal cycle.

The KT Daniels's mission is to design a rigorous college-preparatory program with highly skilled teachers and an unwavering commitment to utilize the most powerful instructional techniques and methodologies. The KT Daniels vision is to create a rich learning environment that integrates the study of performing arts, sciences, and humanities to unleash the intellectual, creative, and leadership talents of students.

On February 27, 2020, the Board approved a one-year renewal for KT Daniels 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 Mother Kathryn Daniels Conference Center, Inc., for KT Daniels.

In April 2020, representatives from Mother Kathryn Daniels Conference Center, Inc., for KT Daniels, 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, Mother Kathryn Daniels Conference Center, Inc., and KT Daniels accept the non-instrumentality charter contract, as attached to the minutes of your Committee's meeting, with the modifications as outlined.

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 FY21 budget process.

Implementation and Assessment Plan

Upon approval, the contract will be effective starting with the 2020-2021 school year and ending with the 2020-2021 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 Mother Kathryn Daniels Conference Center, Inc., for Kathryn T. Daniels University Preparatory Academy (KT Daniels) to begin with the 2020-2021 school year and to end on the last regularly scheduled day of the 2020-2021 school year.

Director Taylor moved approval of the Committee's recommendation, with the technical amendment to the school leader listed in the updated attachment to this item, provided under separate cover. The motion passed, the vote being as follows:

Ayes — Directors Báez, Herndon, O'Halloran, Peterson, Phillips, Siemsen, Taylor, Woodward, and President Miller — 9.
Noes — None — 0.

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(Item 4) Action on a Request to Approve the Non-instrumentality Charter School Contract with Highland Community School, Inc., for Highland Community School to Begin with the 2020-2021 School Year

Background

Highland Community School (Highland) was established as a non-instrumentality charter school beginning with the 1996-1997 school year. During each renewal cycle since, the Board has approved a five-year renewed contract. The current contract is for up to a maximum of 435 full-time-equivalent (FTE) pupils in grades K3 through 8. Highland is located at 1706 West Highland Boulevard.

Highland's mission is to create a community of diverse families and educators working together to offer quality Montessori education in a nurturing environment that enriches, empowers, and inspires children

to reach their potential and encourages parents to become responsible for and involved with their children's education.

On December 19, 2019, the Board approved a five-year renewal for Highland and authorized the Administration, in collaboration with the Board's designee and the Office of the City Attorney, to begin contract negotiations with representatives from the Highland Community School, Inc. for Highland Community School.

In April 2020, representatives from Highland, the MPS Office of Board Governance, the Office of the City Attorney, and the MPS Administration reviewed and negotiated the proposed modifications to the model non-instrumentality charter school contract and agreed to the redline contract as attached to the minutes of your Committee's meeting.

Contingent upon the Board's approval, Highland accepts the non-instrumentality charter contract, as attached to the minutes of your Committee's meeting, with the modifications as outlined.

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 FY21 budget process. The per-pupil funding will be based on the state-determined amount for students in grades K5 through 8. Students in grade K3 and K4 will be funded at 0.6 FTE of the per-pupil amount, and the annual administrative fee has been revised to two percent.

Implementation and Assessment Plan

Upon approval, the contract will be effective starting with the 2020-2021 school year and ending with the 2024-2025 school year.

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 Highland Community School, Inc., for Highland Community School, to begin with the 2020-2021 school year and to end on the last regularly scheduled day of the 2024-2025 school year.

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

* * * * *

(Item 5) Action on a Request to Approve Submission of the Simplification for Consolidating Head Start Grants Application

Background

The Milwaukee Public Schools Head Start Program is seeking approval to consolidate the federal and county Head Start grants totaling $10.6 million. MPS is projected to serve over 1,500 students in 27 federal and eight county site which provide three-year-old, half-, and full-day programming. The consolidation of the grants will allow MPS to do the following:

- streamline administrative requirements and remove duplicative efforts;
- track cost allocation over multiple Head Start grants with different funding cycles;
- reduce reporting and budget revisions and amendments by grant and auditing of multiple grants with different cycles;

- plan and operate multiple Head Start programs more efficiently and cohesively;
- support the programs more holistically;
- prepare one grant application that will reflect all needs, goals, services, and options using all program staff;
- submit one annual Program Information Reporting (PIR); and
- spend less time on internal tracking of staff time by grant and provide flexibility for staff to work as needed or to benefit from technical-assistance funding.

The request will be submitted May 15, 2020.

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

Does not authorize expenditures.

Implementation and Assessment Plan

Upon the Board's approval, MPS Head Start office will submit the 2020-2021 Head Start Simplification application.

Committee's Recommendation

Your Committee recommends that the Board approve the submission of the 2020-2021 Head Start Simplification application.

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

* * * * *

(Item 6) Action on a Request to Approve Submission of the Coronavirus Aid, Relief, and Economic Security (CARES) Act Funding Application

Background

The Milwaukee Public Schools (MPS) Head Start program is seeking funding to implement a supplemental summer program through the funding of the Coronavirus Aid, Relief, and Economic Security (CARES) Act. The CARES Act has made approximately $250 million available for grants to Head Start grantees for one-time activities in response to the coronavirus disease (COVID-19) for children who are three years old and older. The purpose of the program is to make up for the instructional time lost as a result of program closures due to COVID-19.

Per the guidelines of the CARES Act funding application, the MPS Head Start summer program has prioritized enrollment. The focus is placed on currently enrolled Head Start children in K4 and children with Individualized Education Programs (IEPs). Specifically, summer programming is to accommodate 527 students total — 360 in K4 (66 of which have IEPs), and 167 K3 students with special needs.

The Head Start program will continue to follow all state and federal guidelines to maintain the health and safety of children, families, and staff during the implementation of the summer programming.

The Milwaukee Public Schools Head Start program is seeking $155,578 for the CARES Act Funding Application.

The application will be submitted May 15, 2020.

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

Does not authorize expenditures.

Implementation and Assessment Plan

Upon the Board's approval, the MPS Head Start office will submit the CARES Act Funding application.

Committee's Recommendation

Your Committee recommends that the Board approve the submission of the CARES Act Funding application.

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

* * * * *

(Item 7) Action on a Request to Approve Submission of the Head Start Federal and County Cost of Living Adjustment (COLA) and Quality Improvement Funding (QIF) Application

Background

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

The Further Consolidated Appropriations Act, 2020, contains an increase of approximately $550 million for programs under the Head Start Act for Fiscal Year (FY) 2020. The increase provides $193 million for a cost-of-living adjustment (COLA) and $250 million for Quality Improvement Funding investments for Head Start.

A portion of the increase provides a cost-of-living adjustment (COLA) of 2% to assist all Head Start grantees in increasing staff salaries and fringe benefits or in offsetting higher operation costs. Quality Improvement Funding is allocated proportionately based on federally-funded enrollment, with additional consideration given to small grantees to allow for a meaningful investment, as permitted by the Act.

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

County

COLA	$31,248
QIF	$55,000
Total	$86,248

Federal

COLA	$177,398
QIF	$364,420
Total	$541,818

Awarded funds will be applied as follows:

- raises awarded to Head Start Staff awarded in the 2020-2021 school year;
- increases to fringe-benefit rate for the last school year;
- increases in the operational cost in the last school year;
- help better incorporate a trauma-informed approach that will support children, families, and staff impacted by adverse experiences.

The full application will be submitted May 15, 2020.

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

Does not approve expenditures. The Federal Head Start Cost of Living Adjustment (COLA) Supplemental and Quality Improvement Funding (QIF) Grant is expected to be $628,066.

Implementation and Assessment Plan

Upon the Board's approval, the MPS Head Start office will submit the Federal and County Head Start COLA and Quality Improvement Funding (QIF) Application.

Committee's Recommendation

Your Committee recommends that the Board approve the submission of the 2020-2021 Head Start application.

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

* * * * *

REGULAR ITEMS OF BUSINESS

(Item 1) Reports of the Board's Delegates

The Board received the monthly report of the Board's delegate to the MPS Head Start Policy Council.

* * * * *

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

President Miller gave an oral presentation of his report.

* * * * *

RESOLUTIONS

Resolution 2020R-001

By Director O'Halloran

WHEREAS, Milwaukee Public Schools is the largest school district in the state of Wisconsin, serving more than 70,000 students and employing more than 9,600 employees; and

WHEREAS, The Milwaukee Public Schools' educators and other public-school leaders took the COVID-19 threat seriously and closed schools to ensure the safety of both students and the community; and

WHEREAS, Although schools were closed, the Milwaukee Public Schools continued to provide education to its students remotely and continued to meet the nutritional needs of its students by serving hundreds of thousands of meals, despite limited resources and funding; and

WHEREAS, K-12 public schools in Milwaukee rely on a combination of property taxes, sales taxes, and income taxes to fund their operations and to deliver on their mission to educate students; and

WHEREAS, The Milwaukee Board of School Directors applauds the members of Congress who allocated $13.5 billion in U.S. K-12 funding as part of the CARES Act passed in early April 2020; and

WHEREAS, In mid-April 2020, Wisconsin Governor Tony Evers penned a letter to President Donald J. Trump noting that Wisconsin alone is expected to lose more than $2 billion in tax revenue unless the federal government intervenes; and

WHEREAS, The Learning Policy Institute projects that school districts nationwide could lose almost 320,000 positions if states cut their education budgets by 15 percent due to the economic recession; and

WHEREAS, On April 6, 2020, organizations including the School Superintendent's Association (AASA), American Federation of Teachers, American School Counselor Association, Council of Administrators of Special Education, Council of Great City Schools, National Association of Elementary School Principals, National Association of Secondary School Principals, National Association of School Psychologists, National Association of State Directors of Special Education, National Education Association, National PTA, and the National School Boards Association penned a letter to the majority and minority leaders in the U.S. Senate and the U.S. House urging them to allocate at least an additional $200 billion in K-12 emergency relief funding, including the following:

- at least $175 billion in emergency funding directly to state governments to support local school districts;
- at least $25 billion to support IDEA ($13 billion) and Title I ($12 billion); and
- at least $2 billion to fund technology to further enable home-based learning and to close inequities in broadband Internet access; and

WHEREAS, The public schools of Wisconsin deserve to have state budget/financial decisions that are made within a context of the facts provided in this resolution and, more important, that put students first; now, therefore, be it

RESOLVED, That the Milwaukee Board of School Directors urges President Donald J. Trump and members of Congress immediately allocate significant and sufficient emergency stabilization aid to enable state governments across America to fund their K-12 public schools and to prevent furloughs or cuts to K-12 public school staffs and programs; and be it

FURTHER RESOLVED, That the Milwaukee Board of School Directors urges the policy makers in the Wisconsin Legislature to work with Governor Tony Evers to keep the needs of the 860,000 public school children in the forefront of all decision making when prioritizing budgets and drafting education policies; and be it

FURTHER RESOLVED, That the Milwaukee Board of School Directors urges Governor Tony Evers and the Wisconsin State Legislature to allocate sufficient funding from both the 2021-2022 state budget and the state's Budget Stabilization Fund (also known as the "rainy day fund") to enable school districts to fund their staff and programs and to fulfill their missions to educate Wisconsin's school children; and be it

FURTHER RESOLVED, That the Board instruct the Board Clerk to have engrossed copies of this Resolution, suitably signed and sealed, prepared and delivered to each of Wisconsin's representatives in the U.S. Congress, to Governor Tony Evers, and to the Milwaukee delegation in the Wisconsin Legislature.

Referred to the Committee on Legislation, Rules and Policies

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Resolution 2021R-002

By Director Larry Miller

WHEREAS, In 2014-15, the Office for Civil Rights (OCR) conducted a biennial data-collection review, which found what OCR believed to be a disproportionality of African American students in referrals, suspensions, and other disciplinary actions; and

WHEREAS, Upon investigation, the OCR confirmed this disproportionality, which led to the MPS Resolution 05-14-5003, in which the district assured the OCR that it would take action to comply with the Title VI of the Civil Rights Act of 1964, 42 U.S.C. 2000d (Title VI), and its implementing regulation, 34 C.F.R. Part 100, which prohibit discrimination based on race, color, or national origin by a recipient of federal financial assistance; and

WHEREAS, In August of 2017, the Milwaukee Board of School Directors adopted Administrative Policy 1.06, Equity in MPS, which states, in part:

> (a) The Milwaukee Board of School Directors is committed to the success of every student, regardless of race, ethnicity, family economics, mobility, gender identity, sexual orientation, disability, or initial proficiencies. The Board holds itself and all district and school-site decision makers, faculty, and support staff accountable for building a district-wide culture of equity.
>
> (b) The Board acknowledges the need to address the impact of inequities in the city of Milwaukee and the state of Wisconsin. Accordingly, the Board acknowledges that these inequities have a long-standing impact on access and opportunity for our students, families, staff, and community; and

WHEREAS, In the 2019-2020 school year, the Milwaukee Public Schools successfully convened two student conferences — one at the beginning of the school year, and a follow-up at the end of the school year — to engage students in discussion and evaluation of Resolution 05-14-5003 and of the district's disciplinary policies; now, therefore, be it

RESOLVED, That in the spirit of that work and to advance the goals of MPS Administrative Policy 1.06, Equity in MPS, the Milwaukee Board of School Directors directs the following:

1. the Administration shall create a tool, using the Equity Guidebook, which the school engagement council at each school in MPS will use to conduct an annual equity evaluation;
2. each MPS high school shall create an equity team, made up of 50% students, to carry out the equity evaluation;
3. every fall, the district shall convene a student equity conference in order to train students on the equity teams in equity policy and practices; and
4. every spring, the shall convene a follow-up high-school student conference to report on implementation of equity policies at each high school; and be it

FURTHER RESOLVED, That the Milwaukee Public Schools shall commit itself to fully engage students, staff, and parents in this process at each school; and be it

FURTHER RESOLVED, That each year, the Administration shall convene a district-wide equity conference at which it shall bring together school communities to report on the district's efforts and progress in ensuring equity in MPS.

Referred to the Committee on Student Achievement and School Innovation

The Board adjourned at 3:38 A.M.

JACQUELINE M. MANN, Ph.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JUNE 18, 2020

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

Present — Directors Báez, Herndon, O'Halloran, Peterson, Phillips, Siemsen, Taylor, Woodward, and President Miller — 9.
Absent and Excused — None.

The Board Clerk read the following call of the meeting:

June 12, 2020
Revised

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Larry Miller, the following meeting is scheduled to take place, for the consideration of the item of business stated in this notice. This meeting will be held virtually. MPS buildings are closed to the public.

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 meeting. The deadline to register is 3:00 P.M. on June 18, 2020.

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, 53221; 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 18, 2020, 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

Special Board Meeting
5:30 p.m., Thursday, June 18, 2020

1. Introduction of and Action on Resolution 2021R-003 by Directors Phillips and Taylor on the Termination of the Contract with the Milwaukee Police Department for School Resource Officers (SROs)

2. Report with Possible Action Regarding a Draft MPS Remote Work Plan

3. Report with Possible Action by the Wisconsin Policy Forum on an Analysis of the MPS 2020-2021 Proposed Budget

4. Report with Possible Action Regarding the 2020-2021 MPS School Reopening Plan

In regard to Item 1, above, Directors Phillips and Taylor have advised that they intend to make a motion to waive Board Rule 1.10, regarding the receipt and referral of resolutions, in order to consider and to take immediate action on this resolution.

President Miller hereby gives notice that he will offer a motion to waive Board Rule 1.02(4) in order to conduct the meeting virtually and to waive paragraphs (3)(a), (5)(d), and any other portions of Board Rule 1.06 which may restrict or prevent the Board from convening a remote (or virtual) meeting under the present emergency circumstances in order to allow members of the Board to participate remotely without a quorum of the Board being physically present at the Central Services building.

JACQUELINE M. MANN, Ph.D.
Board Clerk

As previously noticed, Director Miller moved to 1) waive Board Rule 1.03(3) in order to conduct the meeting virtually; and 2) waive paragraphs (3)(a), (5)(d), and any other portions of Board Rule 1.06 which may restrict or prevent the Board from convening a remote (or virtual) meeting in order to allow members of the Board to participate remotely without a quorum of the Board being physically present at the Central Services building.

The motion passed, the vote being as follows:

Ayes — Directors Báez, Herndon, O'Halloran, Peterson, Phillips, Siemsen, Taylor, Woodward, and President Miller — 9.
Noes — None — 0.

(Item 1) Introduction of and Action on Resolution 2021R-003 by Directors Phillips and Taylor on the Termination of the Contract with the Milwaukee Police Department for School Resource Officers (SROs)

Background

Directors Phillips and Taylor have introduced Resolution 2021R-003 for immediate action. The Resolved portion of the Resolution reads as follows:

WHEREAS, The Milwaukee Public Schools for many years has contracted with the Milwaukee Police Department for School Resource Officers (SROs), the original intent of which was that they would be deployed in schools to respond proactively in the event of an emergencies or other situations requiring a police presence; and

WHEREAS, Milwaukee Public Schools and the Milwaukee Police Department have been collaborating since 2005 to provide a police presence at high schools between 3:00 p.m. and 4:30 p.m. to provide dedicated patrol and presence at such school-related events as dismissal, social/sports events, gatherings of outsiders, etc.; and

WHEREAS, Wisconsin Statutes, §119.55, Youth service centers, truancy abatement and burglary suppression, states as follows,

> (1)(a) The [school] board shall establish one or more youth service centers for the counseling of children who are taken into custody under s. 938.19 (1) (d) 10. for being absent from school without an acceptable excuse under s. 118.15. The board shall contract with the Boys and Girls Clubs of Greater Milwaukee for the operation of the centers.
>
> (b) The board shall establish 2 youth service centers under par. (a).
>
> (2) The board shall pay the city a sum sufficient to pay the costs of salaries and fringe benefits of 4 law enforcement officers to work on truancy abatement and burglary suppression on a full-time basis.

WHEREAS, The Milwaukee Board of School Directors has declared that, as part of the vision of the Milwaukee Public Schools (Board Governance Policy BG 1.01 and Administrative Policy 1.01)

> Schools will be safe, welcoming, well-maintained, and accessible community centers meeting the needs of all. Relevant, rigorous, and successful instructional programs will be recognized and replicated. The district and its schools will collaborate with students, families, and the community for the benefit of all

and

WHEREAS, Of 74,633 students in MPS in 2018-19, 89.9% (approximately 67,095) were students of color; and

WHEREAS, Research has shown that Black students are disproportionately more likely to come into contact with police in their neighborhoods than are other students; and

WHEREAS, Research has also shown that increased exposure of our students to police can have an effect on student performance due to the implications of the police presence that already exists in the communities in which they live; and

WHEREAS, The recent violent deaths of Alvin Cole, Breonna Taylor, and George Floyd, all African-American citizens, has re-ignited long-time fears and resentments about the attitudes of police departments across the United States toward African-Americans and other peoples of color; and

WHEREAS, Research has long proven that reduced classroom sizes, restorative practices, engaging culturally relevant curriculum, and mental health supports, do create safe, healthy, and joyful learning environments;

WHEREAS, In May of 2015, the Milwaukee Board of School Directors adopted Resolution 1516R-001, otherwise known as the Black Lives Matter Resolution, directing that

- our district and schools and classrooms create safe spaces for dialog and support on issues faced in communities and schools related to policing, the educational process, and improving school safety;
- quality restorative justice practices be expanded and deepened district-wide, with the goal of training all staff in those practices;
- the district create an advisory council comprising community, parents, educators, and student to assist in reviewing, strengthening, and creating curriculum and policy related to the issues raised by the Black Lives Matter movement, the efforts to derail the school-to-prison pipeline, the broader historical experience of the Black community, and present schooling experience;
- the above advisory council shall assist in implementing policy and curriculum and establishing quality dialog with staff, parents, students, and community;
- student leaders of all types be called on to participate in advancing this discussion and implementation;
- the effort includes discussions of biases, racial microaggressions, school-wide data on race and discipline, fears, cultural ignorance, and stereotypes of Black youth; and be it
- these discussions lead to training of school staffs in methods of de-escalation, mindfulness, creating a culture of trust, and cultural relevance;
- one of the goals of this process is be to strengthen bringing community into our schools and to strengthen schools as centers of support for communities; and
- the district reviews its programs that may be contributing to unfair, unequal power relationships with community and school policing;

WHEREAS; In July of 2019, the Milwaukee Board of School Directors adopted Resolution 1920R-001, regarding Restorative Practices, directing that

- MPS shall train all staff and students in selected cohort schools over a five-year period in restorative mindset and the use and application of Restorative Practices and ongoing training will continue to be offered to other interested district staff; a
- That MPS shall develop a centrally located Restorative Practices Team, comprising four full-time Restorative Practice Coaches, who work in coordination with the Equity Specialist, the Violence Prevention Team and the departments of Black & Latino Male Achievement, Curriculum & Instruction, Research, Assessment & Data, School Safety, Strategic Partnerships & Customer Service and Student Services to support a cohort of schools in implementing a whole-school approach, to provide training and coaching in the use of materials and resources;
- That this team shall collaborate with the Equity Specialist, the Violence Prevention Team and the departments of Black & Latino Male Achievement, Curriculum & Instruction, Research, Assessment & Data, School Safety, Strategic Partnerships & Customer Service and Student Services to review and develop discipline practices, policies, and procedures that shall incorporate the restorative framework in all of our systems related to behavior, culture, and classroom and school management; and

WHEREAS; we are uncertain of the economic impact of the coronavirus pandemic on the MPS district's funding and are requiring the prioritization of funding towards resources needed to make schools safe; now, therefore, be it

RESOLVED, That the Milwaukee Board of School Directors terminates immediately all contracts with the Milwaukee Police Department for the services of School Resource Officers and other personnel; and be it

FURTHER RESOLVED, That the Milwaukee Board of School Directors directs the Superintendent to cease any further negotiations with the Milwaukee Police Department for the services of School Resource Officers and other personnel; and be it

FURTHER RESOLVED, That that the Board of Directors directs the Superintendent to cease any contracts to buy or maintain criminalizing equipment including metal detectors, facial recognition software and social media monitoring software

FURTHER RESOLVED, That the Milwaukee Board of School Directors directs the Superintendent to develop recommendations for utilizing money previous allocated for contract for serving and protecting the safety of the District's students, with implementation to begin immediately with the 2020-21 school year; and be it

FURTHER RESOLVED, That this plan is to be developed in cooperation with the advisory council established by the Black Lives Matter Resolution, the MPS Restorative Practices team, the City of Milwaukee's Office of Violence Prevention, community partners such as the Running Rebels Violence Free Zone teams, and any other community-based organizations who may provide valuable input into the process; and be it

FURTHER RESOLVED, That the Superintendent is to present these recommendations to the Board for its approval by the August 2020 board cycle; and be it

FURTHER RESOLVED, That the Board directs its Governmental Relations Services to lobby the Wisconsin Legislature and the Governor to repeal Wis. Stat., §119.55.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rules Statement

Administrative Policy 3.09, Purchasing and Bidding Requirements

Recommendation

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

Director Miller moved to waive Board Rule 1.10 in order to take up immediate consideration of Resolution 2021R-003, as previously noticed. The motion passed, the vote being as follows:

Ayes — Directors Báez, Herndon, O'Halloran, Peterson, Phillips, Siemsen, Taylor, Woodward, and President Miller — 9.
Noes — None — 0.

Director Taylor moved approval of the resolution, amended as follows:

RESOLVED, That the Milwaukee Board of School Directors terminates immediately all contracts with the Milwaukee Police Department for the services of School Resource Officers and other personnel; and be it

FURTHER RESOLVED, That the Milwaukee Board of School Directors directs the Superintendent to cease any further negotiations with the Milwaukee Police Department for the services of School Resource Officers and other personnel; and be it

FURTHER RESOLVED, That that the Board of Directors directs the Superintendent to cease any contracts to buy or maintain criminalizing equipment including metal detectors, facial recognition software and social media monitoring software; and be it

FURTHER RESOLVED, That the Milwaukee Board of School Directors directs the Superintendent to develop recommendations for utilizing money previous allocated for contract for serving and protecting the safety of the District's students, with implementation to begin immediately with the 2020-21 school year; and be it

FURTHER RESOLVED, That the District seek to strengthen is position against the police use of force on young men of color, girls, members of the LGBTQ community, individuals with disabilities, American Indians, immigrants, and the Latino community; and be it

FURTHER RESOLVED, That this plan is to be developed in cooperation with the advisory council established by the Black Lives Matter Resolution, the MPS Restorative Practices team, the City of Milwaukee's Office of Violence Prevention, community partners such as the Running Rebels Violence Free Zone teams, representatives from the Administration, and any other community-based organizations who may provide valuable input into the process; and be it

FURTHER RESOLVED, That the Superintendent is to present these recommendations to the Board for its approval by the August 2020 board cycle; and be it

FURTHER RESOLVED, That the Board directs its Governmental Relations Services to lobby the Wisconsin Legislature and the Governor to repeal Wis. Stat. §119.55; and, be it

FURTHER RESOLVED, That the Board direct the Administration to hold on execution of the TABS contract until the Board can receive legal advice from the Office of the City Attorney and have conversations with City officials.

Director Peterson offered a substitute motion, to approve the resolution as amended below:

RESOLVED, That the Milwaukee Board of School Directors terminates immediately all contracts with the Milwaukee Police Department for the services of School Resource Officers and other personnel; and be it

FURTHER RESOLVED, That the Milwaukee Board of School Directors directs the Superintendent to cease any further negotiations with the Milwaukee Police Department for the services of School Resource Officers and other personnel; and be it

FURTHER RESOLVED, That the Board of Directors directs the Superintendent to ensure that no technology or equipment, including metal detectors, facial recognition software, and social mediate monitoring software is used in a discriminatory or criminalizing manner; and

~~FURTHER RESOLVED, That that the Board of Directors directs the Superintendent to cease any contracts to buy or maintain criminalizing equipment including metal detectors, facial recognition software and social media monitoring software; and, be it~~

FURTHER RESOLVED, That the Milwaukee Board of School Directors directs the Superintendent to develop recommendations for utilizing money previous allocated for contract for serving and protecting the safety of the District's students, with implementation to begin immediately with the 2020-21 school year; and be it

FURTHER RESOLVED, That the District seek to strengthen is position against the police use of force on young men of color, girls, members of the LGBTQ community, individuals with disabilities, American Indians, immigrants, and the Latino community; and be it

FURTHER RESOLVED, That this plan is to be developed in cooperation with the advisory council established by the Black Lives Matter Resolution, the MPS Restorative Practices team, the City of Milwaukee's Office of Violence Prevention, community partners such as the Running Rebels Violence Free Zone teams, and any other community-based organizations who may provide valuable input into the process; and be it

FURTHER RESOLVED, That the Superintendent is to present these recommendations to the Board for its approval by the August 2020 board cycle; and be it

FURTHER RESOLVED, That the Board directs its Governmental Relations Services to lobby the Wisconsin Legislature and the Governor to repeal Wis. Stat. §119.55 and, be it

FURTHER RESOLVED, That the Board direct the Administration to hold on execution of the TABS contract until the Board can receive legal advice from the Office of the City Attorney and have conversations with City officials.

The substitute motion failed of adoption, the vote being as follows:

Ayes — Directors Herndon and Peterson — 2.
Noes — Directors Báez, O'Halloran, Phillips, Siemsen, Taylor, Woodward, and President Miller — 7.

The question being on the original motion by Director Taylor, the motion passed, the vote being as follows:

Ayes — Directors Báez, Herndon, O'Halloran, Peterson, Phillips, Siemsen, Taylor, Woodward, and President Miller — 9.
Noes — None — 0.

* * * * *

(Item 2) Report with Possible Action Regarding a Draft MPS Remote Work Plan

Background

As a result of the COVID-19 pandemic, and at the request of the Milwaukee Board of School Directors, the Administration has prepared a draft MPS Remote Work Plan. The draft plan has been provided under separate cover.

Although this item 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 Rules Statement

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

Fiscal Impact Statement

N/A

Director Báez offered the following motion:

1. The COVID-19 pandemic is not receding: 200,000 deaths in the U.S. are predicted by the end of September. There have been nearly 26,000 cases reported in Wisconsin, with 42% of these cases in Milwaukee. 356 of the state's 709 deaths have been in Milwaukee. The CDC is predicting an increase in cases in Wisconsin. With little relief in the foreseeable future in Milwaukee, Milwaukee Public Schools should continue flexibility toward remote work. By combining a flexible policy of remote work, staggering departments, and implementing CDC's guidelines, the district can assure employees of their safety;
2. Direct the Administration to further develop the plan for remote work, inviting and including the expertise of employees affected, with the final plan to be brought to the Board for approval at its July regular board meeting with the following parameters:

    - maximize the number of people working remotely in MPS as set forth above;
    - the plan should be consistent with policies developed by the City and the County;
    - the plan should clearly articulate that employees should not be directed to apply for FMLA or to use vacation time or sick leave when engaged in approved remote work. Protocols for ensuring accountability for remote work shall be consistent with this motion;
    - the plan should clearly articulate that any employee who retaliates against an individual who has raised a question or concern regarding their health, safety, or telework status will be subject to discipline up to and including termination (consistent with Administrative Policy 6.35).

3. Direct the Administration to bring a monthly report to the Board's Committee on Accountability, Finance, and Personnel on the status of the Remote Work Plan's implementation, beginning with its meeting of August 2020, which shall show the extent of employee involvement.

The motion passed, the vote being as follows:

Ayes — Directors Báez, Herndon, O'Halloran, Peterson, Phillips, Siemsen, Taylor, and President Miller — 8.
Noes — Director Woodward — 1.

* * * * *

(Item 3) Report by the Wisconsin Policy Forum, with Possible Action, on an Analysis of the Proposed MPS 2020-2021 Budget

Background

The Wisconsin Policy Forum provides an annual budget brief that examines the Superintendent's proposed budget, provides insight into key budgetary decisions, explains the circumstances surrounding the budget's development, and analyzes the district's long-term fiscal outlook. The aim of this annual report is to provide an independent assessment that will encourage informed deliberations by policymakers in Milwaukee and the state capitol. The Wisconsin Policy Forum will present its analysis of the budget, which has been provided under separate cover at this meeting.

Although this item has been noticed for possible action, no action is required.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rules Statement

Administrative Policy 3.01, Annual Operating Budget

Fiscal Impact Statement

N/A

President Miller passed the gavel to Vice President Báez at 8:53 PM. It was returned to President Miller at 8:56 PM.

* * * * *

(Item 4) Report with Possible Action Regarding the 2020-2021 MPS School Reopening Plan

Background

During the May 2020 board cycle, the Administration provided an update on a variety of areas impacted as a result of the COVID-19 pandemic.

One of the areas included in the report was a preliminary draft School Reopening Plan. This report has been further refined and has been provided under separate cover.

Although this item has been noticed for possible action, no action is required.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

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

Statute, Administrative Policy, or Board Rules Statement

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

Fiscal Impact Statement

N/A

* * * * *

The Board adjourned at 11:54 PM..

JACQUELINE M. MANN, Ph.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JUNE 25, 2020

Regular meeting of the Board of School Directors called to order by President Miller at 6:34 PM.

Present — Directors Báez, Herndon, O'Halloran, Peterson, Phillips, Siemsen, Taylor, Woodward, and President Miller — 9.
Absent — None.

As previously noticed, Director Miller moved to 1) waive Board Rule 1.02(4) in order to conduct the meeting virtually; and 2) waive paragraphs (3)(a), (5)(d), and any other portions of Board Rule 1.06 which may restrict or prevent the Board from convening a remote (or virtual) meeting in order to allow members of the Board to participate remotely without a quorum of the Board being physically present at the Central Services building.

The motion passed, the vote being as follows:

Ayes — Directors Báez, Herndon, O'Halloran, Peterson, Phillips, Siemsen, Taylor, Woodward, and President Miller — 9.
Noes — None — 0.

Before proceeding with the items of business, Director Miller asked for a moment of silence to commemorate the passing of the following members of the MPS Community:

- Gloris Coleman, a retired kitchen manager at Washington High School, who passed away on June 6, 2020;
- Mary Jo LaMalfa, a retired teacher from Alcott, who passed away on June 9, 2020;
- Barbara Patterson, a food service assistant at Vincent High School, who passed away on June 10, 2020; and
- Connor Yang, a student at the Hmong American Peace Academy, who passed away on June 23, 2020

APPROVAL OF MINUTES

(Item 1) Action on the Minutes of the April and May 2020 Special and Regular Meetings of the Milwaukee Board of School Directors

The minutes of the special and regular board meetings of May 2020 were approved as printed.

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 2020- 2021 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.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule 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 board vote, etc.).

Recommendation

It is recommended that the Board approve the resolution authorizing issuance of the RANs.

Director Báez moved approval of the resolution authorizing the sale of the Revenue Anticipation Notes (RANs). The motion passed, the vote being as follows:

Ayes — Directors Báez, Herndon, O'Halloran, Peterson, Phillips, Siemsen, Taylor, Woodward, and President Miller — 9.
Noes — None — 0.

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REPORTS AND COMMUNICATIONS FROM THE SUPERINTENDENT OF SCHOOLS

(Item 1) Monthly Report of the Superintendent of Schools

Background

The Superintendent's Report is designed to provide the Milwaukee Board of School Directors and the MPS community with an update on current activities underway to support the district goals of academic achievement; student, family and community engagement; and effective and efficient operations as they are aligned to the district's strategic objectives and the Five Priorities for Success:

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

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

MPS COVID-19 Update

There have been many district impacts resulting from the COVID-19 pandemic. The district is continuing its extensive planning and implementation efforts to support members of the MPS family during this time, including the following examples:

- closeout of the 2019-2020 school year;
- emphasis on plans for summer learning and fall reopening;
- Stop, Grab, and Go sites to distribute healthful meals through the summer months;
- virtual format for Summer Academy 2020;
- helplines and district updates to keep families informed and to provide assistance.

District leadership will continue these and more efforts to support all members of the MPS family.

Helplines and District Updates Keep Families Informed

MPS is continually seeking ways to support our students and families during school closures. Get access to the latest information and assistance through our phone lines, website, schools, app, and other sources.

MPS Central Services phone lines are open for questions — call (414) 475-8393. MPS has also created a special hotline — (414) 475-8900 — to provide assistance and guidance to families. Both lines are open Monday through Friday from 8:00 a.m. to 5:00 p.m.

Families of students receiving Specialized Services Support can access assistance regarding their children's education. Call (414) 438-3648 and leave a message stating the student's name and birth date along with your name and contact information. You will be contacted within 24 hours of your call.

Both lines are open Monday through Friday from 8:00 a.m. to 5:00 p.m.

GE Innovation Labs to be Created in Six Milwaukee Public Schools Sites

Milwaukee Public Schools (MPS) and the GE Foundation announced the creation of six digital fabrication labs to help inspire and prepare MPS students for a STEM-driven and innovative future. The GE Innovation Labs are the final phase of the GE Foundation grant awarded to MPS in 2010 that will conclude during the 2020-21 school year.

The GE Innovation Labs will serve as a place for MPS students to learn, to create, to play, and to invent using problem-solving skills, teamwork, and tools for authentic problems. Local businesses will be invited to share some of their product challenges for students to solve.

The GE Innovation Labs are being placed in six MPS middle schools: Andrew Douglas, Wedgewood Park International, Audubon Technology and Communication, Hayes Bilingual, George Washington Carver Academy of Math and Science, and Rufus King International Middle School. Construction on the sites will begin in a few weeks, and the sites are scheduled to be ready and accessible to all MPS students when they are able to return to school buildings.

The total cost of the labs is being funded by the GE Foundation grant, including funds dedicated to educator training and supplies for each GE Lab. This includes funds to help sustain the GE Labs with supplies. Health and safety measures are also being integrated into the labs.

Each lab will be at least 1,000 square feet and filled with new equipment including a laser cutter, vinyl cutter, multiple 3D printers, CNC router, graphic design software, soldering station, multiple types of saws, and sanders.

2019-2020 Wisconsin Title I School of Recognition Award

The following schools were named by the Wisconsin Department of Public Instruction as 2019-2020 Wisconsin Title I Schools of Recognition:

- Carmen High School of Science and Technology South Campus for Beating the Odds Golda Meir School for Beating the Odds
- HAPA-Hmong American Peace Academy for Beating the Odds
- Honey Creek Continuous Progress Charter School for Beating the Odds
- Marvin E. Pratt Elementary School for High Progress and Beating the Odds
- Milwaukee College Preparatory School, Lola Rowe North Campus, for Beating the Odds
- Milwaukee Excellence Charter School for Beating the Odds
- Ronald Wilson Reagan College Preparatory High School for Beating the Odds
- Rufus King International School, High School Campus, for Beating the Odds.

Since 2003, the Wisconsin Department of Public Instruction (DPI) has recognized Title I schools that have demonstrated success in educating students. These awards recognize the work of students and their parents along with teachers, school administrators, and school staff members to break the link between poverty and low academic achievement.

MPS Honored Graduates with a Weeklong Celebration

Graduation is always an exciting time in Milwaukee Public Schools. This year, MPS recognized seniors with a weeklong celebration with virtual graduation ceremonies. Graduates and their families were able to watch their schools' class presidents, valedictorians, salutatorians, commencement speakers, and principals and to view photos of their classmates during the full-length virtual programs. Congratulations to the class of 2020!

MPS Celebrates Valedictorians and Salutatorians

Congratulations to all MPS valedictorians and salutatorians who were honored at the May full Board meeting! MPS once again recognizes these hard-working students. We are especially proud of the following young women and men who have excelled and attained the highest grades in their class.

The Alliance School
- Valedictorian: Bryanna Halvorson
- Salutatorian: Maya Stanley

Assata High School
- Valedictorian: Lanitra Jones
- Salutatorian: Keilah Morgan

Audubon High School
- Valedictorian: Ximena Cornerjo
- Salutatorian: Elizabeth Otto

Bay View High School
- Valedictorian: Brennan Halsey
- Salutatorian: Mia Morrison

Banner Preparatory Academy
- Valedictorian: Saneya Pryor
- Salutatorian: Alicia McGregor, Ashanti Johnson

Bradley Technology and Trade High School
- Valedictorian: Sharifah Bibi Nur Muhammad
- Salutatorian: Kenyatta Parks

Carmen High School Northwest Campus
- Valedictorian: Liomar Navarro
- Salutatorian: Sunny Nguyen

Carmen High School South Campus
- Valedictorian: Heidi Perez Rodriguez
- Salutatorian: Guadalupe Gomez Soto

Carmen High School Southeast Campus
- Valedictorian: Rosaisela Santoyo Maciel
- Salutatorian: Rosaisela Santoyo Maciel, Keishla Colon

Grandview High School
- Valedictorian: Hasabna Salgado
- Salutatorian: Eric Daniel-Medina

Groppi High School
- Valedictorian: Vondell Moore
- Salutatorian: Armani Johnson

Hamilton High School
- Valedictorian: Sania Tariq
- Salutatorian: Jaquelin Perez Salazar

King International High School
- Valedictorian: Zoe Elko, Jayne Kilander, Avery Ponto, Melina Quiles, Estella Ramirez, Oliver Schmidt, Emma Shenkenberg, Lucille Steffes
- Salutatorian: Magdalena Lelewicz, Alejandro Robinson

Lad Lake Synergy
- Valedictorian: Rhianna Harris
- Salutatorian: Dylan Blaha

MacDowell Montessori School
- Valedictorian: Acacia Steele
- Salutatorian: Alaina Whitson

Madison Academic Campus
- Valedictorian: Rosie Jefferson
- Salutatorian: Linda Xiong

MC2 High School
- Valedictorian: Loretta Allen
- Salutatorian: Giselle Solis, Angel Sosa

Golda Meir High School
- Valedictorian: Elijah Prather
- Salutatorian: Mordechai Tinney

Milwaukee High School of the Arts
- Valedictorian: Anna Kraco
- Salutatorian: Autumn Green

Milwaukee School of Languages
- Valedictorian: Anja Arnhold
- Salutatorian: Merce Femandez

Milwaukee Marshall High School
- Valedictorian: David Olatunji
- Salutatorian: Malik Hamilton

North Division High School
- Valedictorian: Aaliyah Rave
- Salutatorian: Essence Rawls

Nova High School
- Valedictorian: Desiree Johnson
- Salutatorian: Miricle Walker

Obama SCTE
- Valedictorian: Mattison Taddei
- Salutatorian: DeUnique Davis

Pulaski High School
- Valedictorian: Adrian Manuntag
- Salutatorian: UmarNur Ali

Reagan College Preparatory High School
- Valedictorian: Maxwell Ehlers, Hanah Galvan, Trinity Manzke, Sandra Martinez, Aliza Passow, Raquel Rojano, Mateo Vega Rivera, Ariana Veloz, Rihana Zaiani

Riverside University High School
- Valedictorian: Arlinda Yang
- Salutatorian: Naree Thao

South Division High School
- Valedictorian: Nor Alzuhairi
- Salutatorian: Su San Nalala Soe

Transition High School
- Valedictorian: Carolyn Ross-Staples
- Salutatorian: Diamond Lockett

Vincent High School
- Valedictorian: Samya Hickman
- Salutatorian: Makayla Reed

Washington High School of IT
Valedictorian Tanya McNeal
Salutatorian Hawa Mohamed

Wisconsin Conservatory of Lifelong Learning
Valedictorian Thimothy Lor
Salutatorian Shekinah Jones

MPS Graduates Follow College and Career Dreams

As MPS seniors bid farewell to high school, their sights are already set on the future. Many graduates already have plans in place to begin pursuing their college and career dreams.

MPS graduates have shared their future plans, and we are proud of their choices for college, the military, technical and trade schools, and the world of work. We are pleased to offer a sampling of where our students are heading after graduation.

Colleges and Universities

American University
Arizona State University
Columbia College Chicago
Concordia University-Irvine
Concordia University-St. Paul
Cornell University
DePaul University
Duke University
Florida International University
Iowa Central Community College
Jefferson College
Lee University
Louisiana State University
Macalester College
Purdue University
Yale University
Rockford University
Saint Xavier University
Southern Utah University
Stanford University
Syracuse University
Triton College
University of Chicago
University of Iowa
University of Minnesota, Duluth
University of Minnesota, Twin Cities
University of Notre Dame
University of Pittsburgh
Washington University in St. Louis
Western Illinois University
William Penn University

Historically Black Colleges and Universities (HBCUs)

Benedict College
Clark Atlanta University
Florida A&M University
Fort Valley State University
Grambling State University
Hampton University
Howard University
Jackson State University
Kentucky State University
Morehouse College
North Carolina A&T State University
Philander Smith College
Prairie View A&M
Shaw University
Tennessee State University
Tougaloo College
University of Arkansas at Pine Bluff
Southern University and A&M College
Talladega College
Xavier University of Louisiana

Wisconsin Colleges and Universities

Alverno College
Bryant & Stratton
Cardinal Stritch University
Carroll University
Carthage College
Concordia University
Empire Beauty School
Fox Valley Technical College
Lakeland University
Madison Area Technical College
Marian University
Marquette University
Milwaukee Area Technical College
Milwaukee Institute of Art and Design
Milwaukee School of Engineering
Mount Mary
Northland College
Ripon College
UW-Eau Claire
UW-Green Bay
UW-La Crosse
UW-Madison
UW-Milwaukee
UW-Oshkosh
UW-Parkside
UW-Platteville
UW-River Falls
UW-Stevens Point
UW-Stout
UW-Superior
UW-Whitewater
Viterbo University
Waukesha County Technical College
Wisconsin Lutheran

Military Service and First Responders

Milwaukee Fire Department
United States Air Force
United States Army
United States Coast Guard
United States Marines
United States National Guard
United States Navy

Service Organizations

AmeriCorps City Year

Rufus King Seniors Earn Scholarships to Notre Dame

Congratulations to Rufus King International School seniors Jordan Anderson, who will attend the University of Notre Dame as a QuestBridge scholar, and David Akinsanya, who also is heading for Notre Dame on a full-ride scholarship. Both recently celebrated their graduations from King and are beginning to prepare for their first college semester.

Jordan was offered his scholarship through the QuestBridge program, which is designed to help high-achieving students find scholarships. Students fill out an application, then rank their top 12 school choices from 42 QuestBridge partner schools. QuestBridge shares applications with each student's ranked schools, and schools then have the opportunity to review candidates and make offers. QuestBridge presents selected students with the offer from their highest-ranked schools. From among 14,926 applicants this year, only 1,127 seniors were matched for a full-ride scholarship.

Jordan learned about QuestBridge from his school counselor, Brenda Mikell, and a King alumna, Arianna Acevedo-lthier, who also received a scholarship offer through QuestBridge. He credits the caring teachers and counselors at Rufus King, as well as the college-level courses he took, for preparing him for college. He plans to study aerospace engineering at Notre Dame.

David Akinsanya has also set his sights on aerospace engineering at Notre Dame. He was contacted by Notre Dame during the school's early-decision round. Notre Dame offered admission with an enormous financial aid package that required only a small family contribution.

Congratulations, Jordan and David!

Students who are interested in QuestBridge are encouraged to apply at https://www.questbridge.org/ Applications will open in late summer.

MPS Welcomes Graduates as Newest Alumni

The district extends a warm welcome to our newest MPS alumni — the Class of 2020! Each and every graduate is now a member of the MPS Alumni Association, with opportunities to connect with other alumni and to give back to their schools.

All MPS graduates, regardless of graduation year, should visit the MPS Alumni Hub to get connected. By signing up, they will receive news about MPS, other alumni, and special events for association members. In addition, a number of MPS high schools have their own alumni associations that offer meetings, news, networking, and events. These can be found under the Associations tab of Alumni Hub. A few schools are just waiting for the right energetic person to start a school association-check out the listings to learn more.

Welcome to the MPS Forever Family!

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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

MPS continues to work with the Council of the Great City Schools and our large urban district partners to advocate for the additional federal resources that school districts will need as we head into the upcoming school year.

School districts across the country are developing emergency remote-learning options even as they plan for safety protocols for students in the midst of the pandemic. These options are necessary and come at greater expense at a time when state budgets are being negatively impacted by the unprecedented financial impact of Covid 19.

While the HEROES Act has been passed by the House of Representatives, as of this writing, the bill has not been taken up in the Senate. We would like to thank Senator Baldwin for her support in calling for additional funding for public schools and also extend our thanks to Congresswoman Moore for her continuing, strong support for MPS students. We will need to continue to push to ensure that appropriate levels of support are provided to schools.

At the state level, we continue to anticipate that a fiscal report will be provided by the Legislative Fiscal Bureau in late July. That report will provide a better understanding of the potential need for a state-level "budget-repair bill." At this moment, the general belief is that we would not see a budget-repair bill taken up until after the elections in November. A repair bill would likely mean significant funding cuts at the local level.

The priority at this moment is to advocate as strongly as possible at the federal level to protect students from significant program cuts.

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.

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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 of the Office of Accountability and Efficiency

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.

This month, the OAE completed its year-long broad strategic-planning process, which began in July 2019. Having completed this work, the Office of Accountability and Efficiency is now presenting the FY21 Annual Work Plan (provided under separate cover). The Plan is a culmination of the strategic-planning process and represents both the evolution of the OAE over the past ten years and the vision looking forward. The Plan includes work to be completed during FY21, anticipated outcomes, and means of assessment. Implementation will begin July 1, 2020.

Additionally, OAE continues to implement a staggered schedule for OAE employees in response to the ongoing COVID-19 pandemic. This approach contributes to a safe working environment for employees while ensuring that the office and phone are staffed daily during regular business hours.

Accountability and Efficiency Services

Between May 19, 2020 and June 16, 2020, Accountability and Efficiency Services fulfilled four requests for information, one request for data analysis, and one constituent inquiry. Additionally, Accountability and Efficiency Services completed one special project and performed its annual review of the FY19 audit reports.

Also during the reporting period, Phase I of OAE's website-refresh project was launched. The refresh project was a collaboration between Accountability and Efficiency Services and the Department of Communications and Marketing. The new OAE website features updated information in a more user-friendly format and lays the groundwork for increased transparency and reporting to the public.

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) participated with i.c.stars ("an immersive technology workforce training and placement program for promising young adults") in its virtual "Capitalize on WI Conference," at which a student-created interactive timecard application was featured. The prototype measures real-time student performance associated with training and employment assignments through the COIN and Student Engagement programs. Mentor, networking, and survey features are built into the application to provide increased accountability of students and employers, thus allowing for instant feedback regarding project-based work. Additionally, leaders from a variety of industries engaged in virtual breakout sessions to discuss topics around technology, artificial intelligence, and bias.

Additionally, Contract Compliance Services began implementation on the Mission Aligned Partnership, which included successfully recruiting, referring, and placing of students in virtual paid training opportunities. CCS also continued to meet with industry and community-based partners to advance the employment-training road map under Administrative Policy 3.13, Communities in Need.

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:

- From the Committee on Accountability, Finance, and Personnel, Item 1, Action on Recommended Administrative Appointments, Promotions, Reassignments and Reclassifications, Salary Increases/Decreases, Limited-Term Employment (LTE) Contracts Exceeding Sixty Days, has been set aside as it was forwarded to the Board without recommendation.

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

Ayes — Directors Báez, Herndon, O'Halloran, Peterson, Phillips, Siemsen, Taylor, Woodward, and President Miller — 9.
Noes — None.

REPORT OF THE COMMITTEE ON ACCOUNTABILITY, FINANCE, AND PERSONNEL

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

(Item 1) Action on Recommended Administrative Appointments, Promotions, Reassignments and Reclassifications, Salary Increases/Decreases, 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
4, nr	Adria Maddaleni	Interim Chief Human Resource Officer	Office of the Chief of Human Resources	03	18A	$152,497
5, r	Renee Dudley	Interim Comptroller	Office of the Chief of Finance	03	15A	$126,800
4 , nr	Jose Trejo	Principal II, South Division High School	Office of the Chief of School Administration	03	15A	$115,000
6, nr	Cynthia Wilson	Principal I, K-8, Thurston Woods	Office of the Chief of School Administration	03	13T	$107,747
2, nr	Monique Abujana	Principal I, K-6, Brown Street Academy	Office of the Chief of School Administration	03	13T	$105,603
5, r	Sharie Garcia	Curriculum Specialist IV	Office of the Chief of Academics	03	11A	$105,300
4, r	Damaris Ayala	Principal I -Lincoln Ave	Office of the Chief of School Administration	03	13T	$94,151
2, nr	Gregory Coleman	Principal I, Zablocki	Office of the Chief of School Administration	03	13T	$92,439
2, r	Deirdre Lafford	Assistant Principal, Thurston Woods	Office of the Chief of School Administration	03	10C	$90,192
5, r	Jennifer Portillo	Accountant I	Office of the Chief of Finance	03	03A	$46,769

Recommended Reassignments

The following individuals are recommended for appointment to the reassignments indicated, to be effective upon approval by the Board.

				Salary		
Codes	Name	Appointment	Assignment	Sched	Range	Amount
5, r	Shannon Kilsdonk	Principal I, K-8, Clement Avenue	Office of the Chief of School Administration	03	13T	$116,816
2, r	Yalonda Graham	Principal II, K-8, Hartford	Office of the Chief of School Administration	03	14T	$111,434
2, nr	Erik Conner	Principal II, K-8, Humboldt Park	Office of the Chief of School Administration	03	14T	$104,552.15
5, r	Steven Carnes	Principal I, K-6, Bryant	Office of the Chief of School Administration	03	13T	$120,169.71
2, r	Stephanie Zollicoffer	Assistant Principal II, Douglas	Office of the Chief of School Administration	03	11C	$96,247
2, nr	Derek Coleman	Dean of Students, Wedgewood	Office of the Chief of School Administration	03	06C	$78,747

Recommended Reclassifications

The following individuals are recommended for appointment to the classifications indicated, to be effective upon approval by the Board.

				Salary		
Codes	Name	Appointment	Assignment	Sched	Range	Amount
5, nr	Thomas Cash	Manager II — Technology	Office of the Chief of Communications & School Performance	03	12A	$95,207
2, r	Brenda Taylor	Accountant II	Office of the Chief of Human Resources	03	04A	$51,855
2, r	LaQuita Hoskin	Talent Management Specialist	Office of the Chief of Human Resources	03	08A	$69,804
2, r	Aneesa Muhammad	Talent Management Specialist	Office of the Chief of Human Resources	03	08A	$67,290
5, nr	Lisa Belanger	Data Systems Analyst I	Office of the Chief of Human Resources	03	05A	$64,940

Recommended LTE Contracts (to be effective upon the Board's approval)

The Administration recommends that the Board approve the following LTE contracts exceeding sixty days, pursuant to Administrative Policy 6.23 (4)(b), to be effective as of the dates indicated.

Codes	Name	Position	Assignment	Hourly Wage	Date
5, nr	Eugene Jones	Assistant Board Clerk	Office of Board Governance	$50.00	04/21/20-10/21/20
1, r	Rebecca Comfort	First Nations Studies College Access Program Associate	Office of the Chief of Academics	$35.00	05/01/20-09/30/20
5, r	Joseph Conti	Math Support Teacher	Office of the Chief of School Administration	$30.00	03/03/20-06/11/20
5, r	Mary Lou Eggert	Math/Reading Interventionist	Office of the Chief of School Administration	$30.00	03/02/20-09/02/20
5, r	Sara Manz	Math/Reading Interventionist	Office of the Chief of School Administration	$30.00	01/03/20-07/30/20
2, r	Annette Fayne	Administrative Assistant Ill	Office of Board Governance	$27.86	05/01/20-09/30/20
5, r	Christine Albin	Nutrition Manager Mentor	Office of the Chief of Finance	$27.66	03/03/20-09/03/20
4, nr	Maria Castellanos Sierra	Dietitian	Office of the Chief of Finance	$25.00	06/01/20-12/01/20
5, r	Grace Moone	Student Advisor	Office of the Chief of Academics	$25.00	02/01/20-07/01/20

Codes	Name	Position	Assignment	Hourly Wage	Date
5, r	Sheila Heinen	Nutrition Manager Mentor	Office of the Chief of Finance	$23.79	03/03/20-09/03/20
5, r	Dawn Butler	Nutrition Manager Mentor	Office of the Chief of Finance	$22.51	03/03/20-09/03/20
2, r	Vonda McCants	Nutrition Manager Mentor	Office of the Chief of Finance	$14.49	03/03/20-09/03/20
5, r	Antonina Brandt	Scanning Support	Office of the Chief of Human Resources	$12.00	06/01/20-08/28/20

Codes

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

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 6.19, Positions: Staff

Fiscal Impact Statement

Expenditures were authorized previously in the FY20 budget.

Committee's Recommendation

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

President Miller moved approval of the Administration's recommendation. The motion passed, thie vote being as follows:

Ayes — Directors Báez, Peterson, Phillips, Siemsen, Woodward, and President Miller — 6.
Noes — None — 0.
Recusals – Directors Herndon, O'Halloran, and Taylor — 3.

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(Item 2) Action on Monthly Personnel Matters: Action on Classified Personnel Transactions, Action on Certificated Appointments, Action on Leaves of Absence, Report on Certificated Resignations and Classified Retirements, and Affirmative Action Report

Classified Personnel Transactions

Code	Name	Position	Salary	Date
New Hires				
2	Philip Robertson	Central Kitchen Delivery Driver	$21.01/hr	05/21/2020
4	Eyllen Rodriguez	School Secretary I — 10-month	$24,400.00	05/04/2020
Rehires				
2	Moses Lewis	School Engineer II	$53,000.00	05/11/2020

Certificated Appointments

SSW — Trauma-informed Coach

Codes	Name	Appointment	Salary	Date
1, n	Masina, Justeena	General Operations	$57,892.15	7/1/2020

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

Leaves of Absence

	Present Assignment	Effective From
Illness Leave. January 2020		
Mark Schefus	Carson Academy	1/8/2020
Illness Leave. March 2020		
Felicia Hemphill Harvey	Hopkins-Lloyd	3/9/2020
Personal Leave, March 2020		
Shantale Kimber	Currently on Leave	3/10/2020
Personal Leave. April 2020		
Hannah Kinney	Clark Street	4/28/2020
Military Leave, May 2020		
Brian Brzezinski	Central Services	5/7/2020

Report on Certificated Resignations and Classified Retirements

Certificated Resignations

Reason	Yrs Svc	Code	Name	Position	Location	Date
Personal	3.9	6	Tahir Abdelmawla	Teacher	Meir	06/30/2020
Personal	0.8	4	Diamond Arechavala	Teacher	MSL	05/22/2020
Retire	18.7	5	Ahmed Ahmed Yahia	AP	Wedgewood Park	05/26/2020
Personal	0.9	4	Maria Alvarado	Teacher	Doerfler	06/12/2020
Personal	3.9	5	Leah Anderson	Teacher	Riley	06/12/2020
Other Dist	7.5	5	Teresa Anderson	Teacher	Whitman	06/12/2020
Retire	5.8	3	Yvonne Audi	Teacher	MSL	05/29/2020
Personal	1.9	5	Emilee Baker	Teacher	Central Svcs	06/12/2020
Retire	20.0	2	Odell Ball	Teacher	River Trail	05/25/2020
Personal	3.9	3	Nidhi Bhokjak	Teacher	Craig	06/12/2020
Personal	6.9	5	Elisabeth Bloede	Teacher	German Imm	06/12/2020
Other Dist	7.9	5	Teresa Breitrick	Teacher	Humboldt Park	06/12/2020
Personal	3.9	2	Stephanie Brown	Teacher	Jackson	06/12/2020
Other Dist	6.9	5	Jessica Bruns	Speech Pathologist	Siefert	06/01/2020
Personal	0.9	5	Daniel Bundra	Teacher	Bradley Tech	05/22/2020
Other Dist	1.9	5	Jessica Burch	Teacher	Meir	05/22/2020
Other Dist	13.3	5	Shawn Comaris	Teacher	Audubon	05/26/2020
Personal	14.8	5	John David	Teacher	MHSA	05/22/2020
Personal	1.3	2	Christopher Davids	Teacher	Hamilton	05/22/2020
Personal	2.9	5	Rachel Davids	Teacher	Obama SCTE	05/22/2020
Other Dist	4.8	5	Maxon Day	Teacher	Lincoln	05/22/2020

Reason	Yrs Svc	Code	Name	Position	Location	Date
Personal	0.8	5	Zeudi Fuentes	Nurse	Central Svcs	05/18/2020
Personal	3.8	5	Aleksandra Gawlik	Teacher	Bradley Tech	05/22/2020
Personal	5.3	5	Mary Gordon	Teacher	Central Svcs	05/22/2020
Retire	25.0	5	Christopher Hauser	Deputy Supt	Central Svcs	07/10/2020
Retire	25.6	5	Michael Hauser	Teacher	Gaenslen	06/30/2020
Other Dist	6.9	5	Greg Haut	Teacher	Roosevelt	05/22/2020
Other Dist	13.4	4	Yamilka Hernandez	Teacher	Rogers Street	06/12/2020
Retire	32.7	2	Bridgette Hood Leveston	Regional Superintendent	Central Svcs	06/30/2020
Personal	1.9	2	Antoinette Hymes	Counselor	Obama SCTE	05/22/2020
Retire	29.8	5	Rita Igl Riekkoff	Teacher	Central Svcs	06/12/2020
Personal	5.9	5	Lauren Jakubowski	Psychologist	Central Svcs	06/18/2020
Personal	7.6	3	Jason Jan	Teacher	River Trail	05/22/2020
Personal	0.9	2	Denise Johnson	Teacher	Bruce	06/12/2020
Personal	2.9	5	Khristian Kay	Teacher	Starms	05/22/2020
Personal	2.9	5	Nichole Kloss	Teacher	Elm	06/12/2020
Other Work	10.4	5	Andrew Knapp	Teacher	Carver	06/12/2020
Personal	2.3	5	Erica Kramer	Teacher	Starms	05/22/2020
Retire	14.0	5	Raymond Kremer	Teacher	Hayes	06/12/2020
Personal	20.3	5	Melissa Kuhnke	Teacher	Central Svcs	06/12/2020
Retire	6.7	5	Susan Larson	Nurse	Central Svcs	05/29/2020
Personal	1.9	5	Nicole Marrari	Teacher	ALBA	05/26/2020
Retire	30.8	5	Teresa Martin	Teacher	Audubon	05/22/2020
Personal	1.4	5	Justin Marquez	Teacher	Longfellow	06/12/2020
Personal	2.8	4	Coral Mateu Anderegg	Teacher	Central Svcs	05/22/2020
Personal	1.9	2	Ashley McDowell	Teacher	Bethune	06/12/2020
Other Work	5.9	2	Albra McFadden	Teacher	LaFollette	06/12/2020
Personal	1.6	4	Stella Miranda	Teacher	Metcalfe	05/22/2020
Retire	7.8	5	Scott Mittelstadt	Teacher	Gaenslen	06/12/2020
Personal	1.9	5	Erin Morris	Teacher	Rufus King MS	05/22/2020
Personal	4.9	5	Kyla Murphy	Speech Pathologist	Gaenslen	06/12/2020
Personal	0.9	5	Rebecca Neidinger	Teacher	Pratt	05/22/2020
Personal	0.4	6	Julie Nicholds	Teacher	Franklin	06/12/2020
Other Dist	1.9	5	Mary OMalley	Teacher	Zablocki	06/30/2020
Retire	5.8	4	Maira Ortiz Gely	Teacher	Audubon	05/22/2020
Retire	7.6	5	Barbara Peck	Teacher	81st Street	06/20/2020
Other Dist	1.9	5	Skylar Platte	Teacher	Bruce	06/12/2020
Personal	0.8	4	Erica Ramirez	Teacher	North Division	05/22/2020
Personal	1.9	5	Emily Riesterer	Teacher	AAL	06/12/2020
Other Dist	0.9	4	Lizett Rivas	Teacher	Forest Home	06/12/2020
Personal	0.9	4	Jose Rivera Ballesteros	Teacher	ALBA	05/22/2020
Personal	2.9	2	Keith Roberts	Teacher	Marshall	05/12/2020
Other Dist	3.9	5	Liberty Rosandich	Teacher	Elm	06/12/2020
Personal	2.9	3	Seema Shah	Psych	Metcalfe	05/29/2020
Retire	25.4	5	Bert Sisk	Teacher	Allen Field	06/12/2020
Personal	0.9	7	Lauren Smrz	Teacher	Riley	06/14/2020
Retire	14.8	5	Scott Sommer	Teacher	Bradley Tech	07/01/2020
Personal	1.9	5	Allison Talken	Speech Pathologist	Longfellow	06/12/2020
Personal	1.9	5	Elizabeth Tanner	Teacher	Manitoba	06/12/2020
Personal	1.8	2	Jordan Taper	Teacher	Central Svcs	05/04/2020
Retire	35.0	2	Darryl Thomas	Teacher	Gaenslen	06/12/2020
Retire	17.8	2	Edet Udoeyop	Teacher	Rufus King HS	05/22/2020
Personal	0.7	4	Abisag Vera	Teacher	Lincoln	06/12/2020
Retire	29.1	5	Margaret Villa Fuentes	Teacher	Clement	06/12/2020
Personal	0.8	5	Caley Weis	Teacher	Rogers	06/12/2020
Other Work	2.4	2	Addo Williams	Teacher	Bradley Tech	05/22/2020
Personal	21.8	5	Elise Wolf	Speech Pathologist	Central Svcs	05/15/2020
Personal	16.1	5	Abeni Woodley	Teacher	Congress	05/22/2020

Classified Retirements

Reason	Yrs Svc	Code	Name	Position	Location	Date
Retire	30.9	2	Theresa Johnson	Safety Asst	School Safety	05/23/2020
Retire	21.6	2	Daisy Jones	Kitchen Mgr	Congress	05/27/2020
Retire	23.6	5	Barry Medill	Carpenter	Carpenter Shop	05/31/2020
Retire	31.7	2	Gregory Robertson	Interpreter	Rufus King HS	05/23/2020
Retire	22.7	2	Angela Wells	CHA	MHSA	06/03/2020
Retire	23.7	5	Mary Will	Kitchen Mgr	Riverside	05/23/2020

Affirmative Action Report

The Affirmative Action monthly personnel transaction report for May 2020 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 on the balance of the Committees' reports.

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(Item 3) Action on Recommended Plan of Audits and Report on the District Risk-assessment Plan

Background

1. Annually, the Board of School Directors adopts an Annual Plan of Audits which identifies audit activities that the Office of Board Governance-Audit Services will conduct during the ensuing fiscal year.

2. After the continuing 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 review 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.

3. The proposed FY21 Annual Plan of Audits and District Risk Assessment have been completed and submitted for the Board's review and approval. The plan includes continuing and required audits and proposed audits. Included with the recommendation is a summary of available days which identifies estimated resource requirements for each audit and shows how available days will be used to support the audit plan.

4. The proposed FY21 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 such as external audit reviews and school audits with corresponding days. This year's FY21 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 supplemental pension programs, remote/telework capability, bilingual programs, and building use and capacity.

5. According to Board Governance Policy 2.12, Board Audits: Annual Plan and Coordination, audits not ordered in the Audit Plan, but later determined to have major implications to the District, require the Board's approval to amend the annual plan of audits. This policy also provides for the Chief Officer of the Office of Board Governance to have the authority to approve critical and emergency audits during the year.

Report on FY21 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 to be 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 FY21 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 FY21 Annual Audit Plan. Risk-assessment questionnaires distributed to 34 office directors, managers, and key personnel in 36 departments had a 100% return rate.

Of the 34 responses received:

- 33 (97%) were aware of MPS Fraud Reporting Tools;
- 31 (91%) reported no obstacles that would have prevented their departments from performing work tasks prior to the District Closure;
- 29 (85%) reported that they were not aware of any incident of fraud, waste, abuse, or theft in their department in this past year;
- 14 (41%) reported a change in key personnel;
- 8 (24%) reported a potential impact to district funding or operations as a result of the COVID-19 pandemic;
- 7 (21%) indicated they had no process in place to work remotely during the district's closure;
- 6 (18%) indicated they did not have adequate technology tools to work remotely during the district's closure; and
- 3 (9%) indicated that they did not have written standard operating procedures (SOPs) or that the SOPs were still being developed for staff to follow.

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, ten (28%) are high-risk, sixteen (44%) are moderate-risk, and 10 (28%) are low-risk.

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.

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, Office of Communications and School Performance, and the Office of Human Resources. Audit resource-days have been included in the FY21 Annual Plan of Audits in the higher-risk areas of district operations.

Annual Plan of Audits — Fiscal Year 2021

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 has overall responsibility for the annual year-end examination and 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 audits of the financial statements, 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 2020
Estimated Completion Date..... December 2020

Departmental and Program Audits (Cyclic)

B) Cyclic Audits: Review of CARES Act Expenditures

Estimated Resource Allocation..... 65 days
Estimated Start Date..... July 2020
Estimated Completion Date..... January 2021

This review will address how the District is expending, documenting, and reporting COVID-19-related costs, as well as the review and approval process for costs, and compliance with applicable requirements. Other planned cyclic audit areas 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 Superintendent. 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.

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..... July 2020
Estimated Completion Date..... January 2021

D) Non-cyclic-Program Evaluations

These reviews will focus on one or two higher-risk operational areas and may include purchasing-card 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 Supplemental Pension Plans (Teacher and Administrator) Carryover
Review of Internal Controls over District Building Leases Carryover
Review of District Out-of-town Travel Controls

Estimated Resource Allocation..... 130 days
Estimated Start Date..... July 2020
Estimated Completion Date..... June 2021

Other areas of review that may be considered on a non-recurring basis include 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 utilization and capacity and transportation services.

Fraud Investigations and Other Reviews

E) Audit: Special Audits and Projects

Staff from the Office of Board Governance-Audit Services 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 from board members, the Superintendent, management of Accountability and Efficiency, and the Chief Officer of the Office of Board Governance.

In addition, Audit Services operates the Fraud Hotline. Upon receipt, complaints are reviewed and, if deemed appropriate, investigated. A fraud, waste, and abuse annual report summarizing the results of fraud complaints and tips received is issued to the Board, to the Superintendent, and to the Public. Enhancements to fraud-reporting tools have led to an increase in tips received, including the 2017 approval of the reporting requirements Administrative Policy and Procedure 6.38, Theft, Fraud, Waste, Abuse, Illegal or Unethical Behavior.

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, review of student-enrollment processes, and review of high-school incident reporting.

Estimated Resource Allocation..... 697 days
Estimated Start Date.....Ongoing
Estimated Completion Date.....Ongoing

School Audits

F) Audit: Alternative/Early Childhood Partnership Schools

The district contracts with schools to provide alternative education and early childhood education to MPS students. The audits will review the operations of these schools to determine the extent to which the schools

(1) comply with administrative policy and contract provisions; and
(2) appropriately use the financial resources provided by MPS.

Schools are selected for review on a rotating basis. One partnership program and a related management letter are to be completed in FY21.

Estimated Resource Allocation..... 17 days
Estimated Start Date.....January 2021
Estimated Completion Date.....June 2021

G) & H) Audit: Charter School Financial and Performance Audits

Charter schools are required by their charter school contracts to contract for financial audits and annual performance-and-compliance audits. The audits are conducted in accordance with government auditing standards.

One of the objectives of the financial/compliance audit of MPS 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 FY21 activity. Five charter schools have contracted with Audit Services.

Estimated Resource Allocation..... 63 days
Estimated Start Date.....July 2020
Estimated Completion Date..... March 2021

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, meet the Board's strategic objectives for student achievement and equity, and comply with fiscal and administrative guidelines. The program continues the cyclical audits of MPS schools. Fifteen (15) schools will be selected for audit during FY21.

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 2020
Estimated Completion Date..... June 2021

J) Audit: School Audits — New-principal, Follow-up, Carryover, and School-closing

Newly-assigned principals may request audits to assist them in determining the financial and other conditions at their schools. The review conducted is identical to the continuous program of school audits. Follow-up reviews may be conducted for those schools whose 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 2020
Estimated Completion Date..... June 2021

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 FY21 Annual Plan of Audits and Risk-assessment Plan.

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

* * * * *

(Item 4) Action on a Request to Approve the Acquisition of the Portion of the Northwest-Southeast Alley Directly Adjacent to Lancaster School

Background

As part of the original freeway-expansion project adjacent to Lancaster School, a portion of the alley in the block bounded by West Fond du Lac Avenue, West Lancaster Avenue, North 68th Street, and North 69th Street was formally vacated as a public right-of-way. In February 2020, the Board approved a *Lis Pendens* and Petition to Vacate which authorized the City of Milwaukee Common Council to approve of the remaining portion of the alley to be vacated as a public-right-of-way.

The City of Milwaukee Common Council approved of the *Lis Pendens* and Petition to Vacate on May 27, 2020. The Administration is requesting authorization to work with the City of Milwaukee to approve the Quit Claim Deed-State Grantor, as attached to the minutes of your Committee's meetin, in order to acquire the portion of the alley that was allocated to the Wisconsin Department of Transportation after the City of Milwaukee's vacation of the alley. This will allow the District to make better use of the site as part of the planned parking-lot-reconstruction project at Lancaster School.

The Administration recommends is that the Board approve the request to approve the acquisition of the portion of the northwest-southeast alley directly adjacent to Lancaster School that was allocated to the Wisconsin Department of Transportation after the City of Milwaukee's vacation of the alley in order to make better use of the site as part of the planned parking-lot-reconstruction project.

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 Administration will work with the City of Milwaukee to acquire the portion of vacated alley from the State of Wisconsin.

Committee's Recommendation

Your Committee recommends that the Board approve the request to approve the acquisition of the portion of the northwest-southeast alley directly adjacent to Lancaster School that was allocated to the Wisconsin Department of Transportation after the City of Milwaukee's vacation of the alley in order to make better use of the site as part of the planned parking-lot-reconstruction project.

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

* * * * *

(Item 5) Action on a Request to Approve the Second 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 to those students' success in school.

In June 2018, the Board entered into a lease agreement with Banner Prep for a portion of the 35th Street School property located at 3517 West Courtland Avenue. In June 2019, the Board authorized a lease amendment that extended the lease term through June 30, 2020. The Administration is requesting approval of the proposed second amendment to the lease agreement with Banner Day Learning Corp. that will extend the lease term from July 1, 2020, through June 30, 2021, which aligns with the term of the current partnership contract with Banner Prep.

The lease's rent revenue for July 1, 2020-June 30, 2021 shall be $102,913.00.

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

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule 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 $102,913.00.

Implementation and Assessment Plan

Upon the Board's approval, the Second Amendment to the Lease Agreement between Milwaukee Public Schools and 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 Second Amendment to the Lease Agreement with Banner Day Learning Corp., as attached to the minutes of your Committee's meeting.

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

* * * * *

(Item 6) Action on a Request to Approve the Third Amendment to the Lease Agreement with Greater Holy Temple Christian Learning Center, Corp., at the 76th Street School Property Located at 5575 North 76th Street

Background

In May 2008, the Board entered into a lease agreement with Greater Holy Temple Christian Learning Center, Corp., for the facility located at 5575 North 76th Street. In March 2015, the Board authorized a lease amendment that extended the lease term through June 30, 2017. The Board approved a second amendment to the lease agreement in May 2017 to extend the term through June 2020. The Administration is requesting approval of the proposed third amendment to the lease agreement with Greater Holy Temple Christian Learning Center, Corp., that will extend the lease term from July 1, 2020, through June 30, 2023.

The lease rent revenue shall be as follows:

July 1, 2020-June 30, 2021 = $592,479.00
July 1, 2021-June 30, 2022 = $604,329.00
July 1, 2022-June 30, 2023 = $616,415.00.

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

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule 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 three-year term is $1,813,223.00.

Implementation and Assessment Plan

Upon the Board's approval, the Third Amendment to the Lease Agreement between Milwaukee Public Schools and Greater Holy Temple Christian Learning Center, 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 Learning Corp., as attached to the minutes of your Committee's meeting.

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

* * * * *

(Item 7) Action on a Request to Approve the Second Amendment to the Lease Agreement with Milwaukee Teacher Education Center, Inc., at the 65th Street School Located at 6600 West Melvina Street

Background

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

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

The Administration is requesting approval of the proposed second amendment to the lease agreement with Milwaukee Teacher Education Center, Inc., that will extend the lease term from July 1, 2020, through June 30, 2022, which aligns with the term of the current charter school contract with Milwaukee Teacher Education Center, Inc.

Lease Term: July 1, 2020-June 30, 2022.

The lease rent revenue shall be as follows:

July 1, 2020-June 30, 2021 = $339,250.00
July 1, 2021-June 30, 2022 = $346,035.00.

The Administration recommends that the Board approve the Second Amendment to the Lease Agreement with Milwaukee Teacher Education Center, Inc., as attached to the minutes of your Committee's meeting.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule 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 $685,285.00.

Implementation and Assessment Plan

Upon the Board's approval, the Second Amendment to the Lease Agreement between Milwaukee Public Schools and Milwaukee Teacher Education Center, Inc., as attached to the minutes of your Committee's meeting, shall be executed.

Committee's Recommendation

Your Committee recommends that the Board approve the Second Amendment to the Lease Agreement with Milwaukee Teacher Education Center, Inc., as attached to the minutes of your Committee's meeting.

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

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(Item 8) Action on a Request to Approve the First Amendment to the Lease Agreement with the University of Wisconsin-Madison Precollege Enrichment Opportunity Program of Learning Excellence (PEOPLE) at Rufus King International Middle School Located at 121 East Hadley Street

Background

In accordance with the Wisconsin Idea, the University of Wisconsin-Madison is committed to Inclusive Excellence. The Precollege Enrichment Opportunity Program for Learning Excellence (PEOPLE), housed in the Division of Diversity Equity and Educational Achievement (DDEEA), is committed to work in partnership with students, parents, public school districts, alumni, corporate, and private donors throughout the state of Wisconsin to expand the pool of students from its target population who qualify for top-ranked universities and UW-System institutions.

PEOPLE is a precollege pipeline program designed for UW-Madison-targeted minority groups and low-income students, most of whom are the first in their families to potentially attend college. Their journey prepares them to be academically and socially prepared to apply, to be successfully admitted, and to enroll at the UW-System institution. Students who enroll at the University of Wisconsin-Madison may be eligible for a four-year tuition scholarship. PEOPLE accepts highly-motivated students into a rigorous program to build and to master academic knowledge, to build cognitive skills and strategies, to build self-management skills, and to explore college through experiential learning. The PEOPLE program provides a college-prep experience that is experiential and allows students to explore career interests and to build the social skills needed to make a successful college transition on a world-class campus.

There are 311 students in Milwaukee Public Schools across grades nine through twelve that are currently participating in the PEOPLE program, not counting the 55 seniors who have graduated. In exchange for space at the Rufus King International Middle School campus, PEOPLE plans to serve, at no cost to students or families of Milwaukee Public Schools, approximately 400 Milwaukee Public Schools students through tutoring, academic enhancements, and summer experiences designed to prepare students for post-secondary success. Students will enroll in the program in the second semester of their 8th-grade year. Those who enroll in their 8th-grade year must attend one of the seventeen identified PEOPLE partnership high schools. Additionally, the PEOPLE program has eight afterschool college-prep spaces that PEOPLE students must attend to receive tutoring, ACT prep, and social-skill building at no cost to Milwaukee Public Schools.

In September 2018, the Board entered into a lease agreement with PEOPLE for space at Rufus King International Middle School Located at 121 East Hadley Street. The Administration is requesting approval of the proposed first amendment to the lease agreement with PEOPLE that will extend the lease term from

August 1, 2020, through July 31, 2024, with a lease rate of $1 per year in order to provide space for PEOPLE to further advance its work with Milwaukee Public Schools in providing precollege preparatory services to students that promote growth and create additional opportunities for future success.

The Administration recommends that the Board approve the First Amendment to the Lease Agreement with the University of Wisconsin-Madison Precollege Enrichment Opportunity Program of Learning Excellence (PEOPLE), as attached to the minutes of your Committee's meeting.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 5.02, Use of School Facilities

Fiscal Impact Statement

There are no expenditures associated with this item. Total lease revenue for the lease term is $4.00.

Implementation and Assessment Plan

Upon the Board's approval, the First Amendment to the Lease Agreement between Milwaukee Public Schools and the University of Wisconsin-Madison Precollege Enrichment Opportunity Program of Learning Excellence (PEOPLE), as attached to the minutes of your Committee's meeting, shall be executed.

Committee's Recommendation

Your Committee recommends that the Board approve the First Amendment to the Lease Agreement with the University of Wisconsin-Madison Precollege Enrichment Opportunity Program of Learning Excellence (PEOPLE), as attached to the minutes of your Committee's meeting.

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

* * * * *

(Item 9) Action on Monthly Facilities Matters: FMS Award of Construction Contract, Professional Services Contracts, and Material Purchase Recommendation

Construction Contracts

Science Room Upgrades — Room 125

Green Tree Preparatory Academy

Prime Contractor
Burkhart Construction Corporation
P.O. Box 329
Richfield, WI 53076

Low Bidder, Base Bid of $102,300.00, plus $4,500.00 for Mandatory Alternate Bid #1, to replace existing 2'x4' ceiling tiles with new & paint existing grid throughout, for a total cost of $106,800.00

HUB Participation
- Certified HUB Vendor? ..... No
- Total # of Employees 10
- Total # of Minorities 3
- Total # of Women 5
- Required 10%
- Submitted 22%
- $ Value $23,400.00

COIN Participation
Required..... 10%

Student Engagement (required hours)
Paid Employment.....0
Career-education Activity.....0

Funds are available for the Science Room Upgrade — Room 125 project from account code FAR 00 MMQ WB ECNC (Project No. 5709). The project start date is scheduled for June 26, 2020, and completion date is August 7, 2020.

Total construction contract dollars awarded.....$106,800.00
Total dollars HUB participation $23,400.00
% of HUB participation..... 22.87%
% Minority employees within company.....30%
% Women employees within company 50%

Professional Services Contracts

The Administration requests that the Board approve the following professional services contracts:

RFP 6284 Playfield Renovation Design — Green Bay Playfield

A request for Proposal (RFP) was issued by Facilities and Maintenance Services to obtain a firm to provide design for the playfield renovations — Green Bay Playfield.

Selected firm: Site Design Group, Ltd.

Contract Period: June 26, 2020-October 19, 2021

Contract Amount: $134,291.00

Budget Code: STS 00 FGR RC EINF

RFP 6274 Heat & Smoke Vent Inspection & Testing — Various MPS Sites

A request for Proposal (RFP) was issued by Facilities and Maintenance Services to obtain a firm to provide heat & smoke vent inspection and testing at various MPS sites.

Selected firm: Grunau Company, Inc.

Contract Period: June 26, 2020-June 25, 2023

Contract Amount: $403,075.00 over the three-year term

Budget Code: EQM 00 MMP DW EMTC

RFP 6198 Rolled Fire Door Annual Testing & Inspection Services — Various MPS Sites

A request for Proposal (RFP) was issued by Facilities and Maintenance Services to obtain a firm to provide Rolled Fire Door Annual Testing & Inspection Services at Various MPS Sites.

Selected firm: Consolidated Doors, Inc.

Contract Period: June 26, 2020-June 25, 2023

Contract Amount: $62,115.00 over the three-year term

Budget Code: FAR 00 MM2 DW ECNC ELC6

RFP 419351 Recycling & Trash Disposal Services — Various MPS Sites

A request for Proposal (RFP) was issued by Facilities and Maintenance Services to obtain a firm to provide recycling & trash disposal services at various MPS sites.

Selected firm: Waste Management of Wisconsin, Inc

Contract Period: July 1, 2020-June 30, 2023

Contract Amount: $2,559,516.00 over the three-year term

Budget Code: BLD 00 UTL DW ESRD

Material Purchase

Stairwell Doors — Division 2

Lincoln Center of the Arts

Prime Contractor
Consolidated Door, Inc.
11709 West Dixon Street
Milwaukee, WI 53214

Low Bidder, Base Bid of.....$59,940.00

Funds are available for the stairwell doors project account code FAR 00 MMQ LN ECNC ADA8 (Project No. 3008).

Fiscal Impact Statement

The item authorizes expenditures for:

Construction Contract

- Burkhart Construction Corporation for science room upgrades — Room 125 at Green Tree Preparatory Academy;
  Code: FAR 00 MMQ WB ECNC.....$106,800.00

Total Construction Contract Requested.....$106,800.00

Professional Services Contracts

- Site Design Group, Ltd., for playfield-renovation design at Green Bay Playfield;
  Code: STS 00 FGR RC EINF.....$134,291.00
- Grunau Company, Inc., for heat and smoke vent inspection and testing at various MPS sites;
  Code: EQM 00 MMP DW EMTC.....$403,075.00
- Consolidated Doors, Inc., for rolled fire door annual testing and inspection services at various MPS sites;
  Code: FAR 00 MM2 DW ECNC ELC6.....$62,115.00
- Waste Management of Wisconsin, Inc., for recycling and trash disposal services at various MPS sites;
  Code: BLD 00 UTL DW ESRD.....$2,559,516.00

Total Professional Services Contracts Requested.....$3,158,997.00

Material Purchase

- Consolidated Door, Inc., for stairwell doors — Division 2 at Lincoln Center of the Arts;
  Code: FAR 00 MMQ LN ECNC ADA8.....$59,940.00

Total Material Purchase Requested.....$59,940.00

Implementation and Assessment Plan

Upon the Board's approval, the construction contract, professional services contracts, and material purchase as attached to the minutes of your Committee's meeting shall be executed.

Committee's Recommendation

Your Committee recommends that the Board approve the construction contract, professional services contracts, and material purchase as attached to the minutes of your Committee's meeting.

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

* * * * *

(Item 10) Action on Monthly Finance Matters: Authorization to Make Purchases; Acceptance of the Report of Revenues and Expenses; Monthly Expenditure Control Report; Report on Administrative and School Fund Transfers; Report on Contracts under $50,000 and Cumulative Total Report; Report on Monthly Grant Awards; Acceptance of Donations

Purchases

RFB 5773 Authorization to Extend a Blanket Agreement with Prairie Farms Dairy for Milk Products

The Administration is requesting authorization to extend a blanket agreement 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 eight-ounce cartons of four types of BGH-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 initial agreement ran from September 1, 2019, through August 31, 2020, (the "Initial Term") with two additional one-year options to extend if certain performance metrics are met. The contractor has met the performance metrics codified in the blanket agreement; therefore, MPS is exercising the first extension, from September 1, 2020, through August 31, 2021 ("Year 2").

The total cost of the agreement in this extension year will not exceed $2,750,000.

Budget Code: LNC-0-0-LNH-XX-EFOD (School nutrition — Food) $2,750,000

Prime Contractor Information
- Total # of Employees 190
- Total # of Minorities 24
- Total # of Women 20

HUB Participation
- Certified HUB Contractor? ..... No
- Required ..... NA
- Proposed ..... NA
- $ Value ..... NA

Student Engagement (hours per 12-month contract)
- Paid Student Employment-hour Commitment 300
- Student Career-awareness Commitment 10

RFB 5774 Authorization to Extend a Blanket Agreement with Alpha Baking Company for Fresh Bakery

The Administration requests authorization to extend a blanket agreement with Alpha Baking Company ("Alpha Baking") for fresh bakery products to 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.

The initial agreement ran from September 1, 2019, through August 31, 2020, (the "Initial Term") with two additional one-year options to extend if certain performance metrics are met. The contractor has met the performance metrics codified in the agreement; therefore, MPS is exercising the first extension, from September 1, 2020, through August 31, 2021 ("Year 2"). The total cost for the first extension will not exceed $500,000.

Budget Code: Varies by location purchasing goods $500,000

Prime Contractor Information
- Total # of Employees 2005
- Total # of Minorities 1,060
- Total # of Women 480

HUB Participation
- Certified HUB Vendor? ..... No
- Required ..... NA
- Proposed ..... NA
- $ Value ..... NA

Student Engagement (hours per 12-month contract)
- Paid Student Employment-hour Commitment 200
- Student Career-awareness Commitment 10

Licensing Authorization to Purchase from Various Vendors for Enterprise Licensing and Maintenance Fees

The Administration is requesting authorization to make purchases from various vendors for enterprise licensing and maintenance fees with Fiscal Year 2020-2021 funds. The payments for these purchases may be annual, quarterly, or monthly, but will be made via purchase orders issued to these vendors.

These enterprise programs are those essential applications and products that are critical to the District's functions and, although requisitioned by individual departments, are managed by the Department of Technology.

The chart below summarizes: budget codes, requisitioning department, vendor and application or product, and cost.

The total cost of purchases will not exceed $5,590,842.62.

2020-2021 License Account Enterprise Systems			
Department	Budget Code	Vendor/Product	Fee
Human Resources	SFS-0-0-TLN-DW-EMTC	Peoplesoft/Oracle	$1,210,736.30
	SFS-0-0-TLN-DW-EMTC	Frontline (ASEOP)	$67,515.30
Subtotal			$1,278,251.60
Student Services	SSV-0-0-TLN-DW-EMTC	Infinite Campus	$700,398.03
		School Messenger Notifications	$101,250
Subtotal			$801,648.03
Board Governance	ADT-0-0-TLN-DW-EMTC	Intercom Network	$4,500.00
	ADT-0-0-TLN-DW-EMTC	iConstituent	$10,000.00
Subtotal			$14,500.00
Specialized Services	SSU-0-0-TLN-DW-EMTC	FileMaker (inc. Rec) 100	$7,432.59
	SSU-0-0-TLN-DW-EMTC	MJ Care	$112,000.00
Subtotal			$119,432.59
Facilities & Maintenance	BLD-0-0-TLN-DW-EMTC	AssetWorks	$125,197.10
Student Performance and Improvement	SYS-0-0-PSU-DW-EMTC	Data Warehouse (Hoonuit)	$84,398.86
Subtotal			$84,398.86
Finance	FSC-0-0-TLN-DW-EMTC	IFAS	$143,473.35
	FSC-0-0-TLN-DW-EMTC	Bonfire	$20,845.00
	FSC-0-0-TLN-DW-EMTC	CGCS ActPoint KPI	$6,900.00
Subtotal			$171,218.35
College and Career Readiness	CDV-0-0-TLN-DW-EMTC	Parchment	$44,650.00
Strategy and Enterprise Initiatives	SPT-0-0-TLN-DW-EMTC	Smartsheet	$126,800.00
Nutrition Services	FSV-0-0-TLN-DW-EMTC	Horizon	$143,814.85
Business Services	DBS-0-0-TLN-DW-EMTC	Trapeze (MapNet)	$69,442.06
	DBS-0-0-TLN-DW-EMTC	VEO Now (Tablets)	$109,725.00
	DBS-0-0-TLN-DW-EMTC	Bus Conduct	$4,500.00
Subtotal			$183,667.06

2020-2021 License Account Enterprise Systems			
Department	Budget Code	Vendor/Product	Fee
Recreation	000-0-0-CMP-RC-EMTC	Cayen Afterschool 21	$49,950.00
	CSV-0-0-PRC-RC-EMTC	Rectrac/Vermont Systems	$22,500.00
	CSV-0-0-PRC-RC-EMTC	Timeclock Plus	$42,000.00
	OSD-0-0-TLN-DW-EMTC	rSchool	$67,806.00
	CPA-0-0-PRC-RC-EMTC	PowerDMS	$2,181.60
	CSV-0-0-ART-RC-EMTC	Survey Monkey — Arts/Humanities	$8,100.00
Subtotal			$192,537.60
Communications and School Performance	INF-0-0-TLN-DW-EMTC	Titan	$20,000.00
	INF-0-0-TLN-DW-EMTC	Northwoods	$48,000.00
Subtotal			$68,000.00
Technology	TSV-0-0-TLN-DW-EMTC	Adobe Creative Cloud	$15,000.00
	TSV-0-0-TLN-DW-EMTC	Alfresco	$49,746.00
	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	$44,400.00
	TSV-0-0-TLN-DW-EMTC	Emerson (UPS)	$56,925.00
	TSV-0-0-TLN-DW-EMTC	Ephesoft	$20,500.00
	TSV-0-0-TLN-DW-EMTC	ESRI (GIS)	$10,000.00
	TSV-0-0-TLN-DW-EMTC	GoGuardian	$99,900.00
	TSV-0-0-TLN-DW-EMTC	Google Classroom/Meet	$183,380.40
	TSV-0-0-TLN-DW-EMTC	Gynzy	$15,750.00
	TSV-0-0-TLN-DW-EMTC	Hewlett Packard (3PAR)	$47,500.00
	TSV-0-0-TLN-DW-EMTC	HP Enterprise(Microfocus)	$6,220.76
	TSV-0-0-TLN-DW-EMTC	IDERA	$11,065.84
	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	Ironport (Cisco)	$54,589.33
	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	$23,569.25
	TSV-0-0-TLN-DW-EMTC	Mediasite	$18,299.00
	TSV-0-0-TLN-DW-EMTC	Microsoft Campus	$352,880.71
	TSV-0-0-TLN-DW-EMTC	Microsoft Servers	$128,631.42
	TSV-0-0-TLN-DW-EMTC	Paessler PRTG	$3,100.00
	TSV-0-0-TLN-DW-EMTC	Palo Alto	$302,373.00
	TSV-0-0-TLN-DW-EMTC	Rise Vision Digital Signage	$16,000.00
	TSV-0-0-TLN-DW-EMTC	Raptor VMS	$2,700.00
	TSV-0-0-TLN-DW-EMTC	Remind	$62,210.33
	TSV-0-0-TLN-DW-EMTC	School Messenger App	$37,750.00
	TSV-0-0-TLN-DW-EMTC	Service Express	$57,036.00
	TSV-0-0-TLN-DW-EMTC	SKC	$6,000.00
	TSV-0-0-TLN-DW-EMTC	SmartNet (CISCO)	$391,400.00
	TSV-0-0-TLN-DW-EMTC	Sun (Mythics)	$17,421.58
	TSV-0-0-TLN-DW-EMTC	Titan SFTP Server	$500.00
	TSV-0-0-TLN-DW-EMTC	Tools4Ever	$13,700
	TSV-0-0-TLN-DW-EMTC	Versifit (Edvantage Premium)	$22,500.00
	TSV-0-0-TLN-DW-EMTC	VMware	$55,294.05
	TSV-0-0-TLN-DW-EMTC	WeVideo	$5,771.50
	TSV-0-0-TLN-DW-EMTC	Zoom Meetings	$35,000.00
Subtotal			$2,356,159.17
Grand Total			$5,590,842.62

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			
Honey Creek Elementary School	Herb Kohl Philanthropies	$200.00	Reading Program Donation
Westside Academy School	Action for Healthy Kids	$750.00	General School Supplies
Total Monetary Donations		*$950.00*	
Non-monetary Donations			
Financial Services	MaskUpMKE	$5,250.00	10,500 Face Masks
Forest Home Avenue School	Donors Choose	$276.98	Headphones & Webcam
Forest Home Avenue School	Donors Choose	$170.11	Headphones
Forest Home Avenue School	Donors Choose	$398.49	General School Supplies
Goodrich School	Donors Choose	$243.85	Books
Goodrich School	Donors Choose	$287.77	Books for Classroom Library
Humboldt Park School	Donors Choose	$34.28	Science Donation
Ninety-Fifth Street School	U.S. Games System, Inc.	$3,300.00	PE Equipment
Ninety-Fifth Street School	Donors Choose	$290.00	General School Supplies
Ninety-Fifth Street School	Donors Choose	$100.00	General School Supplies
Ninety-Fifth Street School	Donors Choose	$100.00	General School Supplies
Ronald Reagan High School	Donors Choose	$762.15	English Language Books
Total Non-monetary Donations		*$11,213.63*	
Total Value for June 2020		$12,163.63	

Committee's Recommendation

Your Committee recommends hat the Board:

1. authorize the purchases as attached to the minutes of your Committee's meeting; and
2. accept the donations as listed above, with appropriate acknowledgement to be made on behalf of the Board.

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

* * * * *

(Item 11) Action on the Award of Professional Services Contracts

RFP 966 Authorization to Extend a Contract with Playworks Education Energized for Recess-support Services and Professional Development

The Administration is requesting authorization to extend a blanket contract with Playworks Education Energized ("Playworks") for recess-support and professional-development services. Under the contract, Playworks will be used for the operation and coordination of recess-support services targeting K-8th grade for schools in the District that make the decision to order the services.

The recess-support services will consist of two components: Component B is full-time program staff who will provide recess support and training and will split on-site time between four school locations (ratio of 1:4 staff to schools). Component C is professional development on an hourly basis to schools not participating in Component B. Playworks will report program outputs and deliverables to the Department of Curriculum and Instruction twice during each contract year (by March 1 and June 30).

Contractor was chosen pursuant to RFP 966, which closed on March 8, 2018. The original contract provided for two one-year options to extend if certain performance objectives were met. Playworks has met the performance objectives codified in the contract in the first year. In the second year, Playworks was on track to meet the performance objectives, but due to the Covid-19 closings, the contractor was not able to collect the data for the final report. Based on the results of the first year of data collection and the mid-year report provided by Playworks, MPS is exercising the second, and final extension, of this contract.

This second contract extension will run from July 1, 2020, through June 30, 2021 ("Year 3"). The total cost of the contract in Year 3 will not exceed $532,140.

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

Playworks Education Energized

Prime Contractor Information
Total # of Employees.....668
Total # of Minorities.....417
Total # of Women.....414

HUB Participation
Certified HUB Contractor?.....No
Required..... 25%
Proposed 39%
$ Value.....$2,292.44

Student Engagement (hours per 12-month contract)
Paid Student Employment-hour Commitment.....300
Student Career-awareness Commitment.....10

RFP 981 Authorization to Extend Two Contracts with Milwaukee Christian Center, Inc., and with Running Rebels Community Organization for Violence-reduction Program Services

The Administration is requesting authorization to extend two contracts with Milwaukee Christian Center, Inc., ("MCC") and Running Rebels Community Organization ("Running Rebels") to provide violence-reduction program services. The goals of the Violence-Free Zone Safe School ("VFZSS") program are to decrease incidents of disruption and violence, to increase student attendance, to decrease suspensions due to disruptive behavior, and to improve the positive responses to questions in the climate surveys. The program shall be implemented in approximately 12 selected MPS school sites (two middle schools and ten high schools), with possible expansion into elementary schools.

These two contractors were chosen pursuant to RFP 981, which closed on May 24, 2018. The original contracts provided for two one-year options to extend; therefore, MPS is exercising the second option year for the contracts. These second contract extensions will run from August 1, 2020, through July 31, 2021.

The total cost of the MCC's contract in the second extension will not exceed $865,128. The total cost of the Running Rebels' contract in the second extension will not exceed $1,207,500.

Budget Code: OGA-0-0-SST-DW-ECTS (School Safety — Contract Services).....$2,072,628

Milwaukee Christian Center, Inc.

Prime Contractor Information
Total # of Employees.....89
Total # of Minorities.....56
Total # of Women.....45

HUB Participation
Certified HUB Contractor?.....No
Required..... 4%
Proposed 4%
$ Value.....TBD

Student Engagement (hours per 12-month contract)
Paid Student Employment-hour Commitment.....400
Student Career-awareness Commitment.....20

Running Rebels Community Organization

Prime Contractor Information
Total # of Employees....123
Total # of Minorities....115
Total # of Women....45

HUB Participation
Certified HUB Contractor?....No
Required....4%
Proposed....4%
$ Value....TBD

Student Engagement (hours per 12-month contract)
Paid Student Employment-hour Commitment....400
Student Career-awareness Commitment....20

RFP 1003 Authorization to Extend a 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. The original contract provided for two one-year options to extend upon mutual agreement of the parties. MPS is exercising the first option year for the contract.

This contract extension will run from July 1, 2020, through June 30, 2021. The total cost of the contract in this first extension year will not exceed $300,000.

Budget Code: OGA-0-0-SSF-IC-ECTS (Translation and Interpretation — Contract Services)....$300,000

Lingua Pros, LLC

Prime Contractor Information
Total # of Employees....6
Total # of Minorities....3
Total # of Women....4

HUB Participation
Certified HUB Vendor?....No
Required....15%
Proposed....15%
$ Value....N/A

Student Engagement (hours per 12-month contract)
Paid Student Employment-hour Commitment....300
Student Career-awareness Commitment....10

RFP 1003 Authorization to Extend 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 and oral interpretation for district and school events.

MPS is a multicultural, multilingual school district. The services provided by Lakeside provide the support the District needs to make sure families of all languages are able to receive information about the District, their schools, and their children in the 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. The original contracts provided for two one-year options to extend upon mutual agreement of the parties. MPS is exercising the first option year for the contracts.

The total cost of the contract in this first extension year will not exceed $300,000.

These contract extensions will run from July 1, 2020, through June 30, 2021. The total cost of the translation-services contract in this first extension year will not exceed $300,000. The total cost of the interpretation-services contract in this first extension year will not exceed $200,000.

Budget Code: OGA-0-0-SSF-IC-ECTS (Translation and Interpretation — Contract Services) $500,000

Lakeside Ventures, Inc.

Prime Contractor Information
- Total # of Employees 59
- Total # of Minorities 56
- Total # of Women 39

HUB Participation
- Certified HUB Vendor? ..... Yes
- Required 15%
- Proposed 15%
- $ Value ..... N/A

Student Engagement (hours per 12-month contract)
- Paid Student Employment-hour Commitment 300
- Student Career-awareness Commitment 10

RFP 970 Authorization to extend services with Rehab Solutions, LLC; EBS Healthcare Staffing Services, Inc., d/b/a EBS-Educational Based Services; Cumberland Therapy Services, LLC; and Sunbelt Staffing, LLC, for Speech-language Pathology Services

The Administration requests authorization to contract with Rehab Solutions, LLC ("Rehab Solutions"); EBS Healthcare Staffing Services, Inc., d/b/a EBS-Educational Based Services ("EBS"); Cumberland Therapy Services, LLC ("Cumberland"); and Sunbelt Staffing, LLC, ("Sunbelt") to provide speech-language pathology services mandated by the Individuals with Disabilities Education Act (IDEA) and as outlined in the Individual Education Plan (IEP) for each eligible student.

These contracted services are needed due to the severe shortage of speech-language pathologists available to MPS, rendering MPS unable to fill its vacant speech-language pathologist positions. The shortage of speech-language pathologists in MPS mirrors the shortage of qualified speech-language pathologist personnel that exists nationwide. The Speech-Language Disabilities Program currently has six existing vacancies, six known resignations, and the equivalent of approximately 6.0 FTEs needed annually to provide services to cover the various leaves which the Speech-Language Disabilities Program incurs, such as those required by short-term medical or childrearing leaves.

Services to be provided by speech-language pathologists include speech-and-language-therapy services, evaluation of children's eligibility for such services, IEP development, Medicaid billing, and other reporting requirements.

The four vendors were chosen pursuant to RFP 970, with a one-year contract beginning July 1, 2018, and ending June 30, 2019, (the "Initial Term") with two additional one-year options. The first extension was from July 1, 2019, through June 30, 2020 ("Year 2"). The second extension is from July 1, 2020, through June 30, 2021 ("Year 3").

The Administration is requesting the approval of the contracts and is seeking authorization of an amount not to exceed $1,277,250.00 to be distributed across the four vendors based on their ability to provide qualified staff.

The total cost of the Rehab Solutions contract in the Second Extension will not exceed $600,000. The total cost of the EBS contract in the Second Extension will not exceed $502,000. The total cost of the Cumberland contract in the Second Extension will not exceed $175,250. No additional funds will be allocated for the second extension for Sunbelt Staffing, LLC.

Budget Code: SPL-0-I-EEN-DW-ECTS (Speech-Language — Contract Services) $1,277,250

Rehab Solutions, LLC

Prime Contractor Information
- Total # of Employees 18
- Total # of Minorities 2
- Total # of Women 15

HUB Participation
- Certified HUB Contractor? ..... Yes
- Required ..... N/A
- Proposed ..... N/A
- $ Value ..... N/A

Student Engagement (hours per 12-month contract)
- Paid Student Employment-hour Commitment 300
- Student Career-awareness Commitment 10

EBS Healthcare Staffing Services, Inc., d/b/a EBS, Educational Based Services

Prime Contractor Information
- Total # of Employees 2,269
- Total # of Minorities 907
- Total # of Women 1,974

HUB Participation
- Certified HUB Contractor? ..... No
- Required ..... N/A
- Proposed ..... N/A
- $ Value ..... N/A

Student Engagement (hours per 12-month contract)
- Paid Student Employment-hour Commitment 300
- Student Career-awareness Commitment 10

Cumberland Therapy Services, LLC

Prime Contractor Information
- Total # of Employees 500
- Total # of Minorities 121
- Total # of Women 449

HUB Participation
- Certified HUB Contractor? ..... No
- Required ..... N/A
- Proposed ..... N/A
- $ Value ..... N/A

Student Engagement (hours per 12-month contract)
- Paid Student Employment-hour Commitment 300
- Student Career-awareness Commitment 10

Sunbelt Staffing, LLC

Prime Contractor Information
Total # of Employees 105
Total # of Minorities 17
Total # of Women 75

HUB Participation
Certified HUB Contractor? ..... No
Required ..... N/A
Proposed ..... N/A
$ Value ..... N/A

Student Engagement (hours per 12-month contract)
Paid Student Employment-hour Commitment 300
Student Career-awareness Commitment 10

RFP 979 Authorization to Extend a Contract with MJ Care, Inc., d/b/a Gemino Healthcare, for Provision of Occupational Therapy Services and Physical Therapy Services

The Administration requests authorization to extend a contract with MJ Care, Inc., d/b/a Gemino Healthcare, ("MJ Care") for occupational therapy ("OT") services and physical therapy ("PT") services as required by Individual Education Plans ("IEPs") when staff vacancies exist or for long-term employee leave.

Currently MPS has one occupational therapy vacancy, one physical therapy vacancy, and one FTE staff member who will be on leave beginning in the 2020-21 school year, making it necessary to contract for those services. Services to be provided by occupational and physical therapists include direct therapy intervention, development of IEPs, participation in IEP-team meetings, consultation with teachers and support staff, and documentation for Medicaid billing.

Contractor was chosen pursuant to RFP 979, which closed on May 1, 2018. The initial term of the contract ran from July 1, 2018, through June 30, 2019, and allowed for two additional one-year options to extend if certain performance metrics incorporated into the contract were met. The first extension was exercised with a term of July 2019-June 30, 2020. MPS is now seeking to extend the contract for a third, and final, term (Year 3). The total cost of this extension year will not exceed $75,000.

Budget Code: OTS-0-0-SES-DE-ECTS (Occupational Therapy — Contract Services) $75,000

MJ Care, Inc., d/b/a Gemino Healthcare

Prime Contractor Information
Total # of Employees 691
Total # of Minorities 30
Total # of Women 627

HUB Participation
Certified HUB Vendor? ..... Yes
Required ..... NA
Proposed… ..... NA
$ Value ..... NA

Student Engagement (hours per 12-month contract)
Paid Student Employment-hour Commitment 300
Student Career-awareness Commitment 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 below.

• Playworks Education Energized for recess support, varies by location	$	532,140
• Milwaukee Christian Center, Inc., for violence-reduction program services, OGA-0-0-SST-DW-ECTS	$	865,128
• Running Rebels Community Organization, for violence-reduction program services, OGA-0-0-SST-DW-ECTS	$	1,207,500
• Lingua Pros, LLC, for translation services, OGA-0-0-SSF-IC-ECTS	$	300,000
• Lakeside Ventures, Inc. for translation and interpretation services, OGA-0-0-SSF-IC-ECTS	$	500,000
• for speech-language pathology service:		
Rehab Solutions, LLC	$	600,000
EBS Healthcare Staffing Services, Inc., d/b/a EBS-Educational Based Services	$	502,000
Cumberland Therapy Services, LLC	$	172,250
Sunbelt Staffing, LLC		0
Total, SPL-0-I-EEN-DW-ECTS	$	1,277,250
• MJ Care Inc., for Provision of Occupational Therapy Services, OTS-0-0-SES-DE-ECTS	$	75,000

Implementation and Assessment Plan

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

Committee's Recommendation

Your Committee recommends that the Board authorize the professional services contracts, with the exception of the contract for EBS Health Services, as set forth in the attachments to the minutes of your Committee's meeting.

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

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(Item 12) Action on the Award of Professional Services Contracts Related to School Nutrition

Background

Recommended for the Board's approval at this meeting are the following professional services contracts for school nutrition.

RFB 5768 Authorization to Extend Blanket Contracts with 20 Food Manufacturers to Provide Bulk Commodities

The Administration is requesting authorization to extend 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 nutrition assistance to children and families who need it. USDA Foods are distributed to nutrition-assistance programs, such as school meal programs, that service 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 across the district in meals by MPS students. 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") on 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 were met. Based on the achievement of these performance metrics, MPS is exercising the first extension ("Year 2"), which will run from July 1, 2020, through June 30, 2021.

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.	Year2
Bongards' Creameries	Year2
Brookwood Farms, Inc.	Year2
Cargill Kitchen Solutions Corporation	Year2
ConAgra Foods, Inc.	Year2
ES Foods, Inc.	Year2
IJennie-O Turkey Store Sales, LLC	Year2
JTM Provisions Co., Inc.	Year2
Let's Do Lunch, Inc., d/b/a Integrated Food Service	Year2
Land O' Lakes	Year2
McCain Foods USA, Inc.	Year2
Nardone Bros Baking Company, Inc.	Year2
National Food Group, Inc.	Year2
Out of the Shell, LLC	Year2
Red Gold, LLC	Year2
S.A. Piazza & Associates, LLC	Year2
Schwan's Food Service, Inc.	Year2
Smucker Foodservice, Inc.	Year2
Tasty Brands, LLC	Year2
Tyson Sales & Distribution, Inc./Tyson Fresh Meats, Inc.	Year2

Budget Codes: 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

Basic American Foods

Prime Contractor Information
Total# of Employees 1,174
Total # of Minorities 366
Total # of Women 384

HUB Participation
Certified HUB Vendor? ..... No
Required ..... NA
Proposed ..... NA
$ Value ..... NA

Student Engagement (hours per 12-month contract)
Paid Student Employment....0
Student Career-awareness Commitment....0

Bongards' Creameries

Prime Contractor Information
Total# of Employees....597
Total # of Minorities....133
Total# of Women....144

HUB Participation
Certified HUB Vendor?....No
Required....NA
Proposed....NA
$ Value....NA

Student Engagement (hours per 12-month contract)
Paid Student Employment....0
Student Career-awareness Commitment....0

Brookwood Farms, Inc.

Prime Contractor Information
Total# of Employees....1,721
Total# of Minorities....347
Total # of Women....960

HUB Participation
Certified HUB Vendor?....No
Required....NA
Proposed....NA
$ Value....NA

Student Engagement (hours per 12-month contract)
Paid Student Employment....0
Student Career-awareness Commitment....0

Cargill Kitchen Solutions

Prime Contractor Information
Total# of Employees....399
Total # of Minorities....150
Total# of Women....201

HUB Participation
Certified HUB Vendor?....No
Required....NA
Proposed....NA
$ Value....NA

Student Engagement (hours per 12-month contract)
Paid Student Employment....0
Student Career-awareness Commitment....0

Conagra Brands, Inc.

Prime Contractor Information
Total# of Employees....11,799
Total # of Minorities....4,438
Total # of Women....4,869

HUB Participation
Certified HUB Vendor? ..... No
Required ..... NA
Proposed ..... NA
$ Value ..... NA

Student Engagement (hours per 12-month contract)
Paid Student Employment 0
Student Career-awareness Commitment 0

ES Foods

Prime Contractor Information
Total# of Employees ..... NG
Total # of Minorities ..... NG
Total # of Women ..... NG

HUB Participation
Certified HUB Vendor? ..... No
Required ..... NA
Proposed ..... NA
$ Value ..... NA

Student Engagement (hours per 12-month contract)
Paid Student Employment 0
Student Career-awareness Commitment 0

Let's Do Lunch, Inc., d/b/a Integrated Food Service

Prime Contractor Information
Total# of Employees ..... NG
Total # of Minorities ..... NG
Total # of Women ..... NG

HUB Participation
Certified HUB Vendor? ..... No
Required ..... NA
Proposed ..... NA
$ Value ..... NA

Student Engagement (hours per 12-month contract)
Paid Student Employment 0
Student Career-awareness Commitment 0

Jennie-O Turkey Store Sales, LLC

Prime Contractor Information
Total# of Employees 6,500
Total # of Minorities ..... NG
Total # of Women ..... NG

HUB Participation
Certified HUB Vendor? ..... No
Required ..... NA
Proposed ..... NA
$ Value ..... NA

Student Engagement (hours per 12-month contract)
Paid Student Employment 0
Student Career-awareness Commitment 0

J.T.M. Provisions Company, Inc.

Prime Contractor Information
- Total # of Employees ..... NG
- Total # of Minorities ..... NG
- Total # of Women ..... NG

HUB Participation
- Certified HUB Vendor? ..... No
- Required ..... NA
- Proposed ..... NA
- $ Value ..... NA

Student Engagement (hours per 12-month contract)
- Paid Student Employment 0
- Student Career-awareness Commitment 0

Land O' Lakes

Prime Contractor Information
- Total# of Employees 6,500
- Total # of Minorities ..... NG
- Total # of Women ..... NG

HUB Participation
- Certified HUB Vendor? ..... No
- Required ..... NA
- Proposed ..... NA
- $ Value ..... NA

Student Engagement (hours per 12-month contract)
- Paid Student Employment 0
- Student Career-awareness Commitment 0

McCain USA Foods, Inc.

Prime Contractor Information
- Total# of Employees 3,959
- Total # of Minorities 1,388
- Total # of Women 1,183

HUB Participation
- Certified HUB Vendor? ..... No
- Required ..... NA
- Proposed ..... NA
- $ Value ..... NA

Student Engagement (hours per 12-month contract)
- Paid Student Employment 0
- Student Career-awareness Commitment 0

Nardone Bros. Baking Co.

Prime Contractor Information
- Total# of Employees 450
- Total # of Minorities 377
- Total# of Women 215

HUB Participation
Certified HUB Vendor? ..... No
Required ..... NA
Proposed ..... NA
$ Value ..... NA

Student Engagement (hours per 12-month contract)
Paid Student Employment 0
Student Career-awareness Commitment 0

National Food Group, Inc.

Prime Contractor Information
Total# of Employees 112
Total # of Minorities 8
Total # of Women 69

HUB Participation
Certified HUB Vendor? ..... No
Required ..... NA
Proposed ..... NA
$ Value ..... NA

Student Engagement (hours per 12-month contract)
Paid Student Employment 0
Student Career-awareness Commitment 0

Out of the Shell, LLC, dba Yangs 5Th Taste

Prime Contractor Information
Total# of Employees 65
Total # of Minorities 28
Total # of Women 27

HUB Participation
Certified HUB Vendor? ..... Yes
Required ..... NA
Proposed ..... NA
$ Value ..... NA

Student Engagement (hours per 12-month contract)
Paid Student Employment 0
Student Career-awareness Commitment 0

Red Gold, LLC

Prime Contractor Information
Total# of Employees 1400
Total # of Minorities 100
Total # of Women 550

HUB Participation
Certified HUB Vendor? ..... No
Required ..... NA
Proposed ..... NA
$ Value ..... NA

Student Engagement (hours per 12-month contract)
Paid Student Employment 0
Student Career-awareness Commitment 0

S.A. Piazza & Associates, LLC

Prime Contractor Information
- Total# of Employees 75
- Total # of Minorities 30
- Total # of Women 25

HUB Participation
- Certified HUB Vendor? ..... No
- Required ..... NA
- Proposed ..... NA
- $ Value ..... NA

Student Engagement (hours per 12-month contract)
- Paid Student Employment 0
- Student Career-awareness Commitment 0

Schwan's Food Service, Inc.

Prime Contractor Information
- Total# of Employees 118
- Total # of Minorities 12
- Total # of Women 78

HUB Participation
- Certified HUB Vendor? ..... No
- Required ..... NA
- Proposed ..... NA
- $ Value ..... NA

Student Engagement (hours per 12-month contract)
- Paid Student Employment 0
- Student Career-awareness Commitment 0

Smucker Foodservice, Inc.

Prime Contractor Information
- Total# of Employees ..... 7,000+
- Total # of Minorities ..... NG
- Total # of Women ..... NG

HUB Participation
- Certified HUB Vendor? ..... No
- Required ..... NA
- Proposed ..... NA
- $ Value ..... NA

Student Engagement (hours per 12-month contract)
- Paid Student Employment 0
- Student Career-awareness Commitment 0

Tasty Brands, LLC

Prime Contractor Information
- Total# of Employees ..... NG
- Total # of Minorities ..... NG
- Total # of Women ..... NG

HUB Participation
Certified HUB Vendor? ..... No
Required ..... NA
Proposed ..... NA
$ Value ..... NA

Student Engagement (hours per 12-month contract)
Paid Student Employment 0
Student Career-awareness Commitment 0

Tyson Sales & Distribution, Inc./Tyson Fresh Meats, Inc.

Prime Contractor Information
Total# of Employees ..... NG
Total # of Minorities ..... NG
Total # of Women ..... NG

HUB Participation
Certified HUB Vendor? ..... No
Required ..... NA
Proposed ..... NA
$ Value ..... NA

Student Engagement (hours per 12-month contract)
Paid Student Employment 0
Student Career-awareness Commitment 0

RFP 968 Authorization to Extend a Contract with Sysco Eastern Wisconsin, LLC, for Prime Vendor and Distributor of 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 and supplies and providing information and services for the Districts Department of Nutrition Services.

The contract allows the District to develop a working relationship with a prime vendor and 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 first extension was issued from July 1, 2019, through June 30, 2020 ("Year 2"). The contractor has met the performance metrics codified in its contract; therefore, MPS is exercising the second option, from July 1, 2020, through June 30, 2021 ("Year 3").

The total cost of Year 3 will be $28 million dollars.

Budget Codes: LNC-0-0-LN H-XX-EFOD, Food — Lunch
LNC-0-0-LN H-XX-EACR, Food Ala Carte/Catering — Lunch
LNC-0-0-LNH-XX-ESUP, Supplies-Consumable — Lunch
LNC-0-0-LN H-XX-ENCQ, Non-Capital Equipment — Lunch
LNC-0-0-LN H-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
S FS-0-0-SLN-XX-ES UP, 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
DN R-0-0-DN R-XX-EFOD, Food — Dinner
DN R-0-0-DN R-XX-ES UP, Supplies — Consumable — Dinner
SNK-0-0-SNK-XX-EFOD, Food -Snack

SNK-0-0-SNK-XX-ESUP, Supplies-Consumable — Snack
CAT-0-0-FN P-XX-EFOD, Food — Non-program
CAT-0-0-FN P-XX-ES UP, Supplies — Consumable — Non-program

Sysco Eastern Wisconsin, LLC

Prime Contractor Information
Certified HUB Contractor? ..... No
Total# of Employees 380
Total # of Minorities 44
Total# of Women 81

HUB Participation
Required 5%
Proposed 5%
$ Value ..... TBD

Student Engagement (hours per 12-month contract)
Paid Student Employment-hour Commitment 900
Student Career-awareness Commitment 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 summarized above and 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 on the balance of the Committees' reports.

* * * * *

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

Background

RFP 973 Authorization to Extend Contracts with Nine Contractors for Transportation Services

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

- Dairyland Buses, Inc.
- Durham School Services, LP
- First Student, Inc.
- Johnson School Bus Service, Inc.

- Lakeside Buses of Wisconsin, Inc.
- Lamers Bus Lines
- North American Central School Bus Intermediate Holding Company, LLC
- Subs, d/b/a Illinois Central School Bus, Inc.
- Riteway Bus Service, Inc., d/b/a GO Riteway Transportation Group
- Specialized Care Transport, Inc.

These contractors were all chosen pursuant to RFP 973, with a term beginning July 1, 2018, and ending June 30, 2019, (the "Initial Term") with two additional one-year options to extend if certain performance metrics incorporated into the contract were met. A first extension was exercised with a term of August 1, 2019-June 30, 2020. Each Contractor has met the performance metrics codified in the contracts, therefore, MPS is exercising the third, and final, extension, from July 1, 2020, through June 30, 2021 ("Year 3").

The Administration is requesting the approval of the contract extensions and is seeking authorization of an amount not to exceed $53,610,000.00 to be distributed across the contractors. The following table provides information on the amount not to exceed for each particular contract:

Contractor	Amount
Dairyland Buses, Inc.	$8,800,000.00
Durham School Services, LP	$7,100,000.00
First Student, Inc.	$4,900,000.00
Johnson School Bus Service, Inc.	$510,000.00
Lakeside Buses of Wisconsin, Inc.	$9,200,000.00
Lamers Bus Lines, Inc.	$5,600,000.00
North American Central School Bus Intermediate Holding Company, LLC	$4,500,000.00
Riteway Bus Service, Inc.	$10,700,000.00
Specialized Care Transport, Inc.	$2,300,000.00

Budget Codes:
AST-0-0-TRS-DW-EPPT $350,600.00
HLT-0-0-TRS-DW-EPPT $971,786.00
KMT-0-0-TRS-DW-EPPT $62,000.00
MDK-0-0-TRS-DW-EPPT $317,120.00
PMO-0-0-TRS-DW-EPPT $147,400.00
RTS-0-0-TRS-DW-EPPT $30,282,000.00
RTS-0-0-TRS-DW-EVSPFPUB $488,134.00
RWT-0-0-TRS-DW-EPPT $16,601,820.00
SM1-0-0-TRS-DW-EPPT $2,932,000.00
SMT-0-0-TRS-DW-EPPT $404,600.00
TED-0-0-TRS-DW-EPPT $1,052,540.00

Dairyland Buses, Inc.

Prime Contractor Information
Total # of Employees 169
Total # of Minorities 163
Total # of Women 127

HUB Participation
Certified HUB Vendor? ..... No
Required 5%
Proposed 5%
$ Value ..... TBD

Student Engagement (hours per 12-month contract)
Paid Student Employment-hour Commitment 300
Student Career-awareness Commitment 10

Durham School Services, L.P.

Prime Contractor Information
Total # of Employees ..... 20,500+
Total # of Minorities ..... 8,500+
Total # of Women ..... 13,500+

HUB Participation
Certified HUB Vendor? ..... No
Required 5%
Proposed 5%
$ Value ..... TBD

Student Engagement (hours per 12-month contract)
Paid Student Employment-hour Commitment 300
Student Career-awareness Commitment 10

First Student, Inc.

Prime Contractor Information
Total # of Employees 50,500
Total # of Minorities 119
Total # of Women 89

HUB Participation
Certified HUB Vendor? ..... No
Required 5%
Proposed 5.9%
$ Value $500,000

Student Engagement (hours per 12-month contract)
Paid Student Employment-hour Commitment 300
Student Career-awareness Commitment 10

Johnson School Bus Service, Inc.

Prime Contractor Information
Total # of Employees 56
Total # of Minorities 12
Total # of Women 18

HUB Participation
Certified HUB Vendor? ..... No
Required 5%
Proposed 5%
$ Value ..... TBD

Student Engagement (hours per 12-month contract)
Paid Student Employment-hour Commitment 300
Student Career-awareness Commitment 10

Lakeside Buses of Wisconsin, Inc.

Prime Contractor Information
Total # of Employees 387
Total # of Minorities 356
Total # of Women 241

HUB Participation
Certified HUB Vendor? ..... No
Required 5%
Proposed 5%
$ Value ..... TBD

Student Engagement (hours per 12-month contract)
Paid Student Employment-hour Commitment 300
Student Career-awareness Commitment 10

Lamers Bus Lines, Inc.

Prime Contractor Information
Total # of Employees ..... NG
Total # of Minorities ..... NG
Total # of Women ..... NG

HUB Participation
Certified HUB Vendor? ..... No
Required 5%
Proposed 5%
$ Value ..... TBD

Student Engagement (hours per 12-month contract)
Paid Student Employment-hour Commitment 300
Student Career-awareness Commitment 10

North American Central School Bus Intermediate Holding Company, LLC

Prime Contractor Information
Total # of Employees 3,627
Total # of Minorities 1,516
Total # of Women 2,148

HUB Participation
Certified HUB Vendor? ..... No
Required 5%
Proposed 5%
$ Value ..... TBD

Student Engagement (hours per 12-month contract)
Paid Student Employment-hour Commitment 300
Student Career-awareness Commitment 10

Riteway Bus Service, Inc.

Prime Contractor Information
Total # of Employees ..... NG
Total # of Minorities ..... NG
Total # of Women ..... NG

HUB Participation
Certified HUB Vendor? ..... No
Required 5%
Proposed 5%
$ Value ..... TBD

Student Engagement (hours per 12-month contract)
Paid Student Employment-hour Commitment 300
Student Career-awareness Commitment 10

Specialized Care Transit, Inc.

Prime Contractor Information
Total # of Employees....40
Total # of Minorities....33
Total # of Women....23

HUB Participation
Certified HUB Vendor?....No
Required....5%
Proposed....5%
$ Value....TBD

Student Engagement (hours per 12-month contract)
Paid Student Employment-hour Commitment....300
Student Career-awareness Commitment....10

RFP 1007 Authorization to Extend Contracts with Lamers Bus Lines; Dairyland Buses, Inc.; and First Student, Inc., for Busing Services for MPS Students (Orthopedically-impaired and Specialty Programs)

The Administration is requesting authorization to extend contracts with Lamers Bus Lines; Dairyland Buses, Inc.; and First Student, Inc., to provide transportation services for orthopedically-impaired students and Specialty Programs (suburbs and Learning Journeys).

These contractors were all chosen pursuant to RFP 1007, which closed on April 2, 2019. The contracts ran from July 1, 2019, through June 30, 2020, (the "Initial Term") with the possibility of two one-year extensions based upon a review of various performance metrics to be rated by MPS personnel. Based on the successful completion of these performance metrics, MPS is exercising the first extension, which will run from July 1, 2020, through June 30, 2021 ("Year 2").

The Administration is requesting the approval of the contracts' extensions and is seeking authorization of an amount not to exceed $5,000,000 to be distributed across the contractors. The following table provides information on the amount not to exceed for each contract:

Dairyland Buses, Inc.	$700,000
First Student, Inc.	$2,800,000
Lamers Bus Lines	$1,500,000

Budget Codes: TPH-0-0-TRS-DW-EPPT....$4,100,000
SM1-0-0-TRS-DW-EPPT....$900,000

Dairyland Buses Inc.

Prime Contractor Information
Total # of Employees....169
Total # of Minorities....163
Total # of Women....127

HUB Participation
Certified HUB Vendor?....No
Required....5%
Proposed....5%
$ Value....TBD

Student Engagement (hours per 12-month contract)
Paid Student Employment-hour Commitment....300
Student Career-awareness Commitment....10

First Student, Inc.

Prime Contractor Information
Total # of Employees 48,000
Total # of Minorities 18,308
Total # of Women 25,308

HUB Participation
Certified HUB Vendor? ..... No
Required 5%
Proposed 7.5%
$ Value $216,000

Student Engagement (hours per 12-month contract)
Paid Student Employment-hour Commitment 300
Student Career-awareness Commitment 10

Lamers Bus Lines, Inc.

Prime Contractor Information
Total # of Employees 186
Total # of Minorities 58
Total # of Women 69

HUB Participation
Certified HUB Vendor? ..... No
Required 5%
Proposed 5%
$ Value ..... TBD

Student Engagement (hours per 12-month contract)
Paid Student Employment-hour Commitment 300
Student Career-awareness Commitment 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 the following expenditures, by vendor and by budget code, as indicated below and in the attachments to the minutes of your Committee's meeting:

Regular School-day Busing

Dairyland Buses, Inc,	$8,800,000
Durham School Services, LP	$7,100,000
First Student, Inc.	$4,900,000
Johnson School Bus Service, Inc.	$510,000
Lakeside Buses of Wisconsin, Inc.	$9,200,000
Lamers Bus Lines, Inc.	$5,600,000
North American Central School Bus Intermediate Holding Company, LLC	$4,500,000
Riteway Bus Service, Inc.	$10,700,000
Specialized Care Transport, Inc.	$2,300,000
Total	$53,610,000

Budget Codes: AST-0-0-TRS-DW-EPPT ..... $ 350,600
HLT-0-0-TRS-DW-EPPT ..... $ 971,786

KMT-0-0-TRS-DW-EPPT	$ 62,000
MDK-0-0-TRS-DW-EPPT	$ 317,120
PMO-0-0-TRS-DW-EPPT	$ 147,400
RTS-0-0-TRS-DW-EPPT	$ 30,282,000
RTS-0-0-TRS-DW-EVSPFPUB	$ 488,134
RWT-0-0-TRS-DW-EPPT	$ 16,601,820
SM1-0-0-TRS-DW-EPPT	$ 2,932,000
SMT-0-0-TRS-DW-EPPT	$ 404,600
TED-0-0-TRS-DW-EPPT	$ 1,052,540
Total	$ 53,610,000

Orthopedically-impaired and Specialty Programs

Dairyland Buses, Inc.	$700,000
First Student, Inc.	$2,800,000
Lamers Bus Lines	$1,500,000
Total	$5,000,000

Budget Codes:	TPH-0-0-TRS-DW-EPPT	$ 4,100,000
	SM1-0-0-TRS-DW-EPPT	$ 900,000
	Total	$ 5,000,000

Implementation and Assessment Plan

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

Committee's Recommendation

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

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

* * * * *

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

Background

Exception Authorization to Extend a Contract with Truescreen, Inc., for Criminal Background Screenings

The Administration is requesting authorization to extend a contract with Truescreen, Inc., ("Truescreen") to provide continued criminal background screening for applicants, student teacher/field placement students, volunteers, and vendors.

Truescreen was originally chosen pursuant to RFP 796, which closed on August 21, 2012. This vendor received the highest overall score in the RFP process. The initial contract with Truescreen commenced on May 1, 2013, and expired on June 30, 2018. Contract extensions were approved for 2018-19 and 2019-20 on the basis of continuity, pursuant to Administrative Policy 3.09(7)(e)(1)(b)(iv). The second contract extension is now needed. 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.

The District has absorbed and will continue to absorb the cost of criminal-background checks on applicants for employment with the district and on volunteers. Currently, the District bills colleges, universities, and vendors for background checks conducted.

This contract will also include the integration of Truescreen's web-based platform with the District's applicant-tracking system so that criminal background checks can be requested with little to no manual intervention.

The budget for this service is based upon the cost of services provided by Truescreen and the estimated annual number of criminal-background checks for applicants and volunteers for FY21. The budget does not include cost of background checks billed directly to the vendor or to the college or university by Truescreen.

This second contract extension will run from July 1, 2020, through June 30, 2021. The total cost of the extension term will not exceed $399,620.

Budget Code: BGC-0-0-EMB-HR-ECTS (Employment Benefits — Contract Services) $399,620

Truescreen, Inc.

HUB Participation
Required..... 0%
Proposed .....N/A
$ Value.....N/A

Student Engagement (hours 12-month contract)
Paid Student Employment-hour Commitment 0
Student Career-awareness Commitment 0

Exception 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 curriculum 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 materials, workshops, and resources have been provided to approximately 120 teachers and 6,000 students. Next year, it is anticipated over 180 teachers; over 7,000 students in mathematics; and over 7,000 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 2020-2021 school year, continuing SpringBoard support in Mathematics and/or English Language Arts will be provided to participating schools: 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, Morse Middle School, Marshall High School, and Vincent High School. The SpringBoard program will be offered to students in grades six through twelve at these participating schools in Mathematics and English Language Arts. Currently, all 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 first option year for the contract.

This first contract extension will run from July 1, 2020, through June 30, 2021. The total cost of the contract in this first extension year will not exceed $600,000.

Budget Code(s): ENG-0-I-SBD-CI-ECTS (Instruction Contract Services).....250,000
MTH-0-I-SBD-CI-ECTS (Instruction Contract Services) $250,000
SDV-0-S-SBD-CI-ECTS (Professional Development Contract Services) $100,000

College Entrance Examination Board, d/b/a The College Board

HUB Participation
Required..... 0%
Proposed 0%
$ Value.....N/A

Student Engagement (hours per 12-month contract)
Paid Student Employment-hour Commitment 0
Student Career-awareness Commitment 10

Exception Authorization to Purchase with News-2-You Products for a Unique Learning System for Educational Services

The Administration is requesting authorization to purchase from News-2-You Products ("n2Y") for a "Unique Learning System," a comprehensive, modified curriculum for students with significant intellectual disabilities who participate in a curriculum based on Wisconsin Essential Elements. This curriculum encompasses all academic areas for grades 1 through 12: literacy; math; science; and social studies.

The Unique Learning System provides differentiated learning materials with adapted methods for instruction so students can participate in rigorous daily classroom instruction similar to that of their non-disabled peers. The activities include visual representations onscreen, hearing text-to-speech as selected text is read aloud, hands-on learning with experiments, and written expression opportunities. The Unique Learning System includes a standards-based set of interactive tools specifically designed for students with disabilities to access the general curriculum. All materials, licenses, and on-line access for the proposed product are included in this purchase.

n2Y has provided MPS with this curriculum for the past ten 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 utilize n2Y for the period of September 1, 2020, through August 31, 2021, based on continuity and the familiarity with the curriculum throughout the district.

The total cost of the goods purchased will not exceed $147,252.50.

Budget Code: SSU-0-A-IF1-DW-ECTS (IDEA — Contracted Services).....$147,252.50

News-2-You Products

HUB Participation
Required..... 0%
Proposed 0%
$ Value.....NA

Student Engagement (per 12-month contract)
Paid Student Employment-hour Commitment 0
Student Career-awareness Commitment 0

Exception Authorization to Extend a Contract with City Year, Inc., to Serve as a Core Site for Whole School, Whole Child Support

The Administration is requesting authorization to extend a contract with City Year, Inc., ("City Year") for partnering with Milwaukee Public Schools and specifically with selected schools to implement City Year's research-based "Whole School, Whole Child" (WSWC) service model. Contractor recruits, prepares, and leads diverse AmeriCorps members ages 17 to 24 years for ten months of full-time service in schools as "near" peer tutors, mentors, and role models to help students stay on track to graduation. Corps members will be working in thirteen (13) MPS schools to serve in conjunction with school staff and members of the school community to help improve student attendance, behavior, and coursework through academic support, attendance monitoring and incentives, positive behavior support, extended-day programming, and school-wide programs and events.

In partnership with MPS, City Year will deliver services agreed upon with school partners to support the following outcomes that research proves are indicators of increased likelihood of high-school graduation:

improved student attendance, improved positive student behavior, and higher achievement in literacy and math. Services will be provided 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 SCTE
- Clarke Street
- James Madison Academic High School
- Pulaski High School
- Vincent High School

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

The original contract provided for two one-year options to extend. This will be the first extension of this contract.

This contract extension will run from July 1, 2020, through June 30, 2021. The total cost of this extension term will not exceed $1,755,000.00.

Budget Code:
OSC-0-S-1T1-LS-ECTS (T1 High Needs School — Contract Services) $695,000
OSC-0-A-1V1-LS-ECTS (T2 — Contract Services) $750,000
GEN-0-0-SSF-DW-ECTS (Superintendent Special Funds — Contract Services) $310,000

City Year, Inc.

HUB Participation
Required..... 0%
Proposed .....NA%
$ Value.....NA

Student Engagement (hours per 12-month contract)
Paid Student Employment-hour Commitment 0
Student Career-awareness Commitment 0

Exception 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 educator services. Contractor will be used to deliver up to 49 teachers annually for the 2020-2021 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 above 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, the Administration does not bring contracts less than $50,000 annually 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 first extension of this contract.

This contract extension will run from July 1, 2020, through June 30, 2021. 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

Teach for America, Inc.

HUB Participation
Required.....NA%
Proposed .....NA%
$ Value.....NA

Student Engagement (hours per 12-month contract)
Paid Student Employment-hour Commitment.....NA
Student Career-awareness Commitment.....NA

Exception Authorization to Issue a Purchase Order to Illuminate Education, Inc., for Phonological Awareness Literacy Screening (PALS)

The Administration is requesting authorization to issue a purchase order to Illuminate Education, Inc., for the Phonological Awareness Literacy Screening (PALS). From 2012 through 2016, the Wisconsin Department of Public Instruction (DPI) required that school districts assess the reading readiness of all students enrolled in four-year-old kindergarten to second grade using PALS. Beginning in the 2016-2017 school year, DPI provided districts the opportunity to continue using PALS or to select a different assessment of reading readiness.

The Administration, based on strong positive teacher feedback, has decided to continue to use PALS due to its usefulness to inform instruction and for continuity purposes. By purchasing from Illuminate Education, Inc., the District will receive professional development tailored to MPS needs. The company has also developed methods for PALS to be used in a virtual format if necessary.

This purchase also includes PALS *Español* for K5-second-grade bilingual students. PALS K4 *Español* continues to be field-tested with the updated kits being purchased through the company.

This purchase is approved on the basis of continuity pursuant to Administrative Policy 3.09(7)(e)(1)(b)(iv).

The DPI's Office of Assessment has indicated that this purchase will be fully reimbursed if the assessment rate per student is at or below $8.00-$9.00. The Administration is purchasing sufficient assessments to assess up to 19,200 students at the rate of $6.50-$6.80 per student.

The license period will be from a period of July 1, 2020, through June 30, 2021.

The total cost of the purchase will not exceed $130,333.60.

Budget Code: SYS-0-0-AMT-RH-ECTS 130,333.60

Illuminate Education, Inc.

HUB Participation
Required..... 0%
Proposed 0%
$ Value.....N/A

Student Engagement (per 12-month contract)
Paid Student Employment-hour Commitment.....0
Student Career-awareness Commitment.....0

Exception Authorization to Issue a Purchase Order to Assetgenie, Inc., and to Enter into a Blanket Agreement for the Purchase of USB-C Power Adapters

The Administration is requesting authorization to issue a purchase order to Assetgenie, Inc., (AG Parts Education) for the purchase of 60,000 USB-C power adapters. The power adapters are necessary to support

the remote learning of our students. Specifically, the adapters will be issued along with devices to students, which alleviates the process of unwiring and rewiring carts as educational needs change. The cost of the adapters is $1,104,000.00; however, the Administration is also seeking authorization to enter into a blanket contract with AG Parts Education for $396,000 so that schools can order additional adapters as needed.

The exception from the requirement of a competitive procurement process for this purchase and blanket contract has been granted on the basis that it is an emergency pursuant to Administrative Policy 3.09(14).

The blanket contract will run July 1, 2020, through June 30, 2021.

The total cost of the purchase and blanket contract will not exceed $1,500,000.

Budget Code: TSV-0-S-CR1-DW-ENCQCOVD (Technology Non-Capital Equip) $1,104,000
Varies by ordering location.....$396,000

Assetgenie, Inc.

HUB Participation
Required..... 0%
Proposed 0%
$ Value.....N/A

Student Engagement (per 12-month contract)
Paid Student Employment-hour Commitment.....0
Student Career-awareness Commitment.....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.

Truescreen, Inc., for Criminal Background Screening,		
BGC-0-0-EMB-HR-ECTS	$	399,620
College Entrance Examination Board, for SpringBoard Materials and Professional Development,		
ENG -0-I-SBD-CI-ECTS	$	250,000
MTH-0-I-SBD-CI-ECTS	$	250,000
SDV-0-S-SBD-CI-ECTS	$	100,000
News 2 You Products, for a Unique Learning System, SSU-0-A-IF1-DW-ECTS	$	147,252.50
City Year, Inc. for Whole School, Whole Child Support, OSC-0-S-1T1-LS-ECTS	$	695,000
OSC-0-A-1V1-LS-ECTS	$	750,000
GEN-0-0-SSF-DW-ECTS	$	310,000
Teach for America, Inc., for Teacher Candidates, RCR-0-0-STF-HR-EADV	$	49,000
Illuminate Education, Inc., for PALS Screening, SYS-0-0-AMT-RH-ECTS	$	130,333.60
Assetgenie, Inc., for USB-C Power Adapters,		
TSV-0-S-CR1-DW-ENCQCOVD	$	1,104,000
Varies By Location	$	396,000

Implementation and Assessment Plan

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

Committee's Recommendation

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

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

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(Item 15) Action on Request to Waive Administrative Policy 3.09(9)(e) and to Extend a Contract with Proximity Learning, Inc., for a Virtual Online Interactive Learning-course System for World Languages

Background

The Administration is requesting authorization to waive the three-year term limits of Administrative Policy 3.09(9)(e) and to extend its 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 for 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 2020-2021 school year.

In the Fall of 2017, the Department of Curriculum and Instruction, in conjunction with the Office of Human Resources, identified, across the district, numerous unfilled budgeted licensed world language FTEs as well as part-time FTEs across many schools. To remedy this deficiency, a "fill-the-gaps" initiative was developed to utilize the funds from the vacated budgeted positions as contracted services to serve as temporary (until a face-to-face teacher is hired) world-language instruction for students. The contracted services will be extended for use in the world-language expansion under the Bilingual Resolution.

Proximity was chosen pursuant to RFP 953, which closed on May 16, 2017. The original contract provided for two one-year options to extend if certain performance metrics were met. The extension options were previously exercised, and the current contract expires on June 30, 2020. The waiver of Administrative Policy 3.09(9)(e) is being sought as a result of the three-year maximum contract term's having been surpassed. This third extension will run from July 1, 2020, through 30, 2021, while the Administration completes a Request for Proposal for a new award.

The total compensation under this contract extension will not exceed $1,000,000.

Proximity Learning, Inc.

Prime Contractor Information
- Total # of Employees 175
- Total # of Minorities 144
- Total # of Women 124

HUB Participation
- Certified HUB Vendor? ..... No
- Required 0%
- Proposed 0%
- $ Value ..... N/A

Student Engagement (hours per 12-month contract)
- Paid Student Employment-hour Commitment 200
- Student Career-awareness Commitment 10

The Administration recommends that the Board authorize the waiver of Administrative Policy 3.09(9)(e) and approve the extension of the contract with Proximity Learning, Inc., as set forth 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 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: Varies by location ordering services.....$1,000,000

Implementation and Assessment Plan

Upon approval by the Board, the extension 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 extension of the contract with Proximity Learning, Inc., as set forth in the attachments to the minutes of your Committee's meeting.

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

* * * * *

(Item 16) 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, as amended, regarding the MPS School Nutrition program and directed that quarterly updates on the implementation of the adopted Resolution be brought to the Board. In addition, on October 31, 2019, the Board adopted Resolution 1920R-002, as amended, regarding the MPS School Nutrition program and directed that annual updates on breakfast participation be brought to the Board.

A concern was raised that students arriving late to school were missing breakfast. Nutrition Services, School Administration, and the school leaders have collaborated to ensure that breakfast is available for all late-arriving students. Schools use various models to accommodate late-arriving students. One model is locating grab-and-go breakfasts on a cart near the entrance of the building or near the attendance window. Another model is providing a pass to allow late-arriving student to go to the cafeteria.

Below is a listing of MPS schools with free and reduced percentages above 70% and breakfast participation below 70%.

2019-20 Breakfast Participation Summary MPS Schools with breakfast participation below 70% and FRAM above 70%				
School Name	FRAM[1]	BAB[2]	2019-20 Breakfast Participation	Status
Secondary Schools				
Audubon	93%	Yes	32%	Grab-and-go cart
Bradley Tech	93%	Yes	62%	Grab-and-go in cafeteria
Douglas		In Process	51%	Complete implementation in 2020-21 SY
Groppi	97%	In Process	15%	Complete implementation in 2020-21 SY
Hamilton	80%	Yes	58%	Grab-and-go in cafeteria

2019-20 Breakfast Participation Summary MPS Schools with breakfast participation below 70% and FRAM above 70%				
School Name	FRAM[1]	BAB[2]	2019-20 Breakfast Participation	Status
Madison	98%	Yes	65%	Grab-and-go in cafeteria
Marshall	85%	Yes	56%	Grab-and-go in cafeteria
MHSA	73%	Yes	63%	Grab-and-go in cafeteria
Morse	93%	In Process	32%	Complete implementation in 2020-21 SY
North Division	90%	Yes	67%	Grab-and-go in cafeteria
Obama SCTE	88%	Yes	69%	Grab-and-go in cafeteria
Pulaski	84%	Yes	46%	Grab-and-go in cafeteria
Riverside	82%	Yes	53%	Grab-and-go in cafeteria
Roosevelt	93%	Yes	50%	Grab-and-go in cafeteria
South Division	98%	Yes	43%	Grab-and-go in cafeteria
Vincent	81%	Yes	59%	Grab-and-go in cafeteria
Washington	91%	Yes	54%	Grab-and-go in cafeteria
Wedgewood	86%	Yes	61%	Breakfast in the Classroom
Elementary Schools				
Alcott	70%	In Process	41%	Complete implementation in 2020-21 SY
Clarke Street	98%	Yes	64%	Breakfast in the Classroom
Curtin	85%	Yes	66%	Grab-and-go as students arrive
Garland	88%	In Process	40%	Complete implementation in 2020-21 SY
Goodrich	85%	In Process	61%	Complete implementation in 2020-21 SY
Greenfield	95%	Yes	61%	Breakfast in the Classroom/Grab-and-go
Hi-Mount	96%	Yes	68%	Breakfast in the Classroom
Humboldt Park	82%	In Process	26%	Complete implementation in 2020-21 SY
IDEAL	87%	Yes	51%	Complete implementation in 2020-21 SY
King Jr El	93%	Yes	66%	Breakfast in the Classroom
LaFollette	98%	Yes	68%	Breakfast in the cafeteria after the bell
Lancaster	100%	In Process	29%	Complete implementation in 2020-21 SY
Metcalfe	99%	In Process	68%	Complete implementation in 2020-21 SY
Mitchell	97%	Yes	48%	Grab-and-go in cafeteria
Morgandale	92%	In Process	19%	Complete implementation in 2020-21 SY
Parkview	86%	In Process	57%	Complete implementation in 2020-21 SY
Riverwest	93%	Yes	68%	Breakfast in the cafeteria after the bell
Stuart	100%	In Process	45%	Complete implementation in 2020-21 SY
Townsend	97%	Yes	65%	Breakfast in the Classroom
Victory	90%	Yes	44%	Grab-and-go as students arrive

[1]FRAM (Free and Reduced Application Management) — this refers to the percentage of students that would be eligible for free and reduced meals

[2]Breakfast after the Bell

Overall we have received positive response to the new breakfast in the classroom menu, for example hot breakfast in the classroom has been popular.

Nutrition Services staff have been collaborating with various stakeholders to better understand how to meet students' needs as they relate to school meals while still meeting required nutrition standards. This has included meeting with students, parents, and community partners.

Nutrition Services continues to move forward in year one of a three-year process to remove artificial ingredients. We have reached out to manufactures to let them know of this initiative and asked for their support to reformulate their products.

Staffing continues to be a focus for Nutrition Services. Recruitment was placed on hold when the school closures first began in March. We are now beginning recruitment efforts again and will work with Human Resources on this effort. In addition, we are diversifying professional development by training on new topics and utilizing alternate techniques.

[A supplemental presentation is attached to the minutes of your Committee's meeting.]

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 4.05, School Nutrition Management

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(Item 17) Report with Possible Action Regarding the Wisconsin Department of Justice's (DOJ's) Safety Grant

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

Background

In 2018, the Wisconsin Department of Justice (DOJ) accepted applications for programs and projects that would enhance or improve upon existing school and district efforts to support students and school communities.

In the first round of funding, Milwaukee Public Schools (MPS) was awarded grant funds in the amount of $3,310,177 to implement a comprehensive school-safety project designed to ensure the physical and mental safety of students and staff to begin on September 20, 2018. The project involved a series of professional development sessions alongside security-camera-system standardization and installation of shatterproof window film at main entrances, inside-locking pushbutton locks on classroom doors, and other physical security enhancements. Due to COVID-19, DOJ extended the program through December 31, 2020, to allow grantees to complete the required professional development.

In the second round of funding, released in the fall of 2018, DOJ announced an advanced initiative focusing on students' mental health and the creation of local collaborative teams of educators, counselors, and law enforcement officers to address school safety, to respond to threats, and to get identified students the help they need. One of the goals of this program is to provide professional development in advanced mental health issues to 10% of all teachers.

MPS was awarded grant funds in the amount of $2,504,750 under the second round of funding to work with school teams, to provide expanded professional development, and to continue the district's pursuit of standardizing security-camera placement and technology in all MPS-owned school buildings. The funds can be spent between November 2, 2018 and December 31, 2020.

Currently, the two projects are collectively 93% expended, with $402,033 remaining and allocated for substitute-teacher coverage or extra hours for teaches' professional development, contracted schools' physical safety enhancements and camera installation, and upgrades to enhance MPS building safety.

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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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 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 53206 community, the Board approved implementation of the 53206 Initiative. The Principals' Cohort, consisting of nine school leaders from North Division, Andrew Douglas, Auer Avenue, Benjamin Franklin, Hopkins-Lloyd, Success Center, Gwen T. Jackson, Keefe Avenue, and Lafollette, continue to meet regularly to further discuss the needs in 53206 schools.

The 53206 Initiative is focused on five tenets:

- High-quality Instruction Practices;
- Social-emotional Wellbeing;
- Family Engagement;
- Community Partnerships; and
- Teaching and Leadership Development.

The following presentation provides an overview of the progress that has been made to date and also highlights Auer Avenue School. Dr. Zannetta Walker, principal of the school, will share highlights from the 2019-2020 school year as part of the 53206 presentation, which is attached to the minutes of your Committee's meeting.

53206 Initiative

Demographics 2019-20

- 2,132 students
- Eight schools
- 0.2% English-language learners
- 28.4% students with disabilities
- 93.2% economically disadvantaged

Ethnicity	Percentage
Native American	0.2%
Asian	0.4%
Black	95.0%
Hispanic	2.0%
HI/PI	0.0%
Two or More	0.1%
White	5.5%

53206 Strategic Plan Process

Phase 2 — In Progress

- Develop a 53206 Steering Committee.
- Develop a strategic plan that encompasses the Five Tenets and the community school values of shared leadership, equity, and cultural relevance.
- Develop a logic model for strategic plan.
- Conduct listening sessions with staff, parents, and community within 53206 to inform development of planning process.
- Complete Community Partnership Inventory.
- Explore CLC opportunities in each 53206 school.

Star Results — 53206 Initiative

Early Literacy

55 more students on target to proficiency, 60 fewer students below basic.

	2019-20	
	Fall	Winter
Significantly below Target	37%	25%
Well below Target	27%	19%
Below Target	25%	27%
On Target	7%	9%
Significantly above Target	5%	20%

Reading

14 more students on target to proficiency, 103 fewer students below basic.

	2019-20	
	Fall	Winter
Significantly below Target	67%	60%
Well below Target	17%	19%
Below Target	13%	17%
On Target	2%	3%
Significantly above Target	1%	1%

Math

46 more students on target to proficiency, 146 fewer students below basic.

	2019-20	
	Fall	Winter
Significantly below Target	44%	42%
Well below Target	37%	34%
Below Target	17%	18%
On Target		
Significantly above Target	3%	7%

Auer Avenue School

Demographics 2019-20

- 194 students
- No English-language learners
- 20.6% students with disabilities
- 98.5% economically disadvantaged

Ethnicity	Percentage
Native American	0.5%
Asian	0.0%
Black	95.4%
Hispanic	2.1%
HI/PI	0.0%
Two or More	1.5%
White	0.5%

Star Results — Auer

Early Literacy

25 more students on target to proficiency, 21 fewer students below basic.

	2019-20	
	Fall	Winter
Significantly below Target	28%	7%
Well below Target	26%	2%
Below Target	28%	16%
On Target	13%	13%
Significantly above Target	6%	62%

Reading

Three more students on target to proficiency, eight fewer students below basic.

	2019-20	
	Fall	Winter
Significantly below Target	67%	57%
Well below Target	16%	15%
Below Target	14%	23%
On Target	1%	4%
Significantly above Target		

Math

12 more students on target to proficiency, 18 fewer students below basic.

	2019-20	
	Fall	Winter
Significantly below Target	38%	29%
Well below Target	39%	33%
Below Target	19%	25%
On Target		
Significantly above Target	3%	14%

53206 Tenets in Action at Auer

- High-quality Instructional Practices
- Social-Emotional Well-being
- Family Engagement
- Community Partnerships
- Teaching and Leadership Development

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 2) Report with Possible Action on Services Provided to Students with Disabilities in the Least Restrictive Environment (LRE)

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

Background

Least restrictive environment (LRE) is one of the most significant components in the 2004 Individuals with Disabilities Education Act (IDEA). It requires, 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.

Administration's Report

There are 17 performance indicators that help steer states to develop State Improvement Plans that target special education:

Indicator #1 ..... Graduation Rates
Indicator #2 ..... Drop-out Rates

Indicator #3 ..... Assessments
Indicator #4 ..... Suspension/Expulsion
Indicator #5 ..... Educational Placement, Ages 6-21
Indicator #6 ..... Educational Placements, Ages 3-5
Indicator #7 ..... Preschool Outcomes
Indicator #8 ..... Parent Involvement
Indicator #9 ..... Inappropriate Identification in Special Education
Indicator #10 ..... Inappropriate Identification in Specific Disabilities Categories
Indicator #11 ..... Timely Evaluation
Indicator #12 ..... Preschool Transition, Part C, Part B
Indicator#13 ..... Transition Goals, Ages 16 and over
Indicator #14 ..... Post-school Outcomes
Indicator #15 ..... Resolution Sessions
Indicator #16 ..... Mediation
Indicator #17 ..... State's Systemic Improvement Plan

LRE for Higher Outcomes

As part of the LRE 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 program (IEP), in the regular education environment with their non-disabled peers.

LRE Data

Indicator 5 addresses the documentation of programs and services in the least restrictive environment for students 6 to 21 years of age. Wisconsin's data for this indicator provide each school district with the target in each of the following categories:

Indicator 5A	Percent of students ages 6 through 21 with IEPs 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's LRE data-relative services with the projection in DPI's 2016 Annual Performance Report Summary for Wisconsin school districts. The MPS's percent includes all students who have IEPs, including speech and language services. The reports attached to the minutes of your Committee's meeting include the district's information as well as each school's percentage.

	Indicators		
	5A	5B	5C
State of Wisconsin Target	70.00%	7.90%	0.95%
MPS May 2019	77.96%	17.35%	0.36%
MPS August 2019^	78.08%	17.32%	0.32%
MPS September 2019	77.96%	16.89%	0.39%
MPS October 2019	77.94%	16.86%	0.45%
MPS November 2019	78.57%	16.64%	0.44%
MPS December 2019	78.69%	16.76%	0.43%
MPS January 2020	78.83%	16.73%	0.40%
MPS February 2020	78.69%	16.57%	0.41%
MPS March 2020	79.77%	16.50%	0.38%
MPS April 2020	79.02%	16.41%	0.38%
MPS May 2020	78.98%	16.36%	0.37%

^The data for the August 2019 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.

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

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.

* * * * *

(Item 3) Report with Possible Action Regarding the MPS Mental Health 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 March 2020, the Board adopted Resolution 1920R-011, by Directors Taylor and Siemsen, regarding a comprehensive mental health initiative. The resolution emphasized the critical importance of focusing on students' mental health and highlighted the role of schools in both preventing and addressing mental health concerns.

The Administration continues to implement the MPS Mental Health Initiative. Following is an update relative to the Administration's efforts since the Board's action.

School social workers and school psychologists have been connecting with students and families regularly to provide support, to gauge needs, and to provide resource information. Emphasis has been placed on the use of technology and virtual learning to connect with students. Examples include Zones of Regulation (social emotional learning (SEL) curriculum), conducting morning meetings, creating Google classrooms. etc.

Milwaukee Public Schools continues its connection with partners such as the School Community Partnership for Mental Health (SCPMH) to support this initiative. Agency partners have been providing tele-health/therapy to students and families. Agency and school staff continue to meet virtually to discuss students' needs and plan to meet those needs.

The Violence Prevention Program Team continues to create supports for parents e.g., routines and sleep matters). Elementary- and secondary-level SEL packets have been created and are available at meal sites. The packets include resources from Sojourner Family Peace Center. SEL activities were developed and sent weekly to all schools, including the SEL Champion. Virtual SEL professional development for staff was conducted.

Currently the team is working on resources/planning for the 2020-2021 school year. This planning will incorporate trauma-sensitive practices for both adults and students.

The District Crisis Team is currently operational with revisions due to the school closure.

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

* * * * *

REPORT OF THE COMMITTEE ON STUDENT ACHIEVEMENT AND SCHOOL INNOVATION

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

(Item 1) Action on a Request to Approve the Instrumentality Charter School Contract with Honey Creek Continuous Progress School to Begin with the 2020-2021 School Year and to End with the Last Regularly Scheduled Day of the 2024-2025 School Year

Background

Honey Creek Continuous Progress School (Honey Creek), located at 6701 West Eden Place, was established as an instrumentality charter school beginning in fall 2005. During each renewal cycle since, the Board has approved a five-year renewed contract. The current contract is for up to a maximum of 401 full-time-equivalent (FTE) pupils in grades K4 through 5.

The vision of Honey Creek is to create an environment in which students are academically prepared to meet the challenges of higher education and will become socially responsible citizens.

On December 19, 2019, the Board approved a five-year renewal for Honey Creek and authorized the Administration, in collaboration with the Board's Designee and the Office of the City Attorney, to begin contract negotiations with representatives from Honey Creek.

In April 2020, representatives from Honey Creek, the MPS Office of Board Governance, the Office of the City Attorney and the MPS Administration reviewed and negotiated the proposed modifications to the model instrumentality charter school contract and agreed to the redline contract attached to the minutes of your Committee's meeting.

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

1. 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;
2. the name of the school is Honey Creek Continuous Progress School, and the school will be located at 6701 West Eden Place;
3. the name of the person who will be in charge of the charter school has been updated to reflect that Gitanjali Chawla shall be the school leader, and language has been added to reflect the manner in which administrative services will be provided;
4. language has been revised to reflect applicability of MPS policies and statutes;
5. language relating to performance indicators has been updated to reflect applicability and current practices;
6. language has been updated to reflect governance structure of charter school;
7. language has been revised relating to charter school staff;
8. language relating to requirements for admission to school has been updated;
9. language relating to financial and performance audits to has been updated to reflect current practices and to reflect selection of method for financial and performance audits;
10. language has been updated to reflect selection of disciplinary guidelines;
11. language relating to school facilities and the types and limits of the liability insurance has been updated;
12. language relating to the effect of the establishment of charter school on the liability of the MPS Board has been updated;
13. language relating to background screening has been updated;
14. language relating to right to inspect and receive information, reports, and records has been updated;
15. language relating to calendar has been updated;
16. language relating to purchasing has been updated;

17. language relating to applicability of intergovernmental agreements has been updated;
18. language relating to local education agency's (LEA's) responsibilities and district's responsibilities as school food authority (SFA) has been clarified;
19. Honey Creek will serve up to a maximum of 410 full-time-equivalent (FTE) pupils in grades k4 through 5;
20. language relating to payment has been updated;
21. the term of the contract is five years, to start with the 2020-2021 school year and to end with the last regularly scheduled day of the 2024-2025 school year;
22. language relating to modification or termination of contract has been revised to provide clarity and to reflect current practices;
23. language has been added to demonstrate that parties mutually agree to the terms of the contract; and
24. 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 Statement

Administrative Policy 9.12, Charter Schools

Fiscal Impact Statement

The funds for this charter school contract are included as part of the FY21 budget process.

Implementation and Assessment Plan

Upon approval, the contract will be effective starting with the 2020-2021 school year and ending with the last regularly scheduled day of the 2024-2025 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 Honey Creek Continuous Progress School, as attached to the minutes of your Committee's meeting, to begin with the 2020-2021 school year and end on the last regularly scheduled day of the 2024-2025 school year.

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

* * * * *

(Item 2) Report with Possible Action on Bilingual 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

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 will 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. To that end, the District Multicultural Multilingual Advisory Council (DMMAC) is supporting these efforts.

Since the Board's action, district staff has been working with the community to implement the resolution. The following presentation will provide a brief overview regarding progress and next steps. [The full presentation is attached to the minutes of your Committee's meeting.]

Bilingual Schools

Demographics 2019-20

- 13,589 students
- 20 schools
- 37.9% English-language Learners
- 23.1% students with disabilities
- 89.9% economically disadvantaged

Ethnicity	Percentage
Native American	0.4%
Asian	3.8%
Black	22.0%
Hispanic	67.7%
HI/PI	0.4%
Two or More	1.8%
White	4.1%

Bilingual Multicultural Education (BME)

Mission

The mission of the Department of Bilingual Multicultural Education is to provide equitable access to quality multilingual and multicultural programming in Milwaukee Public Schools.

Vision

MPS students [will] graduate with strong cultural and linguistic identities, leveraging these assets to navigate college, career, and life as global citizens in an inclusive society.

Fundamentals: Resolution 1415R/MPS — Update

- Bilingual expansion and programing
- Parent engagement and marketing
- DMMAC — District Multicultural Multilingual Advisory Council
- Bilingual Task Force was started
- Seal of Biliteracy
- Professional development to schools

Expansion

Hamilton High School

Ongoing: Meeting with principal to decide high-school programming for next year.

Next Steps: In the process of hiring two bilingual teachers in the core academic areas in order to meet the requirements set by the state to be recognized as a bilingual/bicultural program.

Timeline: For 2019-2020: 1 bilingual math teacher
For 2020-2021: 1 bilingual language arts teacher.
For 2020-2021: 1 bilingual science
For 2020-2021: 1 bilingual elective — business

Riverside University High School

Ongoing: Meet with principal to discuss possibilities in growing the bilingual program.

Next Steps: Meet with principal to program and to begin hiring process for additional bilingual staff for 11th and 12th grades.

Timeline: Met with principal on March 9, 2020. Plans to meet with staff to discuss programming and expansion were put on hold due to pandemic. Will be adding a bilingual science/chemistry section in the fall.

Morgandale School (K-8)

Ongoing: Explore options for adding a dual-language one-way immersion at the K4 level and growing to 8th grade.

Next Steps: Meet with principal to explore best program options for expansion.

Timeline: Discussions with school administrator (May 19, 2020) to determine next steps for 2020-2021.
Develop survey for community and staff.
Possible expansion for 2021-2022.

Kagel

Ongoing: Expansion has begun successfully in K4.

Next Steps: Addition of K5 two-way immersion dual-language class
Exploring possibilities to expand to 8th-grade one-way dual-language.

Timeline: For the 2020-2021 year, implement the K5 dual-language two-way immersion, with continued growth each year.

Riley

Ongoing: Expansion has already taken place at K3-1st grade.

Next Steps: Addition of 2nd-grade Montessori two-way dual-language.|
Provide ongoing professional development in dual-language Montessori.

Timeline: For the 2020-2021 school year, add up to 2nd grade in the dual-language Montessori program with continued growth in 2021-2022.

Lincoln Ave.

Ongoing: Conversations with principal about the existing program.

Next Steps: Addition of a K4 bilingual classroom due to increased enrollment.

Timeline: Starting in fall of 2020, addition of K4 bilingual classroom. This growth will continue in fall 2021 when those students move to K5.

Location in Northwest to be Determined — ESL

Ongoing: Demographic data suggest need for middle- and high-school ESL programs.

Next Steps: Examine data trends to determine needs and locations in which to place ESL services.

Timeline: Starting in fall of 2021, add ESL program depending on needs and resources.

Update Item

District Multicultural Multilingual Advisory Committee (DMMAC), Parent Engagement and Marketing

Ongoing: DMMAC has met four times and will continue to meet in the fall. Professional development was planned, but due to COVID-19 was postponed.

Next Steps: DMMAC will continue to meet and to provide PD and information to members of the community.

Timeline: DMMAC will reconvene in the fall of 2020.

Bilingual Task Force

Ongoing: The Bilingual Task Force had its first meeting on January 16, 2020. This group includes parents, community members, MPS staff, and administration.

Next Steps: The task force will be meeting monthly to develop a strategic plan to address the Board's action on promoting bilingual workforce development.

Timeline: The Task Force will meet virtually in June of 2020.

Seal of Biliteracy

Ongoing: Reviewing data for potential candidates to receive the Seal of Biliteracy for the upcoming year.

Next Steps: Coordinators and advisors will share data on the number of students that successfully have met the criteria to earn the Seal of Biliteracy in 2019-2020.

Timeline: In spring 2020, approximately 40 students were on track to receive the Seal of Biliteracy. To date, 21 students have met criteria. This number is expected to increase in 2021.

Professional Development to Schools

Ongoing: Collaboration among Bilingual Multicultural (BME) team and Houghton Mifflin Harcourt (HMH) staff in providing virtual professional development through a comprehensive Spanish-literacy program.

Next Steps: To continue support to bilingual teachers through scheduled group follow-ups and one-on-one requests through virtual PD.

Timeline: May 2020 through June 2020

English as a Second Language (ESL)

Ongoing: The ESL team contacted all 86 ESL teachers in March to early April to support them with virtual-learning ideas.

The ESL team created a list of suggestions for schools that have EL students. The list contains best practices for working with EL students through virtual learning. The list can be used alongside the Week at a Glance document to guide instructional decision making.

Next Steps: ESL teachers will continue to provide English-language Development (ELD) lessons weekly and to collaborate with classroom teachers.
Continue support related to strategies to work with EL students district-wide.

Timeline: Through the end of this school year and summer school 2020. The implementation and monitoring of these strategies will be ongoing.

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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(Item 3) Report with Possible Action Regarding the MPS/MKE Early Childhood 1,825 Initiative

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

Background

The first five years (or 1,825 days) of life for a child are the most important when it comes to a child's education and development.

In November 2018, Milwaukee Public Schools, in collaboration with the City of Milwaukee and other public and private partners, announced an initiative and call-to-action to improve early childhood education across the city. MPS and city leaders joined together to build on past momentum and to push forward with the MPS/MKE Early Childhood 1,825 Initiative. The mission of this work is to improve the learning experiences for children 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.

This report provides an update on the work, accomplishments, and future tasks of the MPS/MKE Early Childhood 1,825 Initiative.

Administration's Report

Diversity is our greatest strength — Early Childhood

MPS Demographics 2019-20

- 12,879 students
- 14.5% English-language Learners (only students in KS are identified.)
- 19.5% students with disabilities
- 81.9% Economically disadvantaged

Ethnicity	Percentage
Native American	0.3%
Asian	7.1%
Black	50.5%
Hispanic	26.3%
HI/PI	0.1%
Two or More	4.5%
White	11.2%

Early Literacy Kindergarten Benchmark Data

715 additional students on target in winter from fall, 943 fewer students performing below basic.

	2019-20	
	Fall	Winter
Significantly below Target	29%	17%
Well below Target	22%	13%
Below Target	27%	33%
On Target	9%	12%
Significantly above Target	13%	25%

Progress on MPS/MKE Early Childhood 1,825 Initiative

Completed Work

- Registered families for "Countdown to Kindergarten" activities
- Trained all parent coordinators on accessing EC information for families on the MPS App
- Streamlined MPS Head Start enrollment process

Current Work

- During COVID-19, support district work related to Early Childhood
- Continue to register families for "Countdown to Kindergarten" activities
- Monitor MPS Head Start enrollment process for efficiency
- Develop transition activities for children
- Revise Countdown to Kindergarten family events

Future Work

- Continue to align professional development to the needs of community childcare centers
- Continue to register families for "Countdown to Kindergarten" activities
- Continue Frog Street trainings
- Offer professional learning in classroom management and social emotional learning
- Update web page

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 7.01, Teaching and Learning Goals

Fiscal Impact Statement

N/A

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(Item 4) Report with Possible Action on 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.

Presented below is an update on the implementation of the Montessori Strategic Plan which covers items that have been completed and what is being worked on at this time and provides an outline of future work. Included is an update on MPSU-Montessori as well as sponsorship-money allocation.

Administration's Report

Montessori Strategic Plan's Progress

Completed Work

- Created Montessori teacher-resource Google Drive
- Updated the dual-language Montessori report cards in collaboration with the Bilingual Department and Infinite Campus's Curriculum Specialist
- Established Montessori assistant principals' monthly virtual meetings
- Held Montessori Advisory Committee's executive team's virtual meeting

Current Work

- Developing virtual professional development in educator effectiveness for Montessori
- Continuing pursuit of Montessori secondary teachers' training
- Participating in weekly Montessori School support teachers' virtual meetings
- Continuing virtual Infinite Campus support for all Montessori primary teachers
- Holding Montessori principals' monthly virtual meetings

Montessori Teachers' Pathways

MPSU

- Courses moved online for Spring and Summer 2020

University of Wisconsin River Falls: Montessori Diploma

- Began January 2020, completes Summer 2022
- Currently seven students enrolled
- UWRF's Spring and Summer 2020 courses restructured in light of Covid 19

Alverno: Associates, Bachelors, WI Teacher License, Montessori Diploma

- Began August 2019, completes May 2022
- Currently 16 students

Montessori Sponsorships

Teachers

- $84,000 allocated
- 21 adult learners
- $3,650 awarded to each recipient

Administrators

- One has completed Montessori seminar
- Two have registered for Montessori administrator certification
- One has registered for Montessori elementary training

Montessori Strategic Plan: Next Steps

June 2020

- Connecting with waitlisted families for Montessori enrollment opportunities
- Supporting Montessori summer learning
- Coordinating the Montessori re-opening team
- Ongoing outreach and support

July 2020

- Develop virtual professional development
- Finalize processes and procedures for Montessori secondary training
- Finalize setup of MPSU's Montessori classroom at Grant Gordon Learning Center

August 2020

- Virtual on-boarding sessions for new non-Montessori-trained staff
- Virtual Educator Effectiveness for Montessori administrators' professional development
- Virtual new-teacher induction support
- Development of virtual professional development for updated dual-language Montessori report cards

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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REGULAR ITEMS OF BUSINESS

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

President Miller reported on his activities on behalf of the Board during the previous month.

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UNFINISHED BUSINESS

Pursuant to Board Rule 1.11, Amendments to the Rules, which states that the report of the Committee on Legislation, Rules and Policies with respect to proposed amendments to the Board Rules shall be presented to the Board and then held over until the Board's next regular meeting for consideration and action, the following item had been presented at the Board's regular May 2020 meeting and held over for consideration and action at this meeting.

(Item 1) Action on Amendments to Board Rules 1.05, Public Notice, and 1.06, Quorum and Meeting Presence, and Adoption of Board Rule 1.30, Virtual Meetings

Background

On March 12, 2020, Governor Tony Evers issued Executive Order #72, declaring a public health emergency in response to the COVID-19 pandemic. On March 13, 2020, President Trump declared the virus a national emergency.

On March 24, 2020, the State of Wisconsin Department of Health Services issued Emergency Order #12. Known as the "Safer at Home Order," the order required all those present in Wisconsin to stay home unless they are essential workers. Non-essential businesses and schools were ordered closed. Essential businesses were ordered to restructure their operations in order to maintain safe distances between individuals. Residents were encouraged to practice social distancing and to take extra sanitary precautions. The order is in effect until May 26, 2020.

Even in unprecedented emergencies or situations where it is extremely dangerous for board members to assemble, the Board must remain positioned to provide the necessary oversight of the District. One of the methods for doing so is by meeting virtually, using a digital platform.

Board Rule 1.05, Meeting Notice, has been revised to describe additional information that will be included in the public notice when a virtual meeting will take place.

Board Rule 1.06, Quorum and Meeting Presence, has been revised to describe the conditions under which a virtual meeting may be held and to clarify what it means for a board member to be "present" in such a meeting.

Finally, Board Rule 1.30, Virtual Meetings, has been created to codify the nature of a virtual meeting.

This item, which was first introduced in May 2020 at the meeting of the Board's Committee on Legislation, Rules and Policies, has been held over to the June 2020 board cycle, pursuant to Board Rule 1.11(2), which requires amendments to Board Rules to be held until the next board meeting after introduction for action.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Board Rule 1.06, Quorum and Meeting Presence

Fiscal Impact Statement

This item has no fiscal impact.

Implementation and Assessment Plan

Upon approval, the Office of Board Governance will make and publish the revisions and the newly created rule.

Committee's Recommendation

Your Committee recommends approval of the revisions to Board Rules 1.05 and 1.06 and the creation of Board Rule 1.30, as presented below.

Board Rule 1.05
Public Notice

(1) Public Notice

(a) Whenever it is known that a quorum of the Board or one of its committees may be present, public notice shall be given by the Board Clerk/Chief Officer, Office of Board Governance, or his/her designee.

(b) Any instance in which a quorum of the Board or its committees may be present must have its own notice. Such notice shall:

1. set forth the time, date, place, and subject matter of the meeting, including those items intended for consideration in a closed session;
2. be worded in a manner that reasonably apprises members of the public as to the particulars of the meeting;
3. be given to the public upon request;
4. contain the specific nature of any items that are to be considered in closed session, as well as the exemption(s) under which the closed session is authorized;
5. be posted at least 24 hours in advance of the meeting, unless it is impractical or impossible to do so; and
6. be posted at least two hours in advance of the meeting where there is good cause to give notice less than 24 hours before the meeting, as allowed by state statutes.

(2) Public Notice for a Virtual Meeting

When a quorum of the Board or any of its committees must meet virtually (i.e., remotely via videoconferencing, teleconferencing, or other technological means), in additional to all other content required by law, the following information shall be included in the notice:

(a) a statement that the meeting will be conducted virtually;
(b) a statement as to the conditions that require remote participation;
(c) a statement that describes the extent to which members of the public will be admitted to a physical location;
(d) information about how the public may access and monitor the meeting;
(e) if applicable, a statement that describes the extent to which public comments will be accepted and the means by which comments may be submitted for consideration if the public will not be admitted to a physical location.

Board Rule 1.06
Quorum and Meeting Presence

(1) Purpose

(a) It is the policy of the Board that the district be transparent and accountable to the public.

(b) Every meeting of the Board or of any of its committees shall be held in a public place that is reasonably accessible to members of the public at all times, unless otherwise expressly provided by law.

(2) Notice

(a) All meetings of the Board or any of its committees shall be properly noticed.

(b) Whenever there is a reasonable probability that a quorum of the Board or any of its committees may meet, public notice shall be given.

(3) Definition of Quorum

(a) A quorum of the Board exists when a majority of the membership of the Board or of any of its committees is present in the same location, or in the case of a virtual meeting (see below), when such a majority is present via videoconferencing, teleconferencing, or other technological means.

(b) A meeting of less than the majority of the members of the Board may constitute a "negative quorum" if those participating constitute a sufficient number to block action by the Board.

(4) Presence in a Quorum

(a) A member is present in a quorum when he or she is physically in attendance.

(b) A member may be present in a quorum if, as provided under these rules, he or she attends or participates remotely by the use of any form of technology that allows for interactive communication.

(c) Board members shall refrain from knowingly forming a quorum unless proper notice has been given.

(5) Definition of Meeting

(a) A meeting of the Board or its committees shall occur whenever

1. the number of members present constitutes a quorum, and
2. the members present exercise the responsibilities, authority, powers, or duties delegated to or vested in the body.

(b) The presence of a member in a meeting shall be such that the member's participation can be accessed and monitored by all other meeting participants and by members of the public.

~~(c) Participation by use of technology shall be at the discretion of the Board's President or committee chairperson. Such participation shall be allowed only in instances of~~

~~1. personal illness or disability;~~
~~2. inclement weather;~~
~~3. emergencies;~~
~~4. military service; or~~
~~5. geographic distance.~~

(c) The definition of a meeting does not include any social or chance gathering or conference which is not intended to avoid the open meetings law, so long as no board business is conducted.

~~(d) Participation by use of technology shall be allowed only when a quorum of the body is physically present at the meeting.~~

~~(e) The definition of a meeting does not include any social or chance gathering or conference which is not intended to avoid the open meetings law, so long as no Board business is conducted.~~

(6) Absence of Chairperson in Quorum

(a) Should a quorum be assembled at the hour and place designated in the meeting notice, the chairperson or, in the absence of the chairperson, the vice-chairperson shall assume the chair and declare the meeting in order.

(b) Should a quorum be assembled at the hour appointed, and the chairperson and vice-chairperson be absent, a member selected by those present shall serve as chairperson during the meeting or until the chairperson or vice-chairperson shall appear.

(7) Restrictions on Business to Be Conducted by Quorum

(a) No business shall be conducted in the absence of a quorum except that the members present may vote to adjourn.

(b) No business shall be conducted by a quorum when public notice has not been given.

(c) Board members shall not act in a manner that creates or alludes to a walking quorum, wherein a series of gatherings, conversations, or communication among separate groups of members results in participants agreeing, tacitly or explicitly, to act in sufficient number so as to reach a quorum. Walking quorums can be created by a series of one-on-one conversations in person, by telephone, or by successive messages transmitted digitally.

(8) Meeting Presence through the Use of Technology

(a) Remote Participation by an Individual Board Member through Use of Technology

1. Participation by individual board members by use of technology shall be at the discretion of the Board's President or committee's chairperson. Such participation shall be allowed only in instances of:

a. personal illness or disability;
b inclement weather;
c. emergencies;
d. military service; or
e. geographic distance.

2. The form of technology used to conduct the meeting shall be such that:

a. the public is able to monitor the participation of the member participating remotely; and
b. the Chair and Board Clerk are able to confirm the identity of each member who is participating remotely.

3. Individual participation by use of technology shall be allowed only when a quorum of the body is physically present at the meeting.

(b) Remote Participation by the Board or a Committee as a Whole through Use of Technology (Virtual Meetings)

A quorum of the Board or any of its committees may meet virtually (i.e., through videoconference, teleconferencing, or other technological means) when situations exist that make it dangerous for members to assemble in one place. Such situations may include:

1. natural disaster;
2. regional or national emergency;

3. a public health emergency as declared by local health officials or the state or federal government;
4. civil unrest.

Board Rule 1.30
Virtual Meetings

(1) Definition

A virtual meeting occurs when a quorum of the Board or its committees, regardless of location, use video and audio technology to conduct a meeting by means that allow them to share information and data in real time without being physically located together.

(2) Presence in Virtual Meetings

(a) A quorum of the Board or any of its committees may meet virtually (digitally) when situations arise that make it dangerous for members to assemble in one place. Such situations may include:

1. natural disaster;
2. regional or national emergency;
3. a public health emergency as declared by local health officials or the state or federal government;
4. civil unrest.

(b) Should the roll call determine that a quorum of the Board or committee is not able to participate remotely, the only action that may be taken is to adjourn.

(c) Should a quorum of the body be unable to maintain its connection to the meeting, the meeting must be adjourned.

(d) Should the means by which the public may access and monitor an open session of the meeting become unavailable, the meeting must be adjourned.

(3) Conducting a Virtual Meeting

(a) No virtual meeting shall be conducted unless it has been properly noticed, in accordance with applicable state statutes and Board Rules.

(b) The parliamentary procedures as set forth in the latest revised edition of *Robert's Rules of Order* shall govern the proceedings of the Board, except where superseded by state or federal law or by Board Rule. Board members shall have the same rights and privileges as they would in an in-person meeting.

(c) Voting by proxy shall not be allowed.

(d) The platform used to conduct a virtual meeting must

1. enable the public to view and monitor any part of the meeting occurring open session; and
2. enable the Chair and Board Clerk to confirm the identity of members who are participating remotely.

(e) Platforms, such as texting or instant-messaging, that do not enable both the participants and the public to view and to monitor the meeting may not be used.

(4) Closed Sessions in a Virtual Meeting

(1) The Board may convene a virtual closed session only in instances of emergency.

a. After a motion has been made and seconded to conduct a closed session, but before the roll call vote has been taken, each member shall be polled to affirm that he/she has taken precautions to ensure that
   1. the closed session is not being recorded; and
   2. no one but the member can hear or access the discussions or other confidential information.

b. Members of the Board may take the responses to the poll into account in determining whether to vote in affirmation of conducting a closed session virtually. The virtual format of a closed session shall not negate the need to maintain confidentiality.

(2) The Board may not convene a virtual closed session without a quorum of the Board participating in the virtual meeting. Should the body lose its quorum while a closed session is in progress, the session must adjourn.

President Miller moved adoption of the Committee's recommendation. The motion passed, the vote being as follows:

Ayes — Directors Báez, Herndon, O'Halloran, Peterson, Phillips, Siemsen, Taylor, Woodward, and President Miller — 9.

Noes — None — 0.

* * * * *

RESOLUTIONS

The sponsors of the following resolution had given previous notice that they intended to offer a motion to waive Board Rules 1.09(2) and 1.10(1) in order to give public hearing and to take immediate action on the resolution.

Resolution 2021R-004

By Directors Peterson and Taylor

WHEREAS, There has been a much-needed outpouring of anti-racist sentiment, protests and calls to action in the Milwaukee-metropolitan area and across the world since the horrific police killing of George Floyd; and

WHEREAS, The demands of the protesters and their supporters include massive changes to the operation and funding of police departments, and a call to address white supremacy and institutional racism in all sectors of our society; and

WHEREAS, The Milwaukee Metropolitan area is one of the most hyper-segregated regions in the country; and

WHEREAS, Public schools have been both an arena for defending and expanding democratic rights, and a factor in this country's persistent institutional racism; and

WHEREAS, The US Supreme Court unanimously ruled in 1954 that "separate is inherently unequal" – a decision that spoke to segregated schools but was also integral to the formal death of Jim Crow laws; and

WHEREAS, Our public schools are a fundamental institution in our democracy, with the potential to help create a vibrant multiracial democracy; and

WHEREAS, School segregation, in both race and class, remains a glaring problem throughout the Milwaukee Metropolitan region and;

WHEREAS, The 2018-19 DPI Report Cards, from which the most current student demographics are available, make the segregation in our schools clear:

Milwaukee: 10.5% white (51.5% black, 27.2% Latino, 7.3% Asian,) 82.9% low-income;
New Berlin: 80.3% white (1.9% black, 6.1% Latino, 8.5% Asian), 12.2% low-income;
Whitefish Bay: 75.9% white (6.4% black, 5.6% Latino, 5.7% Asian), 1.9% low-income;
Elmbrook: 69.8% white (2.6% black, 6.4.% Latino, 16% Asian), 8% low-income;
Shorewood: 67.4% white (11% black, 7.6% Latino, 9.7% Asian), 15.2% low-income;
Wauwatosa: 63.7% white (16.9% black, 7.2% Latino, 4.4% Asian), 24.3% low-income;
Cudahy: 62.1% white (9.5% black, 20.2% Latino, 1.6% Asian), 62.2% low-income; and

WHEREAS, Our children's future should not be determined by their zip codes; and

WHEREAS, We have a unique opportunity in Metropolitan Milwaukee, thanks to the demands of the "Black Lives Matter" movement, to resist white supremacy and institutional racism and to enact equitable, pro-desegregation, and pro-reparation policies on a regional level; now therefore, be it

RESOLVED, That the Milwaukee Board of School Directors call on community activists, elected officials, and other stakeholders to work together and develop a regional plan to reduce school inequities and to promote school desegregation throughout Metropolitan Milwaukee; and be it

FURTHER RESOLVED, That the chair and co-chair of the MPS Strategic Planning and Budget committee, with the assistance of the Office of Board Governance and the Office of Accountability and Efficiency, coordinate outreach and initial planning to come back to the Board for action on next steps during the September board cycle.

As previously noticed, Director Peterson moved to give public hearing, pursuant to Board Rule 1.14(3)(f), and to waive Board Rule 1.10(1) in order to take immediate action on the resolution. The motion passed, the vote being as follows:

Ayes — Directors Báez, Herndon, O'Halloran, Peterson, Phillips, Siemsen, Taylor, Woodward, and President Miller — 9.
Noes — None — 0.

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

Ayes — Directors Báez, Herndon, O'Halloran, Peterson, Phillips, Siemsen, Taylor, Woodward, and President Miller — 9.
Noes — None — 0.

* * * * *

Director O'Halloran had given previous notice of her intent to offer a motion to discharge the Committee on Legislation, Rules and Policies from further consideration of Resolution 2021R-001, below, in order give public hearing and to take immediate action on the resolution.

Resolution 2020R-001

By Director O'Halloran

WHEREAS, Milwaukee Public Schools is the largest school district in the state of Wisconsin, serving more than 70,000 students and employing more than 9,600 employees; and

WHEREAS, The Milwaukee Public Schools' educators and other public-school leaders took the COVID-19 threat seriously and closed schools to ensure the safety of both students and the community; and

WHEREAS, Although schools were closed, the Milwaukee Public Schools continued to provide education to its students remotely and continued to meet the nutritional needs of its students by serving hundreds of thousands of meals, despite limited resources and funding; and

WHEREAS, K-12 public schools in Milwaukee rely on a combination of property taxes, sales taxes, and income taxes to fund their operations and to deliver on their mission to educate students; and

WHEREAS, The Milwaukee Board of School Directors applauds the members of Congress who allocated $13.5 billion in U.S. K-12 funding as part of the CARES Act passed in early April 2020; and

WHEREAS, In mid-April 2020, Wisconsin Governor Tony Evers penned a letter to President Donald J. Trump noting that Wisconsin alone is expected to lose more than $2 billion in tax revenue unless the federal government intervenes; and

WHEREAS, The Learning Policy Institute projects that school districts nationwide could lose almost 320,000 positions if states cut their education budgets by 15 percent due to the economic recession; and

WHEREAS, On April 6, 2020, organizations including the School Superintendent's Association (AASA), American Federation of Teachers, American School Counselor Association, Council of Administrators of Special Education, Council of Great City Schools, National Association of Elementary School Principals, National Association of Secondary School Principals, National Association of School Psychologists, National Association of State Directors of Special Education, National Education Association, National PTA, and the National School Boards Association penned a letter to the majority and minority leaders in the U.S. Senate and the U.S. House urging them to allocate at least an additional $200 billion in K-12 emergency relief funding, including the following:

- at least $175 billion in emergency funding directly to state governments to support local school districts;
- at least $25 billion to support IDEA ($13 billion) and Title I ($12 billion); and
- at least $2 billion to fund technology to further enable home-based learning and to close inequities in broadband Internet access; and

WHEREAS, The public schools of Wisconsin deserve to have state budget/financial decisions that are made within a context of the facts provided in this resolution and, more important, that put students first; now, therefore, be it

RESOLVED, That the Milwaukee Board of School Directors urges President Donald J. Trump and members of Congress immediately allocate significant and sufficient emergency stabilization aid to enable state governments across America to fund their K-12 public schools and to prevent furloughs or cuts to K-12 public school staffs and programs; and be it

FURTHER RESOLVED, That the Milwaukee Board of School Directors urges the policy makers in the Wisconsin Legislature to work with Governor Tony Evers to keep the needs of the 860,000 public school children in the forefront of all decision making when prioritizing budgets and drafting education policies; and be it

FURTHER RESOLVED, That the Milwaukee Board of School Directors urges Governor Tony Evers and the Wisconsin State Legislature to allocate sufficient funding from both the 2021-2022 state budget and the state's Budget Stabilization Fund (also known as the "rainy day fund") to enable school districts to fund their staff and programs and to fulfill their missions to educate Wisconsin's school children; and be it

FURTHER RESOLVED, That the Board instruct the Board Clerk to have engrossed copies of this Resolution, suitably signed and sealed, prepared and delivered to each of Wisconsin's representatives in the U.S. Congress, to Governor Tony Evers, and to the Milwaukee delegation in the Wisconsin Legislature.

Director O'Halloran moved to discharge the Committee on Legislation, Rules and Policies from further consideration of this item in order to take immediate action and to give public hearing, pursuant to Board Rule 1.14(3)(f). The motion passed, the vote being as follows:

Ayes — Directors Báez, Herndon, O'Halloran, Peterson, Phillips, Siemsen, Taylor, Woodward, and President Miller — 9.
Noes — None — 0.

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

Ayes — Directors Báez, Herndon, O'Halloran, Peterson, Phillips, Siemsen, Taylor, Woodward, and President Miller — 9.
Noes — None — 0.

* * * * *

Resolution 2021R-005

By Director Woodward

WEREAS, In response to the COVID-19 pandemic, the Milwaukee Public Schools (MPS) has the responsibility to provide an environment that addresses the safety concerns of our students, staff, and families; and

WHEREAS, In August of 2017, the Milwaukee Board of School Directors adopted Administrative Policy 1.06, Equity in MPS, which states, in part:

> (a) The Milwaukee Board of School Directors is committed to the success of every student, regardless of race, ethnicity, family economics, mobility, gender identity, sexual orientation, disability, or initial proficiencies. The Board holds itself and all district and school-site decision makers, faculty, and support staff accountable for building a district-wide culture of equity.

and

WHEREAS, The principals, teachers, and staff of the schools in MPS's Central Region — which encompasses the 53205, 53206, 53208, 53210 ZIP Codes among others — are committed to providing quality educational opportunities to their students, who are some of the most vulnerable children not only in the city or state, but in the country; and

WHEREAS, Schools in the Central Region — specifically the schools in the 53206 ZIP Code, have historically been understaffed, and the vacancy rate in this region remains one of the highest in the school district; and

WHEREAS, The schools in the Central Region experience a high rate of staff absenteeism among teachers, which is detrimental to our day-to-day instruction and to the safety and wellbeing of our staff and students; and

WHEREAS, Substitute teachers historically have been reticent to accept positions in this Region, especially in the schools located in ZIP Codes 53205, 53206, 53208, and 53210; and

WHEREAS, If school buildings are to be reopened for either in-person or physically- distanced learning during the COVID-19 crisis, MPS must ensure that all schools have reduced student-to-adult ratios; and

WHEREAS, As the MPS community comes together to move forward in its efforts to support equity, the unique needs of the Central Region must be a major focus both during and after the COVID-19 crisis; now, therefore, be it

RESOLVED, That the MPS Office of Human Resources is hereby directed to give priority in filling vacancies to the schools in the Central Region; and be it

FURTHER RESOLVED, That substitute teachers shall be assigned as "floaters" at specific schools in the Central Region — i.e., they shall be required to work at their assigned schools for a specified period of time to ensure that there are sufficient adults in each school to provide the required supervision; and be it

FURTHER RESOLVED, That the current paraprofessionals assigned to schools in the Central Region shall be offered 40-hour-per-week positions, which will allow them to be in the school buildings for more hours in order to reduce the student-to-adult ratios; and be it

FURTHER RESOLVED, That Central Office staff be assigned specifically to assist in Central Region schools on a day-to-day basis; and be it

FURTHER RESOLVED, That Central Region schools shall be given priority in developing partnerships which will ensure that these schools will have additional adults to support them; and be it

FURTHER RESOLVED, That MPS shall give priority to filling vacancies in the Central Region and to providing extra staffing support to the specialist that works with the Central Region, including diverting Central Services staff from other responsibilities as needed to support this work; and be it

FURTHER RESOLVED, That MPS shall offer develop incentives for teachers who select and commit to three-year assignments in the Central Region; and be it

FURTHER RESOLVED, That MPS shall strive to ensure that 80% of the incentivized positions in the Central Region will be filled by teachers of color; and be it

FURTHER RESOLVED, That a portion of the funding allocated to strengthen MPSU (Milwaukee Public Schools University) shall be used to support paraprofessionals who are serving in the Central Region in getting certified as teachers; and be it

FURTHER RESOLVED, That the Administration shall present its analysis of, and recommendations regarding, this Resolution at the Milwaukee Board of School Directors' regular meeting of July 2020.

Referred to the Committee on Accountability, Finance, and Personnel.

Resolution 2021R-006

By Director Woodward

WHEREAS, In November 2019, Phillis Wheatley School Redevelopment, LLC, ("PWSR"), purchased the former Phillis Wheatley K-8 School's building, located at 2442 North 20th Street, for $465,000, with $115,000 of that amount to be the purchase price and the remaining balance of $350,000 to be structured under an Donation Agreement, which was approved by the Milwaukee Board of School Directors on May 25, 2020; and

WHEREAS, Both the proceeds from the purchase price and from the Donation Agreement are to be deposited in the Milwaukee Public Schools' School Operations Fund; and

WHEREAS, In August of 2017, the Milwaukee Board of School Directors adopted Administrative Policy 1.06, Equity in MPS, which states, in part:

> (a) The Milwaukee Board of School Directors is committed to the success of every student, regardless of race, ethnicity, family economics, mobility, gender identity, sexual orientation, disability, or initial proficiencies. The Board holds itself and all district and school-site decision makers, faculty, and support staff accountable for building a district-wide culture of equity.

and

WHEREAS, The families who reside in the 53206 ZIP Code, as a whole, face the greatest socio-economic challenges of any in the Milwaukee Public Schools; and

WHEREAS, The schools in District 4 of the Milwaukee Board of School Directors, which encompasses a portion of the 53206 ZIP Code, are in desperate need of resources to support their students and to promote "…the success of every student, regardless of race, ethnicity, family economics, mobility, gender identity, sexual orientation, disability, or initial proficiencies"; now, therefore, be it

RESOLVED, That all of the proceeds from the sale of the former Wheatley site and the Donation Agreement approved by the Board in May 2020 shall be allocated to support MPS's 53206 Initiative and the schools within the Board's District 4.

Referred to the Committee on Accountability, Finance, and Personnel.

The meeting adjourned at 9:27 PM.

JACQUELINE M. MANN, Ph.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JULY 16, 2020

Special meeting of the Board of School Directors called to order by President Miller at 5:43 P.M.

Present — Directors Báez, Herndon, O'Halloran, Peterson, Phillips (6:32 p.m.), Siemsen, Taylor (7:07 p.m.), Woodward, and President Miller — 9.
Absent — None — 0.

The Board Clerk read the following call of the meeting:

July 13, 2020
REVISED

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Larry Miller, the following meeting is scheduled to take place, for the consideration of the item of business stated in this notice. This meeting will be held virtually. MPS buildings are closed to the public.

Special Board Meeting
5:30 p.m., Thursday, July 16, 2020

1. Action on Resolution 2021R-006 by Director Woodward Regarding the 53206 Initiative.

   President Miller hereby notices that he will entertain a motion to waive Board Rule 1.10 to discharge the Committee on Accountability, Finance and Personnel from further consideration of the resolution in order to take immediate action on it.

2. Action on the Phased-In MPS School Reopening Plan for the 2020-2021 School Year

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 meeting. The deadline to register is 3:00 P.M. on July 16, 2020.

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, 53221; by email, to governance@milwaukee.k12.wi.us; or by fax, to 414-475-8071. Written comments received before 3:00 P.M. on July 16, 2020, will be forwarded to the Board for its consideration.

This meeting will be broadcast on WYMS radio — 88.9 FM, 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 Resolution 2021R-006 by Director Woodward Regarding the 53206 Initiative

Background

In May 2020, the Board approved a donation agreement between Milwaukee Public Schools, the City of Milwaukee, and Phillis Wheatley School Redevelopment, LLC, related to the former Phillis Wheatley School property located at 2442 N. 20th Street.

The approved price for the Phillips Wheatley K-8 School building was $465,000, with $115,000 of that amount included in the purchase-price section of the Purchase and Sale Agreement, and the remaining balance of $350,000 structured under the Donation Agreement, which was approved by the Board in May 2020.

The Board referred the following Resolution 2021R-006 by Director Woodward at its meeting on June 25, 2020.

WHEREAS, In November 2019, Phillis Wheatley School Redevelopment, LLC, ("PWSR"), purchased the former Phillis Wheatley K-8 School's building, located at 2442 North 20th Street, for $465,000, with $115,000 of that amount to be the purchase price and the remaining balance of $350,000 to be structured under an Donation Agreement, which was approved by the Milwaukee Board of School Directors on May 25, 2020; and

WHEREAS, Both the proceeds from the purchase price and from the Donation Agreement are to be deposited in the Milwaukee Public Schools' School Operations Fund; and

WHEREAS, In August of 2017, the Milwaukee Board of School Directors adopted Administrative Policy 1.06, Equity in MPS, which states, in part:

> (a) The Milwaukee Board of School Directors is committed to the success of every student, regardless of race, ethnicity, family economics, mobility, gender identity, sexual orientation, disability, or initial proficiencies. The Board holds itself and all district and school-site decision makers, faculty, and support staff accountable for building a district-wide culture of equity.

and

WHEREAS, The families who reside in the 53206 ZIP Code, as a whole, face the greatest socio-economic challenges of any in the Milwaukee Public Schools; and

WHEREAS, The schools in District 4 of the Milwaukee Board of School Directors, which encompasses a portion of the 53206 ZIP Code, are in desperate need of resources to support their students and to promote "…the success of every student, regardless of race, ethnicity, family economics, mobility, gender identity, sexual orientation, disability, or initial proficiencies"; now, therefore, be it

RESOLVED, That all of the proceeds from the sale of the former Wheatley site and the Donation Agreement approved by the Board in May 2020 shall be allocated to support MPS's 53206 Initiative and the schools within the Board's District 4.

The intent of the resolution is that the proceeds from the sale of the former Wheatley site to come to the district, as detailed in the donation agreement, be allocated to support the district's 53206 Initiative and the schools within the Board's District 4.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rules Implication Statement

Administrative Policy 3.01, Annual Operating Budget

Fiscal Impact Statement

This item does not authorize expenditures.

Administration's Recommendation

The Administration recommends that the Board decide how it wishes to proceed with Resolution 2021R-006 by Director Woodward Regarding the 53206 Initiative.

As previously noticed, Director Miller moved to discharge the Committee on Accountability, Finance and Personnel from further consideration of the resolution. The motion passed, the vote being as follows:

Ayes — Directors Báez, Herndon, O'Halloran, Peterson, Phillips, Siemsen, Taylor, Woodward, and President Miller — 9.
Noes — None.

Director Woodward moved to adopt the resolution. The motion passed, the vote being as follows:

Ayes — Directors Báez, Herndon, O'Halloran, Peterson, Phillips, Siemsen, Taylor, Woodward, and President Miller — 9.
Noes — None.

* * * * *

(Item 2) Action on the Phased-in MPS School Reopening Plan for the 2020-2021 School Year

Background

There have been many impacts to Milwaukee Public Schools as a result of the COVID-19 pandemic, especially relative to the closure of Milwaukee Public Schools.

In May and June 2020, the Administration shared preliminary plans for the reopening of school for the 2020-2021 school year with the Milwaukee Board of School Directors. As the plans were further refined, and as a result of the discussion that took place at the Board's meeting on June 25, 2020, President Miller called for a special board meeting in July to finalize the MPS School Reopening Plan.

The process included extensive outreach inviting parents, students, and staff to share their ideas and feedback via a survey and workgroup sessions. The outreach included a variety of avenues, such as social media; distribution of paper copy surveys at Stop, Grab & Go sites; mailing to homes; family and district newsletters; emails; local news; and the district's website.

The Administration convened work groups to address different areas of consideration for school reopening: health and safety, academics, school operations, communications, professional development, and classroom and schoolwide supports. The work groups included teachers, school leaders, other staff, MTEA representatives, students, parents, and community members. The groups met to plan for school reopening.

The Administration has taken into account the feedback from the work groups, parents, students, and staff while reviewing and considering guidance from various entities, including the Council of the Great City Schools; other school districts; and, local and state guidance.

Provided under separate cover are the following documents:

- MPS School Reopening Plan 2020-2021
- School Reopening Plan Presentation
- 20-07-16 Compilation Memo with Emails (i.e., constituents' communications relative to the schools reopening).

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rules Implication Statement

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

Fiscal Impact Statement

This item does not authorize expenditures. Any costs associated with implementing the MPS School Reopening Plan will follow Administrative Policy 3.09 in seeking the Board's approval or will be brought to the Board through October budget adjustments.

Implementation and Assessment Plan

Upon approval by the Board, the Administration will begin implementing the MPS School Reopening Plan.

Administration's Recommendation

The Administration recommends that the Board approve the Phased-in MPS School Reopening Plan for the 2020-2021 School Year, as provided under separate cover.

Relative to the School Reopening Plan, Director Baéz moved

1. approval of the school reopening plan for the 2020-2021 school year;
2. to expand current work groups to include a wide array of stakeholder groups, specifically inclusive of school-based stakeholder groups;
3. to use the plan as a framework for reopening school;
4. that the plan be developed with specificity on the implementation of the school reopening plan; and
5. that the Administration develop and publish a working question-and-answer document to address public testimony and families' and constituents' concerns.

The motion passed, the vote being as follows:

Ayes — Directors Báez, Herndon, O'Halloran, Peterson, Phillips, Siemsen, Taylor, Woodward, and President Miller — 9.
Noes — None.

Relative to the school calendars contained within the Plan, Director Miller moved to adopt the Administration's recommendation for the 2020-2021 school calendars:

2020-21 Early-start Calendar

Aug 10	Organizational Day
Aug 11-14	Professional Development Days
Aug 17	First Day of School — Students
Sept 4	Labor Day break
Sept 7	Labor Day
Oct 23	Parent-Teacher Conference Day
Oct 26	October break
Nov 3	November break
Nov 16	Record Day (K-8) and Professional Development Day (H.S.)
Nov 25-27	Thanksgiving break
Nov 26	Thanksgiving Day
Dec 23	Record Day (H.S.) and Professional Development Day (K-8)
Dec 24-Jan 3	Winter break
Jan 1	New Year's Day
Jan 18	MLK, Jr. Day
Feb 15	Mid-Semester break
Feb 16	Record Day (K-8) and Professional Development Day (H.S.)
March 19	Parent-Teacher Conference Day
April 2-9	Spring break
May 17	Record Day (K-8) and Professional Development Day (H.S.)
May 26	Last Day of School — Students
May 27	Record Day (H.S.) and Professional Development Day (K-8)
May 28	Professional Development Day (all)

Note: ACT testing dates to be determined.

2020-21 Traditional Calendar

Aug 25	Organizational Day
Aug 26-28, 31	Professional Development Days
Sept1	First Day of School — Students
Sept 4	Labor Day break
Sept 7	Labor Day
Oct 23	Parent-Teacher Conference Day
Oct 26	October break
Nov 3	November break
Nov 16	Record Day
Nov 25-27	Thanksgiving break
Nov 26	Thanksgiving Day

Dec 23	Professional Development Day
Dec 24-Jan 3	Winter break
Jan 1	New Year's Day
Jan 18	MLK, Jr. Day
Feb 15	Mid-Semester break
Feb 16	Record Day
March 19	Parent-Teacher Conference Day
April 2-9	Spring break
May 31	Memorial Day
June 4	Records Day
June 11	Last Day of School — Students
June 14-15	Professional Development Days

2020-21 Late-start Calendar

Aug 31	Organizational Day
Sept 1-4	Professional Development Days
Sept 7	Labor Day
Sept 8	First Day of School — Students
Nov 2	Parent-Teacher Conference Day
Nov 3	November break
Nov 25-27	Thanksgiving break
Nov 26	Thanksgiving Day
Dec 7	Professional Development Day (H.S.) Record Day (K-8)
Dec 24-Jan 3	Winter break
Jan 1	New Year's Day
Jan 18	MLK Jr. Day
Jan 29	Professional Development Day (K-8)/ Record Day (H.S.)
Feb 15	Mid-Semester break
March 12	Professional Development Day (H.S.)/Record Day (K-8)
March 19	Parent-Teacher Conference Day
April 2-9	Spring break
May 28	Professional Development Day
May 31	Memorial Day
June 11	Professional Development Day (H.S.) / Record Day (K-8)
June 17	Last Day of School — Students
June 18	Professional Development Day (K-8)/ Record Day (H.S.)

The motion passed, the vote being as follows:

Ayes — Directors Báez, Herndon, O'Halloran, Peterson, Siemsen, Woodward, and President Miller — 7.
Noes — Directors Phillips and Taylor — 2.

The Board adjourned at 11:11 P.M.

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BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JULY 30, 2020

Regular meeting of the Board of School Directors called to order by President Miller at 6:37 P.M.

Present — Directors Baéz, Herndon, O'Halloran, Peterson, Phillips, Siemsen, Taylor, Woodward, and President Miller — 9.
Absent — None.

Before proceeding with the agenda items, President Miller asked for a moment of silence to commemorate the passing of:

- Deola Purnell Lyles, a retired teacher from Happy Hill, who had passed away on June 28, 2020;
- Kathleen Crowley, a former employee at Parkview Elementary, who had passed away on July 8, 2020;
- Peter Lemmer, a retired teacher from Madison High School, who had passed away on July 11, 2020;
- Bryan Freeman, a teacher at Manitoba School, who had passed away on July 24, 2020; and
- Isaiah Goodrum, a 2020 graduate of Bradley Tech, who had passed away, July 29, 2020

President Miller also acknowledged the passing of John Lewis, former U.S. Representative and passionate civil rights advocate, who had passed away on July 17, 2020.

APPROVAL OF MINUTES

The minutes of the Boards' special and regular meetings of June 2020 were approved as printed.

* * * * *

REPORTS AND COMMUNICATIONS FROM THE SUPERINTENDENT OF SCHOOLS

(Item 1) Monthly Report of the Superintendent of Schools

Background

The Superintendent's Report is designed to provide the Milwaukee Board of School Directors and the MPS community with an update on current activities underway to support the district goals of academic achievement; student, family and community engagement; and effective and efficient operations as they are aligned to the district's strategic objectives and the Five Priorities for Success:

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

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

Superintendent's Report

MPS COVID-19 Update

There have been many impacts to Milwaukee Public Schools as a result of the COVID-19 pandemic. The district is continuing its extensive planning and implementation efforts to support members of the MPS family during this time, including the following examples:

- collected feedback and input regarding the district's reopening plan via a number of mechanisms (including a survey and work groups) from students, families, staff, stakeholder groups, as well as state and local leaders;
- developed a reopening plan and phased-in reopening recommendation for consideration by the Milwaukee Board of School Directors;
- continued Stop, Grab, and Go sites to distribute healthy meals through summer months;
- delivered Summer Academy 2020 via a virtual format;
- provided helplines and district updates to keep families informed and provide assistance.

District leadership will continue these and more efforts to support all members of the MPS family.

Helplines and District Updates Keep Families Informed

MPS is continually seeking ways to support our students and families during school closures. Get access to the latest information and assistance through our phone lines, website, schools, app, and other sources.

MPS Central Services phone lines are open for questions — call (414) 475-8393. MPS has also created a special hotline — (414) 475-8900 — to provide assistance and guidance to families. Both lines are open Monday through Friday from 8 a.m. to 5:00 p.m.

Families of students receiving Specialized Services Support can access assistance regarding their children's education. Call (414) 438-3648 Monday through Friday from 8:00 a.m. to 5:00 p.m. and leave a message stating the student's name and birth date along with your name and contact information. You will be contacted within 24 hours of your call.

MPS Childcare Opportunities

Looking for child care options near you this summer? Milwaukee Recreation has openings at sites across the city. Milwaukee Recreation has select availability remaining in our Child Care Camps, Community Learning Centers (CLCs), and Safe Places. These programs — offered in nearly 50 locations around Milwaukee — safely provide academic support, enrichment, and recreation to youth throughout the summer.

Visit these links to find more information on all

- Child Care Camp locations: https://milwaukeerecreation.net/rec/Programs/Before-After-School-Care/Child-Care-Camps.htm
- CLCs: https://milwaukeerecreation.net/rec/Programs/Summer/Community-Learning-Centers.htm
- Safe Places: https://milwaukeerecreation.net/rec/Programs/Before-After-School-Care/Safe-Places.htm.

You can also search for the site nearest to your preferred address at: https://batchgeo.com/map/d15c638a46a448245855db28d9b25520

(To view only Summer Camp sites, click on "Recreation Before and After School" at the bottom of the map).

Register

All sites are open and accepting registrants. Prices vary by location. To register, please contact the Site Coordinator at your desired location (contact information listed in the above links).

Cool off at a Wading Pool This Summer!

Cool off this summer with Milwaukee Recreation's Wading Pools! Three sites opened on July 13. Children ages 8 and under are invited to visit any of the locations listed below to cool off and enjoy the water features.

Enderis Playfield (2938 N. 72nd St.)
- Wading pool open: 11:00 a.m-3:00 p.m.

Merrill Playfield (461 N. 35th St.)
- Wading pool open: 10:30 a.m.-2:30 p.m.
- Free meals available: 11:00-11:45 a.m.

Modrzejewski Playfield (1020 W. Cleveland Ave.)
- wading pool open: 10:30 a.m.-2:30 p.m.
- free meals available: 11:00-11:45 a.m.

Additional wading pool sites will open this summer. Stay tuned to this webpage for more information.

Head Start Students Accessed Learning at Home in July

To help our youngest students continue learning, the MPS Head Start program offered summer activities during July. Families were able to help their children learn through Google Classroom. Children ages 3 and 4 who were enrolled in Head Start in spring participated.

Families were able to see important updates and access Frog Street for Young Learners, an award-winning curriculum for use at home. Children also read online books in English and Spanish and took part in a wide range of learning activities. This opportunity allowed students to stay engaged in learning, to continue to grow important skills, and to build essential knowledge to help become strong readers. Also included were resources for health, mental health, disabilities, and family engagement.

Enrollment is Open for Fall 2020 — Curbside Enrollment Dates Still Available!

Summer goes by quickly — enroll now for fall 2020! Milwaukee Public Schools is accepting enrollment for next school year. Select a school for your child now and fill out your enrollment for the best chance of getting your top school choice.

MPS is proud to have Chromebooks for all students to maximize learning. Caring, licensed teachers help make our learning environments warm and welcoming. School staff are eager to support families in their children's academic journey and with other needs and resources.

The district is home to nearly 160 schools and has a program for every student, including Head Start, half- and full-day kindergarten, neighborhood schools, specialty schools, Montessori, language immersion, bilingual schools, special education, arts, Advanced Placement (AP), International Baccalaureate (IB), and more.

Families with children entering kindergarten, making the transition from elementary school to middle school (completed grade 5 and entering grade 6) or making the transition into high school (completed grade 8 and entering grade 9) should select their top school choices and complete their enrollment as soon as possible.

How to Enroll

Enroll online now at *mpsmke.com/enroll.*

Enrollment by phone is available Monday through Friday from 9:00 a.m. to 7:00 p.m. Call (414) 267-5100

Enroll curbside! Two dates are still available for families to enroll at MPS Central Services from the comfort and safety of their cars. Staff will direct traffic and process enrollments on the following dates:

Monday, August 3, 9:30 a.m.-3:30 p.m.
Tuesday, August 4, 9:30 a.m.-3:30 p.m.

Make sure your child is enrolled and will be ready for fall. Enroll today!

MPS Central Services is located at 5225 W. Vliet St. in Milwaukee. District offices remain closed to visitors.

Twilight Centers Opened Monday, July 13

Milwaukee Recreation's Twilight Centers returned on July 13. Youth and teens are invited to join us for free programming at safe places around the city.

The following high school sites are open to 12- through 18-year-olds on Mondays through Fridays from 5:30 until9:00 p.m.

- Madison HS, 8135 W. Florist Ave.
- North Division HS, 1011 W. Center St.
- Obama SCTE, 5075 N. Sherman Blvd.
- Pulaski HS, 2500 W. Oklahoma Ave.
- South Division HS, 1515 W. Lapham Blvd.

Milwaukee Recreation also features a middle-school Twilight Center at Andrew Douglas MS, 3620 N. 18th St., which is open to 10- through 15-year-olds on Mondays through Fridays, 5:00-8:00 p.m.

Bay View and Washington Twilight Centers are closed for the summer.

All participants must wear masks and follow all implemented safety measures (masks will be available on-site if needed).

NOTE: There will be no Family Nights this summer. All pools remain closed. Visit *mkerec.net/twilight* for more information.

Mobile Recreation Program Opens

Milwaukee Recreation rolled out its new drop-in mobile recreation program on Monday, July 6. Mobile recreation vehicles have been visiting playfield sites throughout the city for 20-30 minutes at a time, providing structured play opportunities and exercise components. Children have the opportunity to take home the equipment they personally use during these activities. All programs and equipment are free!

List of Mobile Recreation Locations

- Bryant Playfield: 5726 N 87th St.
- Ben Franklin Playfield, 2308 W. Nash St.
- Carmen Playfield, 7320 W. Carmen Ave.
- Clarke Square Park, 2330 W. Vieau Place
- Columbia Playfield, 1345 W. Columbia St.
- Custer Playfield, 4001 W. Custer Ave.
- Emigh Playfield, 495 E. Morgan Ave.
- Green Bay Playfield, 3818 N. 8th St.
- Holt Playfield, 1716 W. Holt Ave.
- Lindbergh Park, 3629 N. 16th St.
- Lindsay Park, 4360 N. 87th St.
- Merrill Playfield, 461 N. 35th St.
- Mitchell Park, 2200 W. Pierce St.
- Modrzejewski Playfield, 1020 W. Cleveland Ave.
- Southgate Playfield, 3350 S. 25th St.
- Stark Playfield, 4951 N. 40th St.

Specific site information and schedules may be found online at *https://milwaukeerecreation.net/MPS-Recreation/Resources/Mobile-Units/MKE-REC-Mobile-Playgrounds.pdf* (scroll through the document to find your desired site).

Milwaukee Recreation also offers free meals for 6-17-year-olds at the following locations around the city:

Ben Franklin Playfield
2308 W. Nash St.
11-11:45 a.m.
Last Day: August 14

Burnham Playfield
1755 S. 32nd St.
11-11:45 a.m.
Last Day: August 14

Bryant Playfield
5726 N 87th St.
12:30-12:45 p.m.
Last Day: August 14

Carmen Playfield
7320 W. Carmen Ave.
12:30-1:15 p.m.
Last Day: August 14

Clarke Square Park
2330 W. Vieau Pl.
1-1:45 p.m.
Open through August 28

Clovernook Playfield
6594 N. Landers St.
Opens in August, times TBD
Last Day: August 14

Columbia Playfield
1345 W. Columbia St.
12-12:45 p.m.
Open through August 28

Custer Playfield
4001 W. Custer Ave.
12-12:45 p.m.
Last Day: August 14

Emigh Playfield
495 E. Morgan Ave.
1-1:15 p.m.
Last Day: August 14

reen Bay Playfield
3818 N. 8th St.
1-1:45 p.m.
Last Day: August 14

Holt Playfield
1716 W. Holt Ave.
12:15-12:45 p.m.
Last Day: August 14

Lindbergh Park
3629 N. 16th St.
12-12:45 p.m.
Open through August 28

Lindsay Park
4360 N. 87th St.
12-12:20 p.m.
Last Day: August 14

Merrill Playfield
461 N. 35th St.
11-11:45 a.m.
Last Day: August 14

Mitchell Park
2200 W. Pierce St.
12-12:45 p.m.
Open through August 28

Modrzejewski Playfield
1020 W. Cleveland Ave.
11-11:45 a.m.
Last Day: August 14

Southgate Playfield
3350 S. 25th St.
11:30 a.m.-12 p.m.
Open through August 28

Stark Playfield
4951 N. 40th St.
1-1:45 p.m.
Last Day: August 14

These meal sites will be grab-and-go only.

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

(Item 1) Action on a Resolution and Participation Agreement with the Southeastern Wisconsin Schools Alliance (SWSA)

Background

The mission of the Southeastern Wisconsin Schools Alliance (SWSA), which comprises school districts in southeastern Wisconsin, is to support and to promote world-class schools through research, advocacy, public policy, and effective communication for the benefit of students and the economic vitality of the region.

2020-21 Southeastern Wisconsin School Alliance Projected Participant Listing

District	SWSA Fee
Brown Deer	$3,200
Cudahy	$3,200
EImbrook	$1,600
Fox Point/Bayside	$3,200
Franklin	$3,200
Glendale/River Hills	$3,200
Grafton	$3,200
Greendale	$3,200
Greenfield	$3,200
Hamilton	$3,200
Hartland-Lakeside	$3,200
Kenosha	$3,200
Kettle Moraine	$3,200
Milwaukee Public Schools	$3,200
Menomonee Falls	$3,200
Mequon/Thiensville	$3,200

District	SWSA Fee
Muskego-Norway	$3,200
Nicolet	$3,200
Oak Creek/Franklin	$3,200
Oconomowoc	$3,200
Pewaukee	$3,200
Port Washington-Saukville	$3,200
Racine Unified	$3,200
Saint Francis	$3,200
Shorewood	$3,200
South Milwaukee	$1,600
Waukesha	$3,200
Wawautosa	$3,200
West Allis/West Milwaukee	$3,200
Whitefish Bay	$3,200
Whitnall	$3,200
Total	$96,000

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 presented below and as defined by the Southeastern Wisconsin Schools Alliance's resolution, which is also presented below, to achieve this goal.

RESOLUTION
SOUTHEASTERN WISCONSIN SCHOOL ALLIANCE

BE IT RESOLVED that the School District of South Milwaukee retain Hubbard, Wilson & Zelenkova, for the period of July 1, 2020 through June 30, 2021 as Legislative Counsel on a cooperative basis with the other school districts that are members of the Southeastern Wisconsin School Alliance, regarding matters of mutual interest as determined by the Alliance, including but not limited to, constitutional limitations on and legislative decisions related to funding for education, research, public awareness and information sharing.

BE IT FURTHER RESOLVED that the District share the fees for these services, plus reasonable and necessary expenses, with the other school districts that are members of the Southeastern Wisconsin School Alliance on the basis of:

Dues (Check One):

_____ $3,200 annual fee for school districts participating in Southeastern Wisconsin School Alliance

_____ Not participating

_____ School District

Southeastern Wisconsin School Alliance Agreement
(Section 66.0301)

Pursuant to a resolution adopted by school districts participating in the Southeastern Wisconsin School Alliance (SWSA):

Participating school districts hereby mutually agree, pursuant to Section 66.0301 of the Wisconsin Statutes, to the following conditions:

1. That said parties agree and contract with Hubbard, Wilson & Zelenkova, to serve as Legislative Counsel for the Southeastern Wisconsin School Alliance as hereinafter set forth;
2. That the School District of South Milwaukee is to be the operator and fiscal agent of the Southeastern Wisconsin School Alliance;
3. That the fiscal agent district shall establish and maintain records in accordance with the uniform financial accounting system prescribed by the Department of Public Instruction;
4. That the pro-ration of costs will be assessed equally to each participating school district as provided in the authorizing resolution;
5. That the estimated budget and plan of operation for this cooperative shall be approved in advance to contract signing by all school district parties hereto;
6. That variations from the budget will require prior approval of all school district parties hereto;
7. That the fiscal agent agrees to file the required financial reports with the Department of Public Instruction;
8. That attached hereto and incorporated herein by reference are the budget, the plan for operation and plan of payments to said operator of fiscal agent by each school district.

It is of benefit to all Alliance 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 2020-21 remains at $3,200.

PAYMENT SCHEDULE
SOUTHEASTERN WISCONSIN SCHOOL ALLIANCE

July 1, 2020-June 30, 2021

Each member District will remit payment to the School District of South Milwaukee, Fiscal Agent, as follows:

There will be a **one time** payment due no later than September 25, 2020.

All Districts:
1. September 25, 2020 $3,200

2020-21 PROPOSED ANNUAL BUDGET
SOUTHEASTERN WISCONSIN SCHOOL ALLIANCE {SWSA)
May 12, 2020

EXPENSES:	PROPOSED BUDGET
Legislative Liaison	$ 31,777
Executive Director	52,615
Dues/ Memberships	2,500
Operational Expenses (Web development/host, travel, printing & supplies)	1,800
Additional Research (Potential studies commissioned by the membership)	8,500
TOTAL EXPENSES	$ 97,192

REVENUES:	PROPOSED BUDGET
Fees from Participating School Districts (based on 30 members)	$ 92,800
TOTAL REVENUE	$ 92,800
USE OF RESERVES:	$ 4,392

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

Provided under separate cover for the Board's information is the SWSA's 2019-20 annual report.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Implication Statement

Board Governance Policy BG 1.02, Goals

Fiscal Impact Statement

The Southeastern Wisconsin Schools Alliance's annual participation fee for 2020-21 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; and
2. authorize the Board's President and the Board Clerk to sign and to submit the Participation Agreement, along with the $3,200 membership fee, to the Southeastern Wisconsin Schools Alliance (SWSA).

Director Peterson moved to approve the recommendation of the Office of Board Governance. The motion passed, the vote being as follows:

Ayes — Directors Baéz, Herndon, O'Halloran, Peterson, Phillips, Siemsen, Taylor, Woodward, and President Miller— 9.
Noes — None.

* * * * *

(Item 2) Update on Legislative Matters or Related Issues Concerning Milwaukee Public Schools.

Background

This update was developed on July 21, 2020. Given the rapid speed with which policy is changing in the midst of the COVID pandemic, revisions or further updates may be provided at the convening of the MPS Board of Directors' meeting on July 30, 2020.

Milwaukee Public Schools and the Office of Governmental Relations continue to work with all partners to support passage of federal level legislation to sufficiently support students and public schools. We continue to wait for state-level updates concerning the position of the state budget and at this time anticipate that there may be a need for a "budget-repair bill." The passage of such a bill could occur after the elections in November 2020.

The federal support for public schools that has so far been provided falls significantly short of what will be needed. Current estimates suggest that schools nationwide will need $200 billion more than what has been provided to date. Further, although the CARES (Coronavirus Aid, Relief, and Economic Security) Act was passed in March, the federal bureaucratic process, new rules invented by the Secretary of Education that purportedly run counter to statute, and a subsequent lawsuit have delayed delivery of CARES funds to school districts. The delay of those funds has further hampered the planning process as school districts head toward the upcoming school year.

The new rule from the Department of Education has the effect of redirecting additional funds from public schools to private schools. According to Senator Lamar Alexander (R), Chair of the Senate Education Committee, the rule runs counter to what was intended by Congress. Senator Alexander is on the record as stating, "My sense was that the money should have been distributed in the same way we distributed Title I money. I think that's what most of Congress was expecting." Secretary DeVos has, in part, justified the creation of the new rule by stating that private schools need federal funds.

What appears to be clear is that private schools have accessed funds through the federal Paycheck Protection Program (PPP) and other programs. Given the fact that public schools do not have access to those funding programs, it appears that private schools to date have received more per pupil than have public schools.

Private schools have access to the PPP, COVID-19-related tax credits for paid sick and paid family leave, and the CARES Act's ESSER (Elementary and Secondary School Emergency Relief) Fund's set-aside resources and will have access to a portion of the CARES Act's GEER (Governor's Emergency Education Relief) funding. Given the information available to date, it appears clear that private schools have been advised about applying for, and have received, significant federal funding. The evidence of that funding brings further into question the need to create new rules for CARES-ESSER funding that run counter to Congressional intent.

The spreadsheet provided under separate cover, though incomplete due to a lack of transparent reporting from the federal level, attempts to clarify the relative per-pupil amounts provided to public and private schools. The document is important to have at this juncture and will necessarily be refined, updated, and, if need be, corrected as additional information becomes public.

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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 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 2020

This month, the OAE began implementation of its FY21 Annual Work Plan, which was presented to the Board at its June meeting. During each of the ensuing months, the OAE will highlight one area of the work plan in its monthly report to provide the Board and the public with more information related to the work of the OAE.

Accountability and Efficiency Services

Between June 17, 2020, and July 21, 2020, Accountability and Efficiency Services fulfilled eight requests for information, two requests for data analysis, and six requests for independent hearing officers' (IHO's) assignments. Additionally, Accountability and Efficiency Services completed two special projects.

Also during the reporting period, Accountability and Efficiency Services worked with the Department of Recreation and Community Services to update the playfield-equity-prioritization model, which is used by Recreation as a planning tool for playfield-revitalization projects. The model, which uses neighborhood characteristics, population characteristics, and playfield conditions, was updated with 2019 data. During this update, Accountability and Efficiency Services was able to operationalize the matrix-update process, which will allow for increased efficiencies in future updates of the model. This operationalized process also provides a framework for development of other equity-baselined prioritization models that the district may want to use in other planning efforts and resource-allocation decisions.

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 convened Mission Aligned Partners (MAPs) for its quarterly meeting to continue advancing the employment-training road map for Administrative Policy 3.13, Communities in Need (COIN). Given the nature of today's climate, the team discussed racial injustices affecting students, COIN participants, and Historically Underutilized Businesses (HUB). The collaborative work session produced measurable objectives for consideration, including strengthening the District's diversity-and-inclusion efforts through deliberate practice, increased accountability for contractors/vendors/partners, and full transparency within contract-compliance-monitoring efforts.

Contract Compliance Services also successfully placed 27 students in virtual employment and training opportunities with various MAPs where they are developing growth mindset and learning how to build positive and effective team habits through the creative use of technology and mentorship. A cohort of students are participating in a writing lab as part of their training. This experience will afford students the opportunity

to create and to publish an anthology through T.A.L.K. Publishing, which will serve as a starting point for entrepreneurship. A launch event will be held this August.

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

In accordance with Board Rule 1.09, Regular Items of Business, the Board gave public hearing on all regular items of business, below, which replaced the reports of standing committees at the Board's regular July 2020 meeting.

REGULAR ITEMS OF BUSINESS

(Item 1) Action on Recommended Administrative Appointments, Promotions, Reassignments, and Reclassifications, Salary Increases/Decreases, and Limited-term Employment (LTE) Contracts Exceeding Sixty Days

This item initiated by the Superintendent

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	Jeffery Gaddis	Principal II — Bay View	Office of the Chief of School Administration	03	15A	$121,577
2, nr	Antoine Reed	Principal I — Lincoln Center of the Arts	Office of the Chief of School Administration	03	14T	$113,925
2, r	Christy Stone	Director I, Business and Community Partnerships	Office of the Chief of Communications & School Performance	03	14A	$109,453
2, r	Natalie Anderson	Manager II, Extended Learning	Office of the Chief of Academics	03	12A	$108,500
2, r	Mingyon Blackwell	Assistant Principal III — Bay View	Office of the Chief of School Administration	03	12C	$91,824
5, nr	Heidi Zealley	Assistant Principal III — Vincent	Office of the Chief of School Administration	03	12C	$87,882
2, r	Leden Wood	Assistant Principal II — Green Tree	Office of the Chief of School Administration	03	11C	$83,818
2, nr	Ralpheal Brown	Assistant Principal — Starms	Office of the Chief of School Administration	03	10C	$81,970
5, nr	Christopher Koller	Senior Programmer Analyst I	Office of the Chief of Academics	03	05A	$81,295
4 , nr	Matthew Minami	Assistant Principal — Humboldt	Office of the Chief of School Administration	03	10C	$72,500

Codes	Name	Appointment	Assignment	Salary Sched	Salary Range	Salary Amount
2, r	Tameka Haynes	Assistant Principal Ill — Pulaski	Office of the Chief of School Administration	03	12C	$72,324
5, nr	Megan Kuczmarski	Assistant Principal — Wedgewood	Office of the Chief of School Administration	03	11C	$72,117
5, nr	Michael Keller	Systems Administrator	Office of the Chief of Communications & School Performance	03	06A	$66,764
5, nr	Luke Chojnacki	Recreation Supervising Associate II	Office of the Chief of Finance	03	04A	$55,146
2, r	Anthony Anderson	Supervisor Safety Assistant Ill	Office of the Chief of School Administration	03	02C	$40,747

Recommended Reassignments

The following individuals are recommended for appointment to the reassignments indicated, to be effective upon approval by the Board.

Codes	Name	Appointment	Assignment	Salary Sched	Salary Range	Salary Amount
2, r	Jason Brazil	Assistant Principal III — Rufus King	Office of the Chief of School Administration	03	12C	$88,301
5, nr	Christopher Karabon	Assistant Principal Ill — Rufus King	Office of the Chief of School Administration	03	12C	$87,658

Recommended LTE Contracts (to be effective upon the Board's approval)

The Administration recommends that 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	Rosemary Hayes	Administrative Assistant Ill	Office of the Chief of Academics	$30.00	06/15/20-12/15/20
5, nr	Robert Strehlow	Alternative Programs Enrollment Associate	Office of the Chief of Academics	$30.00	08/03/20-01/03/21
5, r	Heidi Wylie	Vocal Music Instructor	Office of the Chief of School Administration	$30.00	08/10/20-12/23/20

Codes

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

Administration's Recommendation

The Administration recommends that the Board:

1. authorize the promotions, reassignments, decreases and increases in salary, and appointments to the classifications indicated, to be effective as indicated; and
2. approve the LTE contracts exceeding 60 days, pursuant to Administrative Policy 6.23(4)(b), to be effective as indicated.

Director Miller moved approval of the Administration's recommendation.

Director Baéz offered a substitute motion, to approve the Administration's recommendation with the exception of the appointment for leadership of the Lincoln Center of the Arts.

The substitute motion passed, the vote being as follows:

Ayes — Directors Baéz, Herndon, O'Halloran, Peterson, Phillips, Siemsen, Taylor, Woodward, and President Miller— 9.
Noes — None.

* * * * *

(Item 2) Action on Monthly Personnel Matters: Action on Classified Personnel Transactions, Action on Certificated Appointments, Report on Certificated Resignations and Classified Retirements, and Affirmative Action Report

This item initiated by the Superintendent

Classified Personnel Transactions

Code	Name	Position	Salary	Date
New Hires				
2	Shawanda Barksdale	Building Service Helper I	$13.12/hr.	06/15/2020
2	Taylor Hamilton	Building Service Helper I	$13.12/hr.	06/15/2020
2	Doris Lloyd	Building Service Helper I	$13.12/hr.	06/15/2020
2	Breauna Nelson	Building Service Helper I	$13.12/hr.	06/22/2020
2	Vivian Nelson	Building Service Helper I	$13.12/hr.	06/22/2020
2	Dewey Qualls	Building Service Helper I	$13.12/hr.	06/29/2020
2	Brenda Randall	Building Service Helper I	$13.12/hr.	06/29/2020
2	Brianna Robinson	Building Service Helper I	$13.12/hr.	06/15/2020
4	Richard Sanchez	Building Service Helper I	$13.12/hr.	06/22/2020
2	Teresa Thompson	Building Service Helper I	$13.12/hr.	06/29/2020
5	Thomas Ostrowski	Elevator Constructor	$47.94/hr.	06/08/2020
5	Alexandre Sablonniere	Para Ed Assistant	$18,311.04	06/04/2020
2	Keyaira Gardison	School Secretary I, 12-month	$31,366.40	06/01/2020
Promotions				
2	Christine Bond	Building Service Helper I	$13.62/hr.	06/29/2020
2	Anthony McGahee	Building Service Helper I	$14.12/hr.	06/29/2020
2	Howard Crook	Boiler Attendant Trainee	$38,000	06/15/2020
2	Alicia Moore	Boiler Attendant Trainee	$39,000	06/29/2020
4	Manuel Andrade Ponce	School Engineer I	$46,000.00	06/29/2020
2	Curtis Blake	School Engineer I	$52,000.00	06/15/2020
2	Demetrous Elam	School Engineer I	$46,000.00	06/15/2020
2	Catherine Smith	School Engineer I	$46,000.00	06/15/2020
Rehires				
2	Khayyana Suggs	Building Service Helper I	$13.12/hr.	06/15/2020
2	Kelly Zanders	Building Service Helper I	$13.12/hr.	06/22/2020

Certificated Appointments

Teachers

Codes	Name	Appointment	Salary	Date
5, r	Ellsworth, Ann	K-8 Schools	$55,287.00	8/25/2020
5, nr	Goodwillie, Alyssa J	Gen'l Elem & K-8 — All Grades	$43,537.00	8/25/2020
5, nr	Metzger, Stacy A	General Operations	$61,137.00	8/25/2020
5, r	Nelson, Grace S	SAGE	$43,537.00	8/25/2020
5, nr	Pauer, Danielle L	Reg (Five-year-old) Kindergarten	$43,537.00	8/25/2020
5, nr	Wroblewski, Gabrielle	SAGE	$43,537.00	8/25/2020

Teachers, Early Start

Codes	Name	Appointment	Salary	Date
2, r	Asiyanbi, Hannah	Mathematics	$45,137.00	8/10/2020

Codes	Name	Appointment	Salary	Date
5, nr	Basina, Rebecca A	Gen'l Elem & K-8 — All Grades	$43,537.00	8/10/2020
5, r	Beauchine, Trent T	Science	$61,137.00	8/10/2020
5, r	Benjamin, Devan J	SAGE	$58,787.00	8/10/2020
5, r	Daggett, Brea	Gen'l Elem & K-8 — All Grades	$48,337.00	8/10/2020
5, nr	Gackowski, Kalyn N	Science	$43,537.00	8/10/2020
2, r	Jackson Robinson, Kyle A	Mathematics	$43,537.00	8/10/2020
5, nr	Stanton, Riley Q	Science	$43,537.00	8/10/2020
5, r	Vannest, Bethany L	Spec Ed Multi-categorical	$43,537.00	8/10/2020
2, r	Yarbrough Quirk, Niani K	Spec Ed Multi-categorical	$60,537.00	8/10/2020

	Counts				
Codes	Teachers	SSWs	Psychologists	Other	Total
nr Non-resident	7	0	0	0	7
r Resident	9	0	0	0	9
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	0	0	0	0	0
5 White	13	0	0	0	13
6 Other	0	0	0	0	0
7 Two or More Ethnic Codes	0	0	0	0	0
Male	4	0	0	0	4
Female	12	0	0	0	12

Report on Certificated Resignations and Classified Retirements

The certificated resignations and classified retirements listed below have been accepted by the Superintendent, to be effective as of the dates indicated. This is an informational item, and no action is required.

Certificated Resignations

Reason	Yrs Svc Credit	Code	Name	Position	Location	Date
Personal	6.9	5	Rebecca Anderson	Teacher	Gaenslen	06/12/2020
Personal	6.9	5	Caroline Blackburn	Teacher	Manitoba	06/12/2020
Other Dist	19.0	2	Daryl Burns	Principal	Carson	07/06/2020
Other Dist	2.0	5	Kayla Chambers	Teacher	Stuart	06/26/2020
Personal	7.9	2	Angela Colbert	Teacher	Carver	06/26/2020
Other Dist	2.3	4	Nicole Colon Hogan	Teacher	Doerfler	06/12/2020
Retire	8.4	5	Joel Eul	AP	53rd Street	06/18/2020
Retire	39.9	5	Arthur Gosselin	Teacher	Milw Co Youth Ed	08/15/2020
Other Work	2.0	5	Travis Graf	Teacher	Pulaski	06/17/2020
Other Dist	22.5	2	Annette Jackson Thomas	Spec Ed Sup	Central Svcs	06/30/2020
Personal	3.8	4	Ana Jover Gonzalbez	Teacher	Project Stay	05/22/2020
Other Dist	13.0	5	John Kish	Teacher	Rufus King HS	06/30/2020
Other Dist	1.9	5	Taylor McKenna	Teacher	Grantosa	06/12/2020
Personal	8.9	3	Sangita Nayak	AP	Riley	07/17/2020
Other Dist	7.5	5	Matthew Sommers	Teacher	Marshall	07/01/2020
Personal	1.4	2	Tanesha Stewart	Teacher	Manitoba	06/15/2020
Other Dist	4.9	5	Dana Timm	Teacher	Bay View	07/01/2020
Other Dist	7.8	5	Josh Weber	Teacher	Hamilton	06/05/2020
Other Dist	1.0	5	Andrea Wenstadt	Teacher	German Imm	06/20/2020

Classified Retirements

Reason	Yrs Svc Credit	Code	Name	Position	Location	Date
Retire	15.5	2	Beverly Adams	Para	Gaenslen	06/12/2020
Retire	1.5	2	Linda Barnett	Para	Craig	06/12/2020
Retire	14.5	2	Charlotte Blake	BSH I	Brown Street	06/12/2020

Reason	Yrs Svc Credit	Code	Name	Position	Location	Date
Retire	25.3	2	Gisele Brister Lee	Engineer II	Kluge	06/26/2020
Retire	7.2	5	Nancy Carey	Para	Cooper	06/12/2020
Retire	26.8	5	Angela Chojnacki	Kitchen Mgr	Bradley Tech	06/15/2020
Retire	33.4	5	Karen Delker	Secretary I	Fernwood	06/18/2020
Retire	26.8	5	Luana Dembiec	Para	Fairview	06/12/2020
Retire	27.7	5	Deborah Eldridge	Para	Cooper	6/12/2020
Retire	29.3	2	Janice Galloway	Para	LaFollette	06/12/2020
Retire	36.0	2	Rosemary Hayes	Admin Asst	Central Svcs	06/12/2020
Retire	32.3	5	Cindy Hintz	CHA	Manitoba	06/15/2020
Retire	29.7	5	Dan Janowski	Para	Manitoba	06/12/2020
Retire	17.2	2	Patricia Lipsey	Para	81st Street	06/12/2020
Retire	27.7	5	Teresa Lovelace	CHA	Forest Home	06/12/2020
Retire	31.1	3	Mai Ly	Para	Story	06/15/2020
Retire	29.3	5	Patricia Malone	Secretary I	Metcalfe	06/10/2020
Retire	22.7	1	Karen Manske	Secretary I	Fernwood	06/24/2020
Retire	10.5	5	Patricia Markowski	Para	Victory	06/12/2020
Retire	22.2	5	Kristine Mclean	Para	Clement	06/12/2020
Retire	22.8	5	Tracy Murphy	Para	Victory	06/13/2020
Retire	24.7	4	Wanda Perez	Para	Forest Home	06/15/2020
Retire	25.6	2	Marie Poma	Para	French Imm	06/12/2020
Retire	22.8	2	Delores Small	CHA	Hawley	06/12/2020
Retire	29.0	1	Ricky Spicer	Para	Auer	06/12/2020
Retire	27.8	2	Lloyd Summerville	BSH II	Morse	06/20/2020
Retire	25.2	5	Therese Szafranski	Kitchen Mgr	Craig	06/11/2020
Retire	33.8	5	Lynette Thiele	Para	Curtin	06/12/2020
Retire	30.6	3	Daniel Thompson	Engineer I	Hampton	06/21/2020
Retire	26.2	5	Joanne Wojciechowski	Para	Clement Ave	06/12/2020
Retire	30.2	2	Michele Wright	Para	Hi Mount	06/12/2020
Retire	31.8	5	Susanna Zachari	Para	Honey Creek	06/12/2020

Affirmative Action Report

The Affirmative Action monthly personnel transaction report for June 2020 has been submitted 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 and appointments as listed, to be effective upon approval by the Board.

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

Ayes — Baéz, Herndon, O'Halloran, Peterson, Phillips, Siemsen, Taylor, Woodward, and President Miller — 9.
Noes — None.

* * * * *

(Item 3) 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

This item initiated by the Superintendent

Background

Section 119.25 of the Wisconsin Statutes allows the Board to adopt a resolution authorizing the use of either an Independent Hearing Panel or Hearing Officers appointed by the Board to hear and to decide student-expulsion cases. The resolution is effective for the school year for which it is adopted.

At its meeting on August 28, 2008, the Board approved revisions to Administrative Policies 8.32 and 8.33 to authorize the use of Independent Hearing Officers to hear and to decide student-expulsion cases.

For the 2019-20 school year, the Board adopted a resolution authorizing the use of Independent Hearing Officers who are non-district employees (as suggested by the City Attorney) to hear and to decide expulsion cases.

For the 2020-21 school year, the Administration is recommending the continued use of Independent Hearing Officers to hear and to decide student-expulsion cases. The Department of Student Services will continue to provide training for the Independent Hearing Officers to ensure that all Independent Hearing Officers understand their role, responsibilities, and options.

[A summary of student expulsions for the 2019-20 school year and statistics regarding student expulsions for the 2019-20 school year have been provided under separate cover for the Board's information.]

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 8.33, Student Expulsion: Independent Hearing Officer

Fiscal Impact Statement

Approval of this item does not authorize expenditures. The primary cost of processing student-expulsion cases is the transcription services and the cost of the Independent Hearing Officers. These costs were previously approved in the FY 2021 budget for the Department of Student Services.

Administration's Recommendation

The Administration recommends that the Board adopt the following resolution:

RESOLVED, That for the 2020-21 school year, student expulsions from the Milwaukee Public Schools shall be ordered by an Independent Hearing Officer; and be it

FURTHER RESOLVED, That the Administration implement the behavior reassignment option, whenever possible; and be it

FURTHER RESOLVED, That the same due process procedures as were used in 2019-20 be followed when hearing all cases of student expulsions; and be it

FURTHER RESOLVED, That the Independent Hearing Officer may impose one or more early reinstatement conditions under which a student who is expelled from school may be reinstated to school before the end of his or her expulsion. The reinstatement condition may be a condition a student is required to meet before he or she may be granted reinstatement, or a condition that the pupil is required to meet after his or her early reinstatement. The early reinstatement conditions must be related to the reasons for the student's expulsion and be stated in the expulsion order; and be it

FURTHER RESOLVED, That the Independent Hearing Officer in all expulsion cases provide educational services to expelled students at an MPS alternative/partnership school or online academic support; and be it

FURTHER RESOLVED, That the expelled students shall be reinstated to the Milwaukee Public Schools through the Department of Student Services in the manner described in Wisconsin Statute 119.25.

Director Baéz moved that the item, , along with Resolution 2021R-007, be brought to the Board through committee during the August board cycle. The motion passed, the vote being as follows:

Ayes — Baéz, Herndon, O'Halloran, Peterson, Phillips, Siemsen, Taylor, Woodward, and President Miller — 9.

Noes — None.

* * * * *

(Item 4) Action on a Recommendation to Approve the 2020-2021 Inter-district Transfer Agreements

This item initiated by the Superintendent

Background

Section 121.85(3) of the Wisconsin Statutes allows the Board to enter into annual written inter-district transfer agreements with school districts for the purpose of reducing racial imbalance.

The Administration is requesting authorization to enter into contracts with 20 suburban districts to provide funding for transportation services for students participating in the Inter-District Transfer Program (Chapter 220).

For the 2020-2021 school year, seven of the 20 participating school districts will arrange their own transportation: Fox-Point-Bayside, Elmbrook, Germantown, Maple Dale-Indian Hill, Menomonee Falls, Mequon-Thiensville, and Nicolet. Reimbursement for transportation services will be funded by Milwaukee Public Schools.

For the 2020-2021 school year, Milwaukee Public Schools will arrange transportation services for 13 of the 20 participating school districts: Cudahy, Franklin, Greendale, Greenfield, Hamilton/Sussex, New Berlin, Oak Creek/Franklin, Saint Francis, Shorewood, Wauwatosa, West Allis/West Milwaukee, Whitefish Bay, and Whitnall.

Administration's Analysis

In June 2020, the Administration mailed to each suburban district the appropriate version (I or II — see attachments under separate cover) of the 2020-2021 Inter-District Transfer Agreement with a request that the agreement be signed by the respective board president.

As of July 2020, eight of the 20 participating suburban districts have returned the 2020-2021 Inter-District Transfer Agreement.

The Milwaukee Public Schools will be responsible for Version I suburban school districts' transportation (see chart below). Milwaukee Public Schools will provide the Version II suburban school districts with the funds for transportation services.

Version I School Districts

Cudahy	New Berlin	West Allis/West Milwaukee
Franklin	Oak Creek-Franklin	Whitefish Bay
Greendale	St. Francis	Whitnall
Greenfield	Shorewood	
Hamilton/Sussex	Wauwatosa	

Version II School Districts

Elmbrook	Maple Dale-Indian Hills	Nicolet
Fox Point-Bayside	Menomonee Falls	
Germantown	Mequon-Thiensville	

The chart below highlights the number of actual enrollment for the 2018-2019 and 2019-2020 school year, as well as the number of contracted seats for the 2020-2021 school year for all 21 suburban school districts.

Chapter 220 District	2020-2021 Contracted Seats	2019-2020 Actual Seats	2018-2019 Actual Seats
Cudahy	1	1	2
Elmbrook	34	47	55
Fox Point/Bayside	41	50	58
Franklin	7	12	20
Germantown	17	18	20
Greendale	20	28	33
Greenfield	5	7	9
Hamilton/Sussex	29	38	41
Maple Dale/Indian Hill	3	7	10

Chapter 220 District	2020-2021 Contracted Seats	2019-2020 Actual Seats	2018-2019 Actual Seats
Menomonee Falls	16	34	34
Mequon/Thiensville	49	53	62
New Berlin	1	1	2
Nicolet	44	41	38
Oak Creek/Franklin	9	17	19
St. Francis	1	4	4
Shorewood	25	42	50
South Milwaukee	0	0	1
Wauwatosa	17	27	42
West Allis/West Milwaukee	2	5	5
Whitefish Bay	95	114	126
Whitnall	19	20	23
TOTAL	435	566	654

The chart below details the projected contract amount for each of the districts that will be reimbursed for transportation for the 2020-2021 school year.

Chapter 220 District	Contracted Seats	Per-pupil Actual Cost	Contract Amount
Elmbrook	34	$4,151.53	$141,152.02
Fox Point-Bayside	41	$3,634.14	$148,999.74
Germantown	17	$5,901.53	$100,326.01
Maple Dale-Indian Hills	3	$6,942.00	$20,826.00
Menomonee Falls	16	$4,031.25	$64,500.00
Mequon-Thiensville	49	$2,096.33	$102,720.17
Nicolet	44	$2,198.86	$96,749.84
TOTAL	204		$675,273.78

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 had scheduled the service. In subsequent years, Milwaukee Public Schools pays the average per-pupil cost, plus inflation as measured by the Consumer Price Index (CPI). Actual costs are based on 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. 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).

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 2020-2021 school year. The budget code for reimbursement of the expenditures is SM1-0-0-TRS-DW-EPPT.

Chapter 220 District	Contract Amount
Elmbrook	$141,152.02
Fox Point/Bayside	$148,999.74
Germantown	$100,326.01
Maple Dale/Indian Hill	$20,826.00

Chapter 220 District	Contract Amount
Menomonee Falls	$64,500.00
Mequon-Thiensville	$102,720.17
Nicolet	$96,749.84
TOTAL	$675,273.78

This item does not authorize expenditure of funds for other suburban districts.

This item authorizes expenditures pursuant to federal law. Districts are reimbursed based on the number of eligible Milwaukee-resident students who receive Title I services provided by the host district.

Implementation and Assessment Plan

Upon approval by the Board, the Inter-District Student Transfer Agreements will be implemented.

Administration's Recommendation

The Administration recommends the Board:

1. approve the 2020-2021 Inter-district Transfer Agreements;
2. authorize the Board's President to execute the 2020-2021 Inter-district Transfer Agreements for the following school districts;

Cudahy	Hamilton Sussex	St. Francis
Elmbrook	Maple Dale-Indian Hills	Shorewood
Fox Point-Bayside	Menomonee Falls	Wauwatosa
Franklin	Mequon-Theinsville	West Allis/West Milwaukee
Germantown	New Berlin	Whitefish Bay
Greendale	Nicolet	Whitnall
Greenfield	Oak Creek-Franklin	

3. authorize the Administration to enter into contracts to provide transportation services with the following school districts for the 2020-2021 school year.

Chapter 220 District	Contract Amount
Elmbrook	$141,152.02
Fox Point/Bayside	$148,999.74
Germantown	$100,326.01
Maple Dale/Indian Hill	$20,826.00

Chapter 220 District	Contract Amount
Menomonee Falls	$64,500.00
Mequon-Thiensville	$102,720.17
Nicolet	$96,749.84
TOTAL	$675,273.78

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

Ayes — Baéz, Herndon, O'Halloran, Peterson, Phillips, Siemsen, Taylor, Woodward, and President Miller — 9.
Noes — None.

* * * * *

(Item 5) Action on a Request on Amendments to the Non-instrumentality Charter School Contract with Carmen High School of Science and Technology, Inc.

This item initiated by the Superintendent

Background

Carmen High School of Science and Technology, South was established in fall 2007 and is located at 1712 South 32nd Street. Carmen Middle/High School of Science and Technology, Northwest, was established in fall 2013 and is located at 5496 North 72nd Street. Carmen High School of Science and Technology, Southeast, was established in fall of 2016 and is located at 2500 West Oklahoma Avenue. Carmen Middle School of Science and Technology, South, was established in fall 2018 and was formerly located at 1236 South Layton Boulevard.

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 Department of Contracted School Services received notification from Carmen that Jennifer Lopez would be named the school leader for Carmen schools and that Carmen Middle School of Science and

Technology, South, would be relocated to 2427 South 15th Street, Milwaukee, Wisconsin, 53215, beginning with the 2020-2021 school year. A redline contract reflecting the proposed amendments has been provided under separate cover.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 9.12, Charter Schools

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

Upon the Board's approval and execution of the contract, a copy of the contract will be forwarded to the Wisconsin Department of Public Instruction.

Administration's Recommendation

The Administration recommends that the Board approve the amendments to the non-instrumentality charter school contract with Carmen High School of Science and Technology, Inc., as provided under separate cover.

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

Ayes — Baéz, Herndon, O'Halloran, Peterson, Phillips, Siemsen, Taylor, Woodward, and President Miller — 9.
Noes — None.

* * * * *

(Item 6) Action on Monthly Finance Matters: Authorization to Make Purchases; Reports on Emergency Purchases Due to COVID-19; Change Orders in Excess of $25,000 and Cumulative Purchases in Excess of $50,000; Report of Revenues and Expenses; Monthly Expenditure Control Report; 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

This item initiated by the Superintendent

Purchases

RFB 5787 Authorization to Contract with Diamond Discs International for Disposable Face Masks

The Administration is requesting authorization to enter into a blanket contract with Diamond Discs International for adult and child three-ply surgical masks (w/ear loop straps), which meet all ASTM F1862 and/or F2100 Level 1 requirements. These items will foster a safe learning environment and promote the safety of students and staff by reducing risk of transmission of COVID-19 in MPS facilities.

Diamond Discs International was chosen pursuant to RFB 5787, which closed on June 29, 2020. The contract will run from August 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 are met.

The total cost of the contract in the Initial Term will not exceed $2,000,000.

Budget Code: GSP-0-S-CR1-DW-ESUPCOVD $2,000,000

Prime Contractor Information
Certified HUB Contractor? ..... Yes
Total # of Employees 6
Total # of Minorities 4
Total # of Women 2

HUB Participation
Required..... 6%
Proposed 100%
$ Value .....TBD

Student Engagement (hours per 12-month contract)
Paid Student-employment Hour Commitment.....400
Student Career-awareness Commitment.....10

CESA Purchasing Agreement Authorization to Purchase Wi-Fi Hotspots from Kajeet, Inc.

The Administration is requesting authorization to make a one-time purchase from Kajeet, Inc., ("Kajeet") for up to 5,000 mobile Wi-Fi hotspots. These mobile hotspots will be made available to MPS families to assist with virtual-learning needs this summer and next school year. Through Kajeet's "Distance Learning Bundle," 3GB of monthly data will be included for each device for six months. While the district is providing the funding for this purchase, the MPS Foundation is undergoing fundraising efforts to help offset this cost.

This request is for "authority" to make this purchase as needs for these devices arise. A purchase of 5,000 of these devices was already made in May of 2020. This purchasing authority will give the district flexibility to make an additional purchase of up to 5,000 devices or to add data to existing devices if needed for longer than six months.

This purchase is made under the Master Intergovernmental Cooperative Purchasing Agreement between Lakes Country Service Cooperative and CESA Purchasing, RFP 16.15, for "Mobile Educational Broadband."

The total cost of goods purchased from Kajeet will not exceed $1,220,713.86.

Budget Code: TSV-0-S-CR1-DW-ENCQCOVD.....$1,220,713.86

HUB Participation
Required..... 0%
Proposed 0%
$ Value.....NA

Student Engagement (hours per 12-month contract)
Paid Student-employment Hour Commitment.....0
Student Career-awareness Commitment.....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 multiple vendors for products related to the Covid-19 pandemic. Due to the emergency nature of these procurements, these purchases were not previously approved by the Board.

Vendor	Description of Goods	PO Number	PO Total	Procurement Basis
AssetGenie, Inc. d/b/a AG Parts Worldwide	15,000 AC Adapters	R412831	$276,000	Exception-to-Bid
Marek Group	Printing of emergency curriculum material	P930064	$269,951.88	Exception-to-Bid
Office Depot	1,425 cases of hand sanitizer	P930999	$142,443	Exception-to-Bid
UMS Print Solutions	Printing of emergency curriculum booklets	P930957	$18,234.09	Exception-to-Bid

Vendor	Description of Goods	PO Number	PO Total	Procurement Basis
UMS Print Solutions	Printing of emergency curriculum booklets	P929528	$10,200	Exception-to-Bid
UMS Print Solutions	Printing of emergency curriculum booklets	P930910	$22,821.21	Exception-to-Bid
US Cellular	Hotspots for online learning	P929767	$16,160.37	Exception-to-Bid
US Cellular	Hotspots for online learning	P930530	$10,709.49	Exception-to-Bid

Report on Change Orders in Excess of $25,000

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

Contract: C026441
American United Transportation Group

On August 1, 2017, the Administration requested authorization to enter into a blanket contract with American United Transportation Group to provide human-service-vehicle (HSV) or van-transportation services on an as-needed basis for students throughout the metro-Milwaukee area for travel to and from school. The vendor, which was chosen pursuant to RFB 5759, was awarded a compensation amount of $220,000 for the second extension (Year 3) of the contract's term. Additional funds in the amount of $170,000 are now necessary to increase this awarded contract to continue the services based on the district's needs.

Original Contract Amount.....$220,000
First Increase $70,000
Second Increase.....$100,000
Adjusted Contract Amount.....$390,000

Contract: B0001385
Dairyland Buses, Inc.

On August 1, 2019, the Administration requested authorization to enter into a blanket contract with Dairyland Buses, Inc., to provide yellow bus transportation for school-sponsored field trips. The vendor, which was chosen pursuant to RFB 5781, was awarded a compensation amount of $125,000 for the original contract's term. Additional funds in the amount of $100,000 are now necessary to increase this awarded contract to continue the services based on the district's needs.

Original Contract Amount.....$125,000
First Increase $100,000
Adjusted Contract Amount.....$225,000

Contract: C027303
Lakeside Buses of Wisconsin, Inc.

On July 1, 2018, the Administration requested authorization to enter into a blanket contract with Lakeside Buses of Wisconsin, Inc., to provide yellow bus transportation. The vendor, which was chosen pursuant to RFP 973, was awarded a compensation amount of $9,200,000 for the original contract's term. Additional funds in the amount of $1,300,000 are now necessary to increase this awarded contract to continue the services based on the district's needs.

Original Contract Amount.....$9,200,000
First Increase $1,300,000
Adjusted Contract Amount.....$10,500,000

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 have been submitted under separate cover. These are informational items, and no action is required.

Donations

Location	Donor	Amount	Gift or Purpose
Monetary Donations over $5,000			
Ronald Reagan High School	Herb Kohl Foundation	$6,000.00	General School Supplies
Total Monetary Donations over $5,000		*$6,000.00*	
Monetary Donations			
Audubon High School	Kingfish Solutions, LLC.	$81.12	Athletics Donation
Audubon High School	Kingfish Solutions, LLC.	$190.36	Athletics Donation
Bryant School	General Mills/Box Tops For Education	$4.50	General School Supplies
Fernwood School	King Solutions Inc.	$36.10	General School Supplies
Fernwood School	General Mills/Box Tops For Education	$30.20	General School Supplies
Fratney Street School	General Mills/Box Tops For Education	$2.60	General School Supplies
Fratney Street School	Melissa Hamley	$190.00	Schoolyard Donation
German Immersion School	YourCause, LLC.	$50.00	General School Supplies
German Immersion School	YourCause, LLC.	$115.36	General School Supplies
Hayes Bilingual School	Andrew Hurie	$500.00	PTA & Art/Visual Art Donation
Holmes School	Greendale School District	$233.00	General School Supplies
Holmes School	Greendale School District	$234.00	General School Supplies
Howard Avenue Montessori	Bay View Montessori PTO	$400.00	Classroom Resources
Howard Avenue Montessori	Bay View Montessori PTO	$400.00	Classroom Resources
King High School	Mary Meins	$700.00	General School Supplies
Lloyd Barbee Montessori	General Mills/Box Tops For Education	$8.80	General School Supplies
MacDowell Montessori	General Mills/Box Tops For Education	$63.20	General School Supplies
Marshall High School	FrontStream Holdings, LLC.	$43.92	Online Resources Donation
Maryland Avenue School	United Way	$595.00	General School Supplies
Meir School	General Mills/Box Tops For Education	$14.80	General School Supplies
Milw. Sch. Of Languages	General Mills/Box Tops For Education	$0.60	General School Supplies
Mitchell School	General Mills/Box Tops For Education	$4.20	General School Supplies
Morgandale School	General Mills/Box Tops For Education	$9.10	General School Supplies
Parkside School	Action for Healthy Kids	$750.00	Game on Grant Donation
Spanish Immersion School	YourCause, LLC.	$25.00	General School Supplies
Story School	M&M Sub Ventures, LLC.	$150.00	General School Supplies
Trowbridge School	Northwestern Mutual Foundation	$500.00	General School Supplies
Victory School	Anonymous Donor	$500.00	Library Donation
Westside School	State of Wisconsin	$457.00	DPI School Health Award Donation
Westside School	Natural Resources Foundation of Wisconsin	$250.00	Outdoor Classroom Project Donation
Whittier School	Whittier PTO	$1,000.00	General School Supplies and Field Trips
Zablocki School	Sixteenth Street Community Health Centers	$106.60	Transportation Donation
Total Monetary Donations		*$7,645.46*	
Non-monetary Donations			
Engleburg School	Donors Choose	$595.00	Online Reading Course
Engleburg School	Donors Choose	$102.23	General School Supplies
Forest Home Avenue School	Donors Choose	$177.53	Miscellaneous Materials & Toys
Forest Home Avenue School	Donors Choose	$696.65	Distance Learning Materials
Forest Home Avenue School	Donors Choose	$679.68	Distance Learning Materials
Greenfield School	Donors Choose	$427.44	Books
MacDowell Montessori	Donors Choose	$258.56	Headphones

Location	Donor	Amount	Gift or Purpose
Ninety-Fifth Street School	Donors Choose	$50.00	General School Supplies
Ninety-Fifth Street School	Donors Choose	$150.00	General School Supplies
Sherman School	The Meemic Foundation	$165.00	General School Supplies
Total Non-monetary Donations		*$3,302.09*	
Total Value for July 2020		**$16,947.55**	

Administration's Recommendation

The Administration recommends that the Board

1. authorize the purchases, and
2. accept the donations as listed, with appropriate acknowledgement to be made on behalf of the Board.

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

Ayes — Baéz, Herndon, O'Halloran, Peterson, Phillips, Siemsen, Taylor, Woodward, and President Miller — 9.
Noes — None.

* * * * *

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

This item initiated by the Superintendent

RFP 945 Authorization to Contract with Airoldi Brothers, Inc., for Leasing of Refrigerated Trucks

The Administration is requesting authorization to extend a contract with Airoldi Brothers, Inc., ("Airoldi") for the lease of eight refrigerated trucks. These trucks will be used by School Nutrition Services to deliver pre-packed meals from central kitchens to schools across the district in a timely manner.

Contractor was chosen pursuant to RFP 945. The original contract provided for four one-year options to extend if certain performance metrics were met. Airoldi 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 September 1, 2020, through August 31, 2021. The total cost of the contract in this extension year will not exceed $240,000.

Budget Code: LNC-0-0-LNH-NU-ESDF (Food Service Storage and Delivery).....$240,000

Prime Contractor Information
- Certified HUB Contractor?.....No
- Total # of Employees.....154
- Total # of Minorities.....46
- Total # of Women.....15

HUB Participation
- Required..... 0%
- Proposed 0%
- $ Value.....NA

Student Engagement (hours per 12-month contract)
- Paid Student-employment Hour Commitment.....0
- Paid Student Career-awareness Commitment.....0

RFP 939 Authorization to Contract with Five Community-based Organizations to Operate 35 Community Learning Centers During the 2020-21 School Year

The Administration is requesting authorization to enter in agreements with five community-based organizations (CBOs) 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 School Recreational Providers.

CBOs provide fiscal administration for their respective CLC sites, hire and evaluate CLC staff, and assist day-schools in developing extended-day academic, recreational, and parent/family programming.

These agreements are funded by a combination of grant funds awarded to the District by the Wisconsin Department of Public Instruction (DPI) and district Extension funds.

Upon 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 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, 2020, through June 30, 2021.

This item authorizes expenditures in the amount of $4,977,750. The total cost of each contract and the associated budget codes are identified in attachment to this item.

Budget Code: RCC-X-X-XXX-XX-ECTS (DPI Grant Funding).....$4,352,750
CSV-0-0-XXX-XX-ECTS (Extension Funds).....$625,000

Partnership for the Arts Authorization to Contract with 44 Community-based Organizations to Provide Arts-and-humanities-related Programming During Out-of-school Time

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-resident children, youth, and families. The goals of the Partnership for the Arts & Humanities program are to:

- increase access to arts and/or humanities experiences for all Milwaukee-resident children, youth, and families;
- strengthen existing and establish new community partnerships that motivate students to higher levels of academic and social-emotional achievement; and
- build the collective capacity of community-based organizations to effectively serve children, youth, and families.

Since the 2006-2007 school year, the Milwaukee Board of School Directors has approved 547 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, 59 proposals were received, requesting a total of $2,822,204.

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 their family members between September 2020 and August 2021. 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 $1,751,917 The total cost of each contract is identified in attachment provided under separate cover.

Budget Code: CSV-0-0-ART-RC-ECTS (Extension Funds — Arts & Humanities).....$1,751,917

RFP 970 Authorization to Extend a Contract with EBS Healthcare Staffing Services, Inc., d/b/a EBS-Educational Based Services, for Speech-Language Pathology Services

The Administration requests authorization to contract with EBS Healthcare Staffing Services, Inc., d/b/a EBS-Educational Based Services ("EBS"), to provide speech-language pathology services mandated by the Individuals with Disabilities Education Act (IDEA) and as outlined in the Individual Education Plan (IEP) for each eligible student.

These contracted services are needed due to the severe shortage of speech-language pathologists available to MPS, rendering MPS unable to fill its vacant speech-language pathologist positions. The shortage of speech-language pathologists in MPS mirrors the shortage of qualified speech-language pathologist personnel that exists nationwide. The Speech-Language Disabilities Program currently has six existing vacancies, six known resignations, and the equivalent of approximately 6.0 FTEs needed annually to provide services to cover the various leaves the Speech-Language Disabilities Program incurs, such as those required by short-term medical or childrearing leaves.

Services to be provided by speech-language pathologists include speech-and-language-therapy services, evaluation of children's eligibility for such services, IEP development, Medicaid billing, and other reporting requirements.

The vendor was chosen pursuant to RFP 970. The original contract provided for two one-year options to extend. This will be the second extension option of this contract. This second contract extension will run from August 1, 2020, through June 30, 2021. The total cost of the contract in this extension year will not exceed $502,000, based on the vendor's ability to provide qualified staff.

Budget Code: SPL-0-I-EEN-DW-ECTS (Speech-Language Contract Services) $502,000

Prime Contractor Information
- Certified HUB Contractor? .....No
- Total # of Employees 2,269
- Total # of Minorities 907
- Total # of Women 1,974

HUB Participation
- Required .....N/A
- Proposed .....N/A
- $ Value .....N/A

Student Engagement (hours per 12-month contract)
- Paid Student-employment Hour Commitment 300
- Student Career-awareness Commitment 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:

- Airoldi Brothers, Inc., for Leasing of Refrigerated Trucks,
  LNC-0-0-LNH-NU-ESDF ..... $ 240,000
- 2020-21 Community Learning Centers,
  RCC-X-X-XXX-XX-ECTS ..... $ 4,352,750
  CSV-0-0-XXX-XX-ECTS ..... $ 625,000
  Total ..... $ 4,977,750

- 2020-21 Partnership for the Arts and Humanities, CSV-0-0-ART-RC-ECTS ..... $ 1,751,917
- EBS Healthcare Staffing Services, Inc. for Speech-Language Pathology Services, SPL-0-I-EEN-DW-ECTS..... $ 502,000

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 above and in the attachments provided under separate cover.

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

Ayes — Baéz, Herndon, O'Halloran, Peterson, Phillips, Siemsen, Taylor, Woodward, and President Miller — 9.
Noes — None.

* * * * *

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

This item initiated by the Superintendent

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

Exception Authorization to Extend a Contract with Board of Regents of the University of Wisconsin System on behalf of the University of Wisconsin-Wisconsin's Center for Education Research (WCER) for Milwaukee Partnership School Evaluation

The Administration is requesting authorization to extend a contract with the Board of Regents of the University of Wisconsin System, on behalf of the University of Wisconsin-Madison Wisconsin Center for Education Research (WCER), to evaluate the Milwaukee Partnership School Project. WCER shall specifically perform the following tasks to evaluate the Milwaukee Partnership Schools Project at Carver, Mitchell, Rogers, and Clarke Street Schools.

WCER will conduct focus groups and/or survey teachers to garner perceptions around key components of the initiative, particularly the supports and training provided to teachers. Survey content/focus groups' agendas will be appropriately vetted with stakeholders (including the project's Steering Committee). The contractor will communicate regularly with partnership schools' staff to provide updates on the evaluation's progress. The contractor will attend all necessary partnership meetings as well as other relevant meetings at the request of the MPS project director. The contractor will analyze the results and produce a report for inclusion in an annual progress report by August 31, 2021, as well as the project's final report.

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 the Milwaukee Partnership School Project Grant (Administrative Policy 3.09(2)(c)).

The original contract provided for two one-year options to extend. This will be the second extension of this contract, which run from October 1, 2020, through September 30, 2021. The total cost of the contract in this extension year will not exceed $150,000.

Budget Code: SDV-H-S-M41-CI-ECTS (Milwaukee Partnership Schools Contract Services) $150,000

HUB Participation
Required 0%
Proposed 0%
$ Value 0

Student Engagement (hours per 12-month contract)
Paid Student-employment Hour Commitment 0
Student Career-awareness Commitment 10

Exception Authorization to Enter into a Contract with the Board of Regents of the UW System on Behalf of the University of Wisconsin-Milwaukee to Evaluate the Milwaukee Partnership School Project

The Administration is requesting authorization to extend a contract with the Board of Regents of the University of Wisconsin System, on behalf of the University of Wisconsin-Milwaukee's School of Education, for the developmental evaluation services for the implementation of the Milwaukee Partnership School Project. UW-Milwaukee's School of Education 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 grant, including interventions provided to students (math, reading, and social-emotional learning), student achievement data, student attendance, family-event attendance, student suspensions, and project collaboration.

The evaluators will provide user-friendly data for continuous improvement to program leaders, so staff can make changes in real time to achieve the project's intended goals. Evaluators will be responsible for preparing a research application to the MPS office of Research and Development, devising data-collection systems across agencies and schools when needed, and collecting data to monitor the program's activities.

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 the Milwaukee Partnership School Project Grant (Administrative Policy 3.09(2)(c)).

The original contract provided for two one-year options to extend. This will be the second extension of this contract, which will run from October 1, 2020, through September 30, 2021. The total cost of the contract in this extension year will not exceed $145,015.

Budget Code: SDV-H-S-M41-CI-ECTS (Milwaukee Partnership Schools — Contract Services) $145,015

HUB Participation
Required 0%
Proposed 0%
$ Value 0

Student Engagement (hours per 12-month contract)
Paid Student-employment Hour Commitment 0
Student Career-awareness Commitment 10

Exception Authorization to Enter into a Contract with United Way of Greater Milwaukee & Waukesha County for Services Associated with the Community Schools Partnership

The Administration is requesting authorization to enter into 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 2020-2021 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 one additional school which shall be determined at a later date.

United Way of Greater Milwaukee & Waukesha County (UW), 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 places where students, families, staff, and the surrounding community can work together to ensure that every student is successful.

While each Community School may use different strategies and activities to improve its school and community, each share the guiding practices of shared leadership, equity, and cultural relevance. The Community Schools strategy is focused on collaboration and collective action: engaging multiple stakeholders, collectively building aspirations, and removing barriers through data while developing priorities and aligning partnerships, initiatives, and policies, to ensure that 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 contract will run from August 1, 2020, through July 31, 2021. The total cost of the contract will not exceed $480,000. These board funds do not cover the full cost of the project; MPS and UW will partner to apply for relevant governmental, foundation, and corporate support.

Budget Codes: OSC-0-S-1T1-LS-ECTS (Title I School Improvement — Contract Services) $400,000
SDV-H-S-3D1-SD-ECTS (Title I High Needs Schools — Contract Services) $80,000

HUB Participation
Required..... 0%
Proposed 0%
$ Value.....0

Student Engagement (hours per 12-month contract)
Paid Student-employment Hour Commitment.....0
Student Career-awareness Commitment.....0

Exception Authorization to Extend a Contract with Dunbar Armored, Inc., for Armored Car Services for All MPS Schools

The Administration is requesting authorization to enter into a contract with Dunbar Armored, Inc., ("Dunbar") to provide armored car services for all MPS Schools. Dunbar will be required to pick up sealed deposits of money, checks, or other securities; to sign for their receipt at each school; and to 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 Dunbar, an agreement was reached. The original contract provided for two one-year options to extend if certain performance metrics were met. Dunbar has met the performance metrics codified in the contract. This will be the first extension of this contract, which will run from August 1, 2020, through June 30, 2021, based upon a review of various performance metrics to be rated by MPS personnel. The total cost of the contract in the second term will not exceed $65,000.

Budget Code: FSC-0-0-BSF-DW-EGSV (Banking — General Services).....$65,000

HUB Participation
Required..... 0%
Proposed 0%
$ Value.....0

Student Engagement (hours per 12-month contract)
Paid Student-employment Hour Commitment.....0
Student Career-awareness Commitment.....0

Exception Authorization to Issue Purchase Orders to Milwaukee County Transit System for Bus Passes

The Administration is requesting authorization to issue purchase orders to the Milwaukee County Transit System for bus passes and tickets throughout the 2020-2021 school year. These bus passes and tickets are provided to students for various school activities.

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

The total cost of these purchases will not exceed $3,000,000.

Budget Code: STP-0-0-TRS-DW-EPPT (Pupil Transportation) $3,000,000

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 3.09, Purchasing and Bidding Requirements

Fiscal Impact Statement

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

- Board of Regents-WCER, for Milwaukee Partnership School Evaluation
  SDV-H-S-M41-CI-ECTS $150,000
- Board of Regents-UWM, to Evaluate the Milwaukee Partnership School Project
  SDV-H-S-M41-CI-ECTS $145,015
- United Way of Greater Milwaukee & Waukesha County, for Community Schools Partnership,
  OSC-0-S-1T1-LS-ECTS.....$400,000
  SDV-H-S-3D1-SD-ECTS.....$80,000
  Total $480,000
- Dunbar Armored, Inc., for Armored Car Services, FSC-0-0-BSF-DW-EGSV = $65,000
- Milwaukee County Transit System for Bus Passes,
  STP-0-0-TRS-DW-EPPT $3,000,000

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.

Administration's Recommendation

The Administration recommends that the Board authorize the exception-to-bid requests as set forth in the attachments to this item, provided under separate cover.

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

Ayes — Baéz, Herndon, O'Halloran, Peterson, Phillips, Siemsen, Taylor, Woodward, and President Miller — 9.
Noes — None.

* * * * *

(Item 9) Action on Request to Waive Administrative Policy 3.09(9)(e) and to Enter into a Lease Agreement with Quadient, Inc., for a Postage Meter Interface Inserter Base Feeder

This item initiated by the Superintendent

Background

The Administration is requesting authorization to waive the three-year term limits of Administrative Policy 3.09(9)(e) and enter into a 60-month lease with Quadient, Inc., (Quadient) for a postage meter interface inserter base feeder. This lease will provide postage meter interface inserter base feeder which will be used for folding and inserting needs of all metered mail for Milwaukee Public Schools. This lease allows the district to replace existing, obsolete equipment to upgraded equipment with enhanced operational capacity.

In accordance with Administrative Policy 3.09(7)(e)1a, the District has not directly engaged in a competitive procurement process for these services. Instead, this lease will be obtained via a piggyback agreement pursuant to the NASPO/Value 16-169901 and/or 505ENT-018-NASPOMAILEQ-02 (WI).

After implementation, the cost of the 60-month lease will be approximately $107,592.60. The total cost of the piggyback agreement will not exceed $21,518.32 per year.

This piggyback agreement will run from August 1, 2020, through July 31, 2025.

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 attachment provided under separate cover

Budget Code: MAL-0-0-MAL-MM-ECTS $107,592.00

HUB Participation
- Required..... 0%
- Proposed 0%
- $ Value.....NA

Student Engagement (hours per 60-month contract)
- Paid Student-employment Hour Commitment.....0
- Student Career-awareness Commitment.....0

Implementation and Assessment Plan

Upon approval by the Board, the lease agreement will begin as indicated in the attachment 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 lease agreement with Quadient, Inc., as set forth in the attachment provided under separate cover.

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

Ayes — Baéz, Herndon, O'Halloran, Peterson, Phillips, Siemsen, Taylor, Woodward, and President Miller — 9.
Noes — None.

* * * * *

(Item 10) Action on Request to Waive Administrative Policy 3.09(9)(e) and to Extend a Contract with Language Line Services, Inc., for Phone and Video Remote-interpreting (VRI) Services

This item initiated by the Superintendent

Background

The Administration is requesting authorization to waive the three-year term limits of Administrative Policy 3.09(9)(e) and to extend its contract with Language Line Services, Inc., ("Language Line") for phone and video remote-interpreting (VRI) services. This contractor provides foreign-language interpretation services over the phone and video remote interpreting for all schools and departments within the MPS system.

These services are necessary to comply with federal and state regulations regarding equal access to education, Title VI and Title XIX, as well as the language-access requirements set forth by the Office of Refugees.

The contractor was originally chosen pursuant to Wisconsin State Contract CFD0407. The original contract provided for two one-year options to extend if certain performance metrics were met. The extension options were previously exercised, and the current contract expired on June 30, 2020. The waiver of Administrative Policy 3.09(9)(e) is being sought as a result of the three-year maximum contract term's having been surpassed.

The Wisconsin State Contract was re-bid in 2018, but Language Line was not awarded a contract. Due to the need for immediate continuation of services for the district, the Administration is requesting authorization for a fourth year while the Administration completes a Request for Proposal for a new award.

This third extension will run from August 1, 2020, through June 30, 2021. The total cost of the contract in this extension year will not exceed $75,000.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 3.09, Purchasing and Bidding Requirements

Fiscal Impact Statement

This item authorized expenditures as indicated in the attachment provided under separate cover.

Budget Code: OGA-0-0-SSF-IC-ECTS (School Special Funds — Contract Services).....$75,000

HUB Participation
- Required..... 0%
- Proposed 0%
- $ Value.....NA

Student Engagement (hours per 12-month contract)
- Paid Student-employment Hour Commitment.....0
- Student Career-awareness Commitment.....0

Implementation and Assessment Plan

Upon approval by the Board, the extension will begin as indicated in the attachment 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 extension with Language Line Services, Inc., as set forth in the attachments provided under separate cover.

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

Ayes — Baéz, Herndon, O'Halloran, Peterson, Phillips, Siemsen, Taylor, Woodward, and President Miller — 9.
Noes — None.

* * * * *

(Item 11) Action on Monthly Facilities Matters: FMS Award of Construction Contracts and Professional Services Contract Recommendation

This item initiated by the Superintendent

Construction Contracts

Material Lift Enclosure Installation

Madison High School

Prime Contractor
Paul Reilly Company
10650 North Baehr Road
Mequon, WI 53092

Low Bidder, Base Bid of.....$55,630.00

HUB Participation
Certified HUB Vendor?.....No
Total # of Employees.....17
Total # of Minorities.....0
Total # of Women.....2
Required..... 0%
Submitted..... 0%
$ Value.....$0.00

COIN
Required..... 0%

Student Engagement (Required Hours)
Paid Employment.....0
Career-education Activity.....0

Funds are available for the Material Lift Enclosure Installation project from account code FAR 00 MMQ JM ECNC ELV8 (Project No. 3823). The project start date is scheduled for July 31, 2020, and completion date is August 30, 2020.

Kitchen Modifications & Equipment Upgrades

Forest Home Elementary School

Prime Contractor
Campbell Construction JD Inc.
461 River Crest Court
Mukwonago, WI

Low Bidder, Base Bid of.....$52,840.00

HUB Participation
- Certified HUB Vendor? ..... No
- Total # of Employees 35
- Total # of Minorities 7
- Total # of Women 6
- Required 0%
- Submitted 0%
- $ Value $0.00

COIN
- Required 0%

Student Engagement (Required Hours)
- Paid Employment 0
- Career-education Activity 0

Funds are available for the Kitchen Modifications & Equipment Upgrades project from account code BLI 00 LNH FH EMMB (Project No. 4351). The project start date is scheduled for July 31, 2020, and completion date is August 14, 2020.

Total construction contract dollars awarded $108,470.00
Total dollars HUB participation $0.00
% of HUB participation 0%
% Minority employees within company 0%
% Women employees within company 0%

Professional Services Contracts

The Administration requests that the Board approve the following professional services contracts:

RFP #6478 Certified Woodchip & Landscape Mulch Supply & Installation Services

A request for Proposal (RFP) was issued by Facilities and Maintenance Services to obtain a firm to provide design for the certified woodchip & landscape mulch supply & installation services at various MPS sites.

Selected firm: Natural Solutions LLC

Contract Amount: $255,000.00 over the three-year term.

Contract Period: August 31, 2020-August 30, 2023

Budget Code: Various $255,000.00

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 3.09, Purchasing and Bidding Requirements

Fiscal Impact Statement

Construction Contracts Requested for Approval

- Paul Reilly Company, for material lift enclosure installation at James Madison Academic Campus;
  Code: FAR 00 MMQ JM ECNC ELV8 ..... $55,630.00
- Campbell Construction, for kitchen modifications and equipment upgrades at Forest Home Avenue School;
  Code: BLI 00 LNH FH EMMB $52,840.00

Total Construction Contracts Requested $108,470.00

Professional Services Contract Requested for Approval

- Natural Solutions LLC, for certified woodchip and landscape mulch supply and installation services at various MPS sites;
  Code: Various, over a three-year term.....$255,000.00

Total Professional Services Contract Requested over a three-year term.....$255,000.00

Implementation and Assessment Plan

Upon the Board's approval, the construction contracts and professional services contract, as provided under separate cover, shall be executed.

Administration's Recommendation

The Administration recommends that the Board approve the construction contracts and professional services contract, as provided under separate cover.

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

Ayes — Baéz, Herndon, O'Halloran, Peterson, Phillips, Siemsen, Taylor, Woodward, and President Miller — 9.
Noes — None.

* * * * *

(Item 12) Report with Possible Action Regarding a Draft MPS Remote-work Plan

This item initiated by the Superintendent

This is an informational item, and although it has been noticed for possible action, no action is required.

Background

As a result of the COVID-19 pandemic, and at the request of the Milwaukee Board of School Directors, the Administration prepared a draft MPS Remote Work Plan for discussion during the June board cycle. At its June meeting, the Board took action to direct the Administration to further develop the plan for remote work.

Consistent with the Board's action, the updated plan has been provided under separate cover. Elements of the plan include information about how employees may request a remote-work option and how such requests will be approved. A description of the issuing of work equipment and materials is included. Best practices for supervisors describing remote workers are described. Similarly, best practices for employees who work remotely are included.

Statute, Administrative Policy, or Board Rule Implication Statement

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

Fiscal Impact Statement

N/A

* * * * *

(Item 13) Report with Possible Action on Draft MPS Equity Guidebook

This item initiated by the Superintendent

This is an informational item, and although it has been noticed for possible action, no action is required.

Background

In August 2017, the Milwaukee Board of School Directors adopted Resolution 1617R-006 to develop an equity policy. As follow-up to the Board's action, Administrative Policy 1.06, Equity in MPS, and Administrative Procedure 1.06, Efforts to Achieve Equity, were adopted by the Board on August 31, 2017. Since then, the Administration has worked with numerous stakeholders to provide a guidebook to accompany Administrative Policy 1.06, Equity in MPS, and Administrative Procedure 1.06, Efforts to Achieve Equity.

Draft versions of the Equity Guidebook were presented to the Board during in August 2019 and, most recently, in May 2020. The Administration was asked to make further adjustments to the document to address the feedback shared in May 2020.

A revised MPS Equity Guidebook has been provided under separate cover. The document is aligned to Administrative Policy 1.01, Vision, Mission, Core Beliefs, and Goals; Administrative Policy 1.06, Equity in MPS; Administrative Procedure 1.06, Efforts to Achieve Equity; and the Five Priorities for Success. In a manner that reflected due diligence during the national health emergency, the Administration sought input from thought-partners, e.g., students, families, educators, community partners, and MPS offices and departments. The revised MPS Equity Guidebook is meant to be flexible and adaptable to all district stakeholders' current and future equity, access, and inclusion needs.

The goals of the Equity Guidebook encompass the following areas:

1. academics
2. cultural awareness and responsiveness
3. human resources
4. finance
5. students, families, educators, and community stakeholders.

The most recent version of the MPS Equity Guidebook is attached to the minutes of this meeting.

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 14) Action on a Motion to Discharge the Committee on Accountability, Finance and Personnel from Further Consideration of Resolution 2021R-005 by Director Woodward, on Central Region Staffing, in Order to Take Immediate Action

This item initiated by the Office of Board Governance

Background

On June 25, 2020, Resolution 2021R-005 was introduced and referred to the Committee on Accountability, Finance and Personnel. The Resolved portion of the resolution reads as follows:

RESOLVED, That the MPS Office of Human Resources is hereby directed to give priority in filling vacancies to the schools in the Central Region; and be it

FURTHER RESOLVED, That substitute teachers shall be assigned as "floaters" at specific schools in the Central Region — i.e., they shall be required to work at their assigned schools for a specified period of time to ensure that there are sufficient adults in each school to provide the required supervision; and be it

FURTHER RESOLVED, That the current paraprofessionals assigned to schools in the Central Region shall be offered 40-hour-per-week positions, which will allow them to be in the school buildings for more hours in order to reduce the student-to-adult ratios; and be it

FURTHER RESOLVED, That Central Office staff be assigned specifically to assist in Central Region schools on a day-to-day basis; and be it

FURTHER RESOLVED, That Central Region schools shall be given priority in developing partnerships which will ensure that these schools will have additional adults to support them; and be it

FURTHER RESOLVED, That MPS shall give priority to filling vacancies in the Central Region and to providing extra staffing support to the specialist that works with the Central Region, including diverting Central Services staff from other responsibilities as needed to support this work; and be it

FURTHER RESOLVED, That MPS shall offer develop incentives for teachers who select and commit to three-year assignments in the Central Region; and be it

FURTHER RESOLVED, That MPS shall strive to ensure that 80% of the incentivized positions in the Central Region will be filled by teachers of color; and be it

FURTHER RESOLVED, That a portion of the funding allocated to strengthen MPSU (Milwaukee Public Schools University) shall be used to support paraprofessionals who are serving in the Central Region in getting certified as teachers; and be it

FURTHER RESOLVED, That the Administration shall present its analysis of, and recommendations regarding, this Resolution at the Milwaukee Board of School Directors' regular meeting of July 2020.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Implication Statement

Board Rule 1.10, Communications, Petitions, Resolutions for Referral

Recommendation

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

Director O'Halloran moved to discharge the Committee on Accountability, Finance, and Personnel from further consideration of Resolution 2021R-005 in order to take immediate action. The motion passed, the vote being as follows:

Ayes — Directors Báez, Herndon, O'Halloran, Peterson, Phillips, Siemsen, Taylor, Woodward, and President Miller — 9.
Noes — None.

The gavel was passed to Vice President Baéz at 11:38 PM and returned to President Miller at 11:34 PM.

Director Baez moved that the Administration provide an analysis of the resolution and that the analysis and resolution come back to the Board through committee in the August board cycle. The motion passed, the vote being as follows:

Ayes — Directors Báez, Herndon, O'Halloran, Peterson, Phillips, Siemsen, Taylor, Woodward, and President Miller — 9.
Noes — None.

* * * * *

(Item 15) Action on a Request to Approve Submission of the Head Start Transportation Waiver Request Data Collection Form for the 2020-2021 School Year

This item initiated by the Superintendent

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 or from school in the 2020-21 school year.

MPS currently transports approximately 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 includes waivers of the following Head Start Performance Standards:

- Child safety-restraint systems requirement (45CFR 1310.11(a)) — three-year-old and four-year-old students
- Bus monitor requirement (45CFR 1310.15(c)(1)) — three-year-old and four-year-old students

Equitable access to educational opportunities is a guiding principle of MPS. The requested waivers 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.

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, Head Start children are able to be transported with their siblings.

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 1,444 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 submit the Transportation Waiver Request Data Collection Form as provided under separate cover.

Administration's Recommendation

The Administration recommends that the Board approve the submission of the Head Start Transportation Waiver Request Data Collection Form for the 2020-2021 school year as provided under separate cover.

Director Baéz moved approval of the recommendation. The motion passed, the vote being as follows:

Ayes — Directors Báez, Herndon, O'Halloran, Peterson, Phillips, Siemsen, Taylor, Woodward, and President Miller — 9.
Noes — None.

* * * * *

(Item 16) Report with Possible Action on the Achievement Gap Reduction (AGR) Program

This item initiated by the Superintendent

This is an informational item, and although it has been noticed for possible action, no action is required.

Background

The Student Achievement Guarantee in Education (SAGE) program began in the 1996-1997 school year and was subsequently expanded in 1998-1999 and 2000-2001 due to the successes demonstrated by those schools that had begun the program in 1996. Wisconsin Statutes, Section 118.43, authorized the program, which was administered by the Department of Public Instruction (DPI).

State legislation (Wisconsin Acts 53 and 71) was passed in 2015 that concluded the SAGE program and authorized the Achievement Gap Reduction (AGR) program. 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 AGR:

- instructional coaching for teachers provided by a licensed teacher in grades K5 through 3rd; and
- maintenance of 18:1 or 30:2 classroom ratios in K5 and provision of professional development in small-group instruction.

The Department of Public Instruction requires schools participating in the AGR program to describe its implementation of the program and report its objectives and success in achieving them to the school board every semester. The Administration's report has been provided under separate cover.

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

Director Miller moved to send the report to committee for consideration. The motion passed, the vote being as follows:

Ayes — Directors Báez, Herndon, O'Halloran, Peterson, Phillips, Siemsen, Taylor, Woodward, and President Miller — 9.
Noes — None.

* * * * *

(Item 17) Reports of the Board's Delegates

This item initiated by the Milwaukee Board of School Directors

Background

Attached for the Board's information is the monthly report of the Board's delegate to the Wisconsin Association of School Boards (WASB).

Director Baéz reports that, at the June 13, 2020, meeting of the Executive Board of the Wisconsin Association of School Boards (WASB), the following statement on Equity and Racial Justice was discussed and approved.

WASB Statement to Members on Equity and Racial Justice

Public education, as the cornerstone of our democracy, must add its voice to the collective call for a more fair and just society and take a leadership role in finding solutions. But first, we must recognize our own shortcomings.

Wisconsin has a strong public education system, but for years we have known that our black, Latino, Native American and Southeast Asian students lag behind our white students by nearly every measure – test scores, access to advanced coursework, participation in extracurricular activities and graduation rates – while being overidentified in discipline and special education rates. It's past time to step forward and ask ourselves hard questions on why the disparities persist.

Limited resources pose significant challenges in addressing these issues and major factors outside our control contribute to inequality, but school board members have an obligation to evaluate their policies, practices and budget decisions to promote equity and racial justice for all children.

In June 2018, the WASB Board of Directors approved the following equity statement:

> We affirm in our actions that each student can, will and shall learn. We recognize that based on factors including, but not limited to, disability, race, gender, ethnicity and socio-economic status, not all students receive equitable educational opportunities. Educational equity is the intentional allocation of resources, instruction and opportunities to meet the specific identified needs of students and staff in the local school community.

That was the beginning. As an association, we used this statement as a springboard to provide professional development around the issues of equity and highlight thought-provoking stories and information in our publications. As your association, we pledge to do more. So, we created a task force of WASB directors to work specifically on these issues. We are committed to prioritizing discussions about racism and inequity in order to empower you to lead these conversations in your communities.

We know many in your districts are hurting and this work will not be easy. But we call on all school boards to determine how their policies and practices have a disproportionate impact on students of color.

Ask yourselves:

- Does our board have an equity statement? Are there ways to make a commitment to equity clearer to those we serve?
- How are we ensuring that we assess every decision with an eye towards its impact on all students?
- How does our understanding of the district's demographics impact our decision making?
- What process do we have in place to regularly review our policies to ensure there are no barriers to an equitable education for all students?
- How does our curriculum development process ensure culturally relevant learning experiences for our students?
- What process do we have in place to prioritize diversity and cultural competency in hiring?
- How have we directly addressed the implicit bias among all of us to ensure that it does not impact our expectations for students, our governance and leadership work, the quality of our teaching or how we manage our classrooms?
- How are we ensuring that our students of color are participating in advanced coursework, the arts and extracurricular programs at the same level as our white students? How are we eliminating barriers that stand in their way?
- What are we doing to remove restrictions on access to advanced coursework?
- How are we ensuring that our dress codes are sensitive to cultural differences?
- How are we addressing disproportionality in student discipline?
- What steps are we taking to ensure that our students interact with a full cross-section of our society and are prepared to respectfully interact with everyone they meet?

- How are we ensuring that the wide variety of voices in our communities are fully represented and heard?
- What are we doing to ensure that student voice is encouraged and used in our decision making?
- How are we challenging the status quo to ensure equity for all students?

As an association, we don't have all the answers, but we want to do better and we want to help you listen, learn and lead in your communities. The WASB stands ready to assist you in facilitating local conversations and evaluating your policies and procedures to ensure they lead to fairness and justice for all. In the near future, we will share more details about how we intend to respond to these issues and how we can be of support to you as you do the most important work in educating all of Wisconsin's public school children.

For more information or to provide your feedback, contact WASB Executive Director John Ashley.

At the meeting, WASB also created a task force to explore follow-up with districts on this matter and suggestions that can be given regarding organizational, curricular, and programmatic issues to advance equity and anti-racism throughout the state.

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

Statute, Administrative Policy, or Board Rule Implication Statement

Board Rule 1.28, Board Memberships

Fiscal Impact Statement

No fiscal impact.

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(Item 18) Monthly Report of the President of the Milwaukee Board of School Directors

Background

The President of the Board presented his report of his activities on behalf of the Board during the preceding month.

NEW BUSINESS

(Item 1) Action on a Request to Make Technical Amendments to Administrative Policy 2.04, Superintendent's Cabinet

This item initiated by the Superintendent

Background

In order to align the current organizational structure and corresponding titles to administrative policy, technical amendments to Administrative Policy 2.04, Superintendent's Cabinet, are necessary. The proposed technical amendments are non-substantive and reflect current job titles.

Referred to the Committee on Legislation, Rules and Policies.

RESOLUTIONS

2021R-007

By Directors Baéz and Miller

WHEREAS, In 2014-15, the United States' Office for Civil Rights (OCR), having completed a biennial data-collection review and subsequent investigation, found that MPS had a significant disproportionality in the number of African American students who had received disciplinary referrals, suspensions, and other disciplinary actions; and

WHEREAS, In response to the OCR's findings, the district assured the OCR that it would take action to comply with the Title VI of the Civil Rights Act of 1964, 42 U.S.C. 2000d (Title VI), and its implementing regulation, 34 C.F.R. Part 100, which prohibit discrimination based on race, color, or national origin by a recipient of federal financial assistance; and

WHEREAS, Administrative Policy 1.06, Equity in MPS, section (1), Background, states

> (a) The Milwaukee Board of School Directors is committed to the success of every student, regardless of race, ethnicity, family economics, mobility, gender identity, sexual orientation, disability, or initial proficiencies. The Board holds itself and all district and school-site decision makers, faculty, and support staff accountable for building a district-wide culture of equity.
>
> (b) The Board acknowledges the need to address the impact of inequities in the city of Milwaukee and the state of Wisconsin. Accordingly, the Board acknowledges that these inequities have a long-standing impact on access and opportunity for our students, families, staff, and community… ;

and

WHEREAS, As stated in Administrative Policy 8.32, Student Expulsions, section (2), "Expulsion of a student from school is a very drastic step, one which the Board hopes shall be rarely necessary in the Milwaukee Public Schools"; and

WHEREAS, Other than in situations that involve acts of violence and use or possession of weapons or use of drugs, students are better served in the long term by interventions, not by suspension or expulsion; and

WHEREAS, When compared with school districts of comparable size and demographics, MPS has failed to make significant strides in the reduction of disciplinary actions and expulsions, especially those of African American and Latino students, the most disproportionately affected, with 2019-20 figures showing that African American students continue to make up the vast majority of those expelled at 77%, followed by Hispanics at 17%, with Asians and Whites at 3% each and Native Americans at 0; and

WHEREAS, In MPS schools that emphasize restorative justice practices and trauma-related staff over disciplinary referrals, suspensions, and expulsions, data show that for other offenses (those unrelated to weapons or drugs), suspensions went down by nearly half; and

WHEREAS, Although the Administration over the years has worked to develop alternatives to suspension and expulsion of students, unless the District constantly strives to do all in its power to reduce suspensions and expulsions of its students, it is shirking its legal and moral responsibility to provide its students with the best educational opportunities possible; and

WHEREAS, Some districts no longer suspend students below the sixth grade or who are younger than 12 years in age while in MPS, in 2019-20, the percentage of students under 12 who were expelled nearly doubled; and

WHEREAS, If a school or administrator continually resorts to suspension or expulsion, rather than to less severe responses to behavioral issues, it may indicate a need for intervention with the administration of the school as much as with its students; and

WHEREAS, Families, as well as schools, need to take responsibility for and be involved in the behavior and discipline of their children and must work with their schools to encourage a climate of mutual respect, safety, wellbeing, trust, and learning; and

WHEREAS, Similar to other major urban school districts, some MPS students and families are victims of racism and racial segregation, poverty, and other social economic inequalities; and

WHEREAS, To counter systemic inequities, MPS continues to reaffirm its commitment to social and economic justice, and to the struggles that improve our lives. MPS wants to go beyond the traditional struggles for equity, and re-affirms its anti-racism stance in all functions of the organization and the community in which we live; and

WHEREAS, MPS is very cognizant of what academics have termed "stereotype threats," a condition that often contributes to how African American and other students of color respond in a society plagued by racism and inequality, and stands against all practices that add the violence and its related consequences; and

WHEREAS, The District must maximize the work of the school discipline committees to engage with school staff, parents, and students in the exploration of practices of intervention and reduction in disciplinary incidents; now, therefore, be it

RESOLVED, That suspensions and expulsions shall be tools of last resort in the reduction of disciplinary problems and shall be considered only when all other options have been exhausted; and be it

FURTHER RESOLVED, That the Milwaukee Board of School Directors directs the Administration to continually revisit its vision and policies in regard to reducing suspensions and expulsions; and be it

FURTHER RESOLVED, That the Administration explore further opportunities to train school staffs, parents, and students in cultural awareness, conflict resolution, violence prevention, restorative justice, tolerance for divergent viewpoints, etc.; and be it

FURTHER RESOLVED, That school staffs and students institute school-wide workshops and orientations for all incoming students to discuss with them acceptable conduct, resources available, restorative justice, what to do when they need to talk to a professional, etc. — whatever may curtail the need to suspend or expel; and be it

FURTHER RESOLVED, That when a student is referred to the school's office for disciplinary action, the first response shall be to seek interventions and attempts to change the student's conduct, not to default to suspension or expulsion; and be it

FURTHER RESOLVED, That the District shall suspend no student below the sixth grade or under the age of 12; and be it

FURTHER RESOLVED, That a disciplinary referral of a student to a contracted school or other alternative program or service shall not be considered an expulsion, but a transfer to a setting that will more appropriately address the student's needs; and be it

FURTHER RESOLVED, The Administration shall develop, or partner with community educators and non-profits community-based organizations on interventions for parents and guardians to address and to mitigate student disciplinary issues; and engage the Milwaukee community on efforts to dismantle the structural conditions created by racism that breed conflict between children and adults; and be it

FURTHER RESOLVED, That the Administration shall develop a process, to include appropriate benchmarks and reasonable measurements, to monitor the rates of suspension and expulsion within each school, and if a pattern of excessive use of either appears, to investigate and, when necessary, to provide assistance in reducing disciplinary issues and professional development in alternate means of discipline; and be it

FURTHER RESOLVED, That the Administration shall include the implementation and the results of this monitoring-and-intervention process monthly and in its annual report to the Board.

Referred to the Committee on Student Achievement and School Innovation.

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2021R-008

By Directors Herndon and O'Halloran

WHEREAS, Milwaukee Public Schools is committed in all areas to providing a learning and working environment that is free from racism, harassment, bullying, and intimidation; and

WHEREAS, Harassment includes the display of signs, symbols, or objects that are offensive in nature as well as offensive conduct and/or speech; and

WHEREAS, This commitment is upheld in numerous Milwaukee Pubic Schools policies, including
Administrative Policy 6.03, Anti-Harassment/Anti-Bullying;
Administrative Policy 8.01, Student Non-Discrimination;
Administrative Policy 8.52, Bullying; and

WHEREAS, Milwaukee Public Schools has established policies that offer additional protection to our students, particularly Administrative Policy 1.06, Equity in MPS, and in the MPS Gender Inclusion Guidance manual; and

WHEREAS, Not only is harassment based upon an individual's sex, race, ethnicity, national origin, age, religion or any other legally protected characteristics unlawful, it is simply intolerable; and

WHEREAS, Milwaukee Public Schools is committed to eradicating systemic racism though changes to the policies, practices, and laws that hold in place the inequitable outcomes we see all around our city, our state, and our nation;

WHEREAS, The Milwaukee Pubic Schools has codified its expectations for behavior for students, in Administrative Policy 8.19, Student Conduct; for Board members, in Board Rule 1.29, Code of Conduct – Board of School Directors; and for employees, in the Employee Handbook; and

WHEREAS, Each of these policies and rules contain a penalty provision, should an individual fail to meet the expectations for behavior; and

WHEREAS, Milwaukee Pubic Schools does millions of dollars of business each year with outside contractors who work in all areas of the Milwaukee Pubic Schools, including classrooms and professional work spaces, where contractors and their employees should be held to the same codified behavioral expectations; now, therefore, be it

RESOLVED, That the Administration, in collaboration with the Office of Board Governance and the Office of Accountability and Efficiency create an Administrative Policy to establish a code of conduct for outside contractors and their employees; and, be it

FURTHER RESOLVED, That the work include:

- recommendations for how the code of conduct will be included in, or attached to, the specifications given to contractors and those wishing to bid on district projects;
- a penalty for failure to comply, to be included in model contract language; and
- language specific to interaction with students, including students who may be employed with, or interning for, the contractor; and, be it

FURTHER RESOLVED, That the recommendations resulting from this work be brought to the Board for approval no later than the September Board cycle.

Referred to the Committee on Accountability, Finance and Personnel.

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2021R-009

By Directors Herndon and Siemsen

WHEREAS, Each year, the Milwaukee Board of School Directors has the fiduciary responsibility to approve "…sound, realistic budgets as developed and recommended by its Administration and provides the financial resources necessary for executing its district policies." (Board Governance Policy 2.03(2)(c)); and

WHEREAS, Administrative Policy 3.01, Annual Operating Budget, paragraph (e), states, "The Committee on Strategic Planning and Budget shall consider and make recommendations to the Board on all matters pertaining to budget development and control"; and

WHEREAS, Administrative Policy 9.04, Community Involvement in Decision Making, declares

The Board recognizes the value of broad citizen involvement with the program and operations of the Milwaukee Public Schools. This policy statement reflects the intent of the Board to encourage the voluntary involvement of citizens, both as individuals and in groups, to act as advisors and resource people as one significant means in the unending quest to achieve the goal of quality education for all children within the Milwaukee Public Schools.

and

WHEREAS, Wisconsin Statutes, §119.16(8)(a), directs

Annually before adopting its budget for the ensuing school year and at least 5 days before transmitting its completed budget…the board shall hold a public hearing on the proposed school budget at a time and place fixed by the board. At least 45 days before the public hearing, the board shall notify the superintendent of schools and the commissioner of the date, time, and place of the hearing. At least one week before the public hearing, the board shall publish a class 1 notice…of the public hearing.

and

WHEREAS, Administrative Policy 3.01, Annual Operating Budget, section (2)(c), states

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.

and

WHEREAS, Upon the release of the Superintendent's proposed budget for the ensuing fiscal year, the Board does give reasonable opportunity for initial public input, not only through the public hearing required under §119.16(8)(a) of the Wisconsin Statutes, but also through multiple hearings held by its Committee on Strategic Planning and Budget, which include an opportunity for the public to provide feedback on the proposed budget, as well as on the first round of amendments to the proposed budget that members of the Board may submit; and

WHEREAS, The Board is currently allowed to submit additional proposed amendments to the proposed budget at the meeting at which the Board adopts the preliminary budget, but these amendments do not go through committee for discussion and public hearing and many times have had no public input; and

WHEREAS, By allowing these amendments to come to a vote without ample opportunity for either the Administration to conduct a thorough analysis or for the Board and the public to discuss them, the Board is compelled to act and may not be completely informed about the impact of the amendment on the district as a whole; and

WHEREAS, The need to have in-depth discussions of these previously unvetted amendments on the floor during a meeting that, because of its gravity and importance, already tends to last many hours, often past midnight, puts a mental and physical strain not only on the Board and its staff, but also on the public who may wish to monitor the proceedings, but who have jobs to attend or children to care for; now, therefore, be it

RESOLVED, That, except under exigent circumstances an — 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; and be it

FURTHER RESOLVED, That, when developing the budget calendar under Administrative Policy 3.01, Annual Operating Budget, section (2)(c), 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; and be it

FURTHER RESOLVED, That this Resolution is to be effective immediately upon its adoption by the Board.

Referred to the Committee on Strategic Planning and Budget.

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021R-010

By Directors Miller and Baez

WHEREAS, In April 2015, the Milwaukee Board of School Directors adopted the Black Lives Matter resolution and followed with the Black Lives Matter at School resolutions in 2018 and 2019; and

WHEREAS, The Black Lives Matter resolution identified the need to end racism and to tear down the systems of white supremacy in schooling, policing and much more; and

WHEREAS, The national Black Lives Matter movement, in the past, has called for a week of "Black Lives Matter at School Week" to focus on the need to:

- replace harsh zero-tolerance discipline policies, which disproportionately suspend students of color, with Restorative Justice practices;
- establish African American studies and other critical ethnic studies in all schools;
- increase the hiring, training, and support of Black teachers and other teachers of color;and
- "fund counselors, not cops;" and

WHEREAS, There has been some success in MPS with

- ending contracts with the Milwaukee Police Department;
- increased funding for counselors, social workers, nurses, psychologist and trauma care specialists;
- increased funding for ethnic studies;
- increased hiring and training of Black and Brown teachers largely through MPSU;
- expansion of training staff in Restorative Justice practices; and

WHEREAS, The progress made in the last five years since the adoption of Black Lives Matter policy is far short of the anti-racism transformation that was intended and still necessary; and

WHEREAS, A key issue needed to be addressed with MPS's Black Lives Matter work is the reduction of the disciplinary actions of suspensions and expulsions for Black and Brown students; therefore, be it

RESOLVED, That the district again hold a week of action in coordination with the national Black Lives Matter at School movement; and be it

FURTHER RESOLVED, That MPS establish a campaign for the whole year, beginning the first week of school, with the purpose of integrating the demands and actions of the Black Lives Matter at School program into every school and classroom; and be it

FURTHER RESOLVED, That MPS will reach out to other movements of people of color fighting racism, to support the week of action and year-long campaign; and be it

FURTHER RESOLVED, That the September opening week of school be done with educational antiracist, social justice activities celebrating the activists and martyrs (George Floyd, Breonna Taylor, Dontre Hamilton, Joel Acevedo, Earnest Lacy, and many more) of the fight for racial justice; and be it

FURTHER RESOLVED, That MPS aggressively expand the professional development of staff and the training of students in restorative justice practices; and be it

FURTHER RESOLVED, That discussions and trainings targeting racism are to be held at every school throughout the year to include

- creating safe spaces, community and parent involvement, and involvement of student leaders of all types;
- discussions of biases, racial micro-aggressions, fears, cultural and linguistic ignorance, and stereotypes of Black, Brown, and other youth of color;
- discussions that lead to the professional development of school staffs in methods of de-escalation, mindfulness, creating a culture of trust, and how to weave cultural relevance, ethnic studies and anti-racism into all curricular areas and grade levels in developmentally appropriate ways;
- bringing community into our schools and strengthening schools as centers of support for communities; and be it

FURTHER RESOLVED, That student voice be included in professional development sessions when feasible; and be it

FURTHER RESOLVED, That MPS practice the concept of "Intersectionality" advanced by Black Lives Matter and other leaders which identifies an intersectional approach that acknowledges systemic discrimination due to race, economic status, immigration status, gender and gender identity, sexual orientation and identity, national origin, and ability, and that this systemic discrimination impacts access to opportunity.; and be it

FURTHER RESOLVED, That an advisory committee be established of students, community, community educators, parents, teachers, and school and administrative staff to assist in planning and implementation of the national Black Lives Matter at School program; and be it

FURTHER RESOLVED, That the advisory committee emphasize participation of students in planning that includes youth groups such as Leaders Igniting Transformation (LIT), Youth Empowered in the Struggle (YES), the school-based discipline committees, etc.; and be it

FURTHER RESOLVED, That the Administration report monthly on this work to the Board through the appropriate committee.

Referred to the Committee on Student Achievement and School Innovation.

* * * * *

2021R-011

By Director Miller

WHEREAS, The Black Lives Matter movement has raised the consciousness of many Americans and, while the killings of George Floyd, Breonna Taylor and Ahmaud Arbery have led to massive demonstrations, it is over 400 years of oppression that has brought the United States to this moment; and

WHEREAS, The killing of Black people in this country has deep roots in the dehumanizing system of white supremacy that once defined Black bodies as property and persisted in the form of lynchings during the years of Jim Crow and continues today with both racist policing and killings and white nationalist mob mentality; and

WHEREAS, The systems of white supremacy persist with laws, policies and government actions including mass incarceration, the war on drugs, unjust policing, voter suppression, and structural policies that maintain racial segregation (redlining, urban renewal, employment discrimination, and more)— with disastrous consequences on Black communities; and

WHEREAS, Despite these injustices, Black communities have always fought back and sought to rebound, with communities across the country, like Milwaukee's historic Bronzeville neighborhood serving as a testament to this persistence; and

WHEREAS, One prominent example of this history took place in the Greenwood community of Tulsa, Oklahoma, proudly known as Black Wall Street; and

WHEREAS, Greenwood, OK, forced to segregate under Oklahoma's Jim Crow laws, grew to prominence in the years leading into World War 1 alongside Oklahoma's over 40 Black townships with thousands of people migrating to Greenwood during and after the war, creating a vibrant Black economic and cultural center in a state that only joined the Union in 1907; and

WHEREAS, Across the country, Black communities faced virulent attacks in 1919, known as "Red Summer," with Greenwood facing the same lynch-mob attacks on May 31, 1921, where, by noon on June 1, a white mob had burned the entire 35-block area of Greenwood to the ground and lynched over 300 of its citizens while holding thousands more in internment camps; and

WHEREAS, No criminal charges were made; no reparations followed this destruction of lives and property; no insurance claims were honored; no law suits were won and the city council passed ordinances that made it very difficult for Black property owners to rebuild; and

WHEREAS, Yet in the face of all this, Greenwood did rebuild, only to be set back by urban renewal that used this prime location, near downtown Tulsa, for a major freeway, a baseball stadium and a college campus; and

WHEREAS, This story is familiar to Milwaukee and Black communities across the country; and

WHEREAS, The Centennial of the destruction of Greenwood is May 31, 2021 – a day when Black communities in Tulsa and throughout Oklahoma will be commemorating the legacy of Black Wall Street and the resilience of those standing up to the mob attacks; and

WHEREAS, This is an opportunity for Milwaukee to show solidarity while connecting Milwaukee's experience to Tulsa's experience, shining light on structural racism and the kinds of solutions needed; now, therefore, be it

RESOLVED That Milwaukee Public Schools (MPS), in partnership with America's Black Holocaust Museum, Marquette University's Center for Urban Research, Teaching & Outreach (CURTO) and the Community Schools Partnership supports the project "Black Renaissance and Resilience, From Tulsa to Milwaukee" to present Milwaukee's students and communities with the history of Greenwood alongside the history of Milwaukee's Black communities; and be it

FURTHER RESOLVED, That exchanges with organizations and individuals in Tulsa will be part of this work, that MPS will participate in the creation and presentation of panels, videos, slide shows, workshops, and that curriculum will be offered for the coming year leading to the Centennial on May 31, 2021 and; be it

FURTHER RESOLVED, That professional development related to the implementation of this project shall be offered to MPS staff.

Referred to the Committee on Student Achievement and School Innovation.

* * * * *

2021R-012

By Director Miller

WHEREAS, Black, Brown, Indigenous and other students of color have faced racism, discrimination and harassment throughout the State of Wisconsin; and

WHEREAS, In Barr v. Lafon, the Sixth Circuit court ruled that it is not a violation of First Amendment rights for a school board to prohibit, in a viewpoint-neutral manner, students from wearing those racially divisive symbols that the school reasonably forecasts would substantially and materially disrupt schoolwork and school discipline; and

WHEREAS, Wisconsin school districts, including Tomah and Burlington, have taken action to ban the Confederate flag from their schools while other districts, such as Baraboo, are fighting litigation over the display of the flag; and

WHEREAS, Wearing of Confederate flags, a symbol of white supremacy, slavery and racism, on clothing continues to be used and allowed to intimidate African American students and their allies; and

WHEREAS, Wisconsin Representatives to Congress recently voted against removing Confederate monuments in the U.S. Capitol which encourages displays of white supremacy in our schools;

WHEREAS, Wisconsin school districts' policy and practice must affirmatively state and enforce that they are anti-racist institutions that outlaw racist conduct and language and will discipline behavior that violations racist conduct; now, therefore, be it

RESOLVED, That Milwaukee Public Schools hereby bans racist language and slurs, both spoken and written, as well as the display of racist symbols of the Confederacy including the Confederate Flag and encourages all Wisconsin school districts to do the same; and, be it

FURTHER RESOLVED, That Milwaukee Public Schools encourages the creation of anti-racist ethnic studies classes in all school districts and the integration of anti-racist curriculum at all grade levels; and, be it

FURTHER RESOLVED, That the Board directs the district lobbyists and its delegates to and representatives to educational organizations (WASB, etc.) to lobby for state law that both forbid Confederate flags and symbols in state institutions and public schools and mandates implementation of ethnic studies in all school districts

Referred to the Committee on Strategic Planning and Budget.

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2021R-013

By Director Herndon

WHEREAS, Board Rule 1.13, Parliamentary Procedure, states that the most recent version of *Robert's Rules of Order* shall govern the proceedings of the Board; and

WHEREAS, *Robert's* proscribes that before debate and discussion of a topic begins, that a motion must first be made so that members are clear as to what the question is; and

WHEREAS, Board Governance Policy 2.02, Governing Style, states that, relative to debate among Board members:

1) each board member will be given the opportunity to speak once on an item before other board members are permitted to speak a second time;
2) clearly stated time limits on speaking will be implemented; and

WHEREAS, *Robert's* proscribes that no speaker shall be permitted to speak more than two times on any one motion; and

WHEREAS, Members of the public who speak at meetings of the Board's committees are typically limited to two minutes and thirty seconds which has long been determined to be enough time to make a clear, concise statement; and

WHEREAS, A lengthy debate may often devolve into repetitious, and sometimes irrelevant, monologues which often do not further the purpose of the discussion of the subject at hand and, instead, blur the focus of the debate while, at the same time, depriving other participants equal time to present their points of view and contribute to the discussion; and

WHEREAS, In order to ensure the good order of meetings and to be fair to all who wish to be heard – both in the giving of public hearing and during debate among members - the Board must make a return to the full adherence of *Robert's Rules of Order;* now, therefore, be it

RESOLVED, That after an item is announced, committee Chairs will not entertain comment without a motion first being made (and seconded at Regular and Special meetings of the Board); and, be it

FURTHER RESOLVED, That, to be consistent with the time limits placed on members of the public, all committee Chairs shall limit debate on each issue to two rounds of comment, with each member allowed two minutes and thirty seconds to speak per round, such time to be monitored in the same manner as is with members of the public giving testimony; and, be it

FURTHER RESOLVED, That the Board instructs the Board Clerk/Chief Officer, Office of Board Governance to bring any necessary revisions to the Board Rules or Governance policies to the Board for its approval.

Referred to the Committee on Legislation, Rules and Policies.

The meeting adjourned at 11:57 P.M.

JACQUELINE M. MANN, Ph.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
AUGUST 4, 2020

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

Present — Directors Báez, Herndon, O'Halloran, Peterson, Phillips, Siemsen, Woodward, and President Miller — 8.
Absent and Excused — Director Taylor — 1.

The Board Clerk read the following call of the meeting:

July 31, 2020

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Larry Miller, the following meeting is scheduled to take place for the consideration of the item of business stated in this notice.

Special Board Meeting
5:30 p.m., Tuesday, August 4, 2020

1. Action on Action on Recommended Administrative Appointment

In regard to Item 1, above, the Board may retire to executive session under the provisions of Wisconsin Statutes, Chapter 19.85(1)(c), which allows a governing body to go into closed session for the purpose of considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility.

The Board may reconvene in open session to take action on matters considered in executive session.

Board members will meet in person at 5225 W. Vliet Street, Milwaukee; however, MPS buildings are closed to the public.

Public testimony will not be taken during the meeting.

Written comments may be submitted to the Office of Board Governance by mail to 5225 W. Vliet Street, Milwaukee, 53221; by email to governance@milwaukee.k12.wi.us; or by fax to 414-475-8071. Written comments received before 3:00 P.M. on August 4, 2020, will be forwarded to the Board for its consideration.

This meeting will be broadcast on WYMS radio, 88.9 FM, 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 Recommended Administrative Appointment

This item initiated by the Superintendent

Recommended Appointment

The Superintendent recommends that the following individual be appointed to the classification indicated, to be effective upon approval by the Board.

				Salary		
Codes	Name	Appointment	Assignment	Sched	Range	Amount
2, nr	Antoine Reed	Principal I, Lincoln Center of the Arts	Office of the Chief of School Administration	03	14T	$113,925

Codes

nr Non-resident
2 African American

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative, or Board Rules Implication Statement

Administrative Policy 6.19, Positions: Staff

Fiscal Impact Statement

Authorized expenditures were previously in the FY20 budget.

Director Peterson moved to retire to executive session, under the provisions of Wisconsin Statute 19.85(1)(c), for the purpose of considering employment, promotion, compensation, or performance-evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility. The motion passed, the vote being as follows:

Ayes — Directors Báez, Herndon, O'Halloran, Peterson, Phillips, Siemsen, Woodward, and President Miller — 8.
Noes — None.

The Board retired to executive session at 5:46 P.M.

The Board adjourned from executive session at 7:33 P.M.

JACQUELINE M. MANN, Ph.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
AUGUST 27, 2020

Regular meeting of the Board of School Directors called to order by President Miller at 6:37 P.M.

Present — Directors Báez, Herndon, O'Halloran, Peterson, Phillips, Siemsen, Taylor (8:30 P.M.), Woodward, and President Miller — 9.
Absent — None.

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

- Isaiah Goodrum, a 2020 alumni of Bradley Tech, who had passed away on July 29;
- Donna Oldham, a teacher at Vincent High School, who had passed away on August 1;
- Richard Jeske, a retiree from the physical plant electric shop, who had passed away on August 1;
- Shante Brown, a Bay View High School senior, who had passed away on August 8;
- Tony Bishop, an incoming freshman at James Madison Academic Campus, who had passed away on August 8;
- Mark A. Jones, a safety assistant at Lincoln Avenue School, who had passed away on August 11; and
- Dasjon Riser, a ninth-grade student at Bradley Tech, who had passed away on August 15.

APPROVAL OF MINUTES

The minutes of the special and regular board meetings of July 2020 were approved as printed.

* * * * *

REPORTS AND COMMUNICATIONS FROM THE SUPERINTENDENT OF SCHOOLS

(Item 1) Monthly Report of the Superintendent of Schools

Background

The Superintendent's Report is designed to provide the Milwaukee Board of School Directors and the MPS community with an update on current activities underway to support the district goals of academic achievement; student, family and community engagement; and effective and efficient operations as they are aligned to the district's strategic objectives and the Five Priorities for Success:

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

Activities from late July through mid-August are also included in the following report.

MPS Celebrates Summer Graduates with Virtual Graduation

Congratulations, MPS summer graduates! Following tremendous hard work and dedication to complete their courses in Summer Academy, more than 90 students graduated this summer. On Saturday, August 8, a virtual graduation ceremony took place to celebrate these students. The ceremony can be accessed via the MPS YouTube page.

We invite the entire Milwaukee community to continue helping us celebrate our graduates! Hang signs, get creative, or post on social media and hashtag with #MPSClass2020, #MPSProud, or #MPSGrads.

Congratulations, graduates! We wish you a bright and successful future.

Arts Internship Program Used Virtual Opportunities to Enhance Experience

The Arts Internship Program provided MPS high-school students with practical job experience in arts-related positions this summer. Interns explored the arts in in-depth and applicable ways while also gaining 21st-century job skills. For many students, these internships served as their first paid job experiences.

Milwaukee Recreation partnered with the following nine arts organizations to support 33 interns during the summer months:

Artists Working in Education
Casa Romero
Lead2Change
Lynden Sculpture Garden
TBEY
TRUE Skool
UWM Peck School of the Arts
Walker's Point Center for the Arts
Walnut Way.

Though many of the typical events and opportunities have been canceled, the program and host organizations created a hybrid curriculum that combined virtual and in-person work for 70 percent of the positions. The in-person work involved supporting arts-based day camps for children or creating art kits for distribution to parents and families.

In place of in-person trainings throughout the program, each intern was tasked with completing a series of reflections based on several prompts, including "A Day in the Life of…," an interview with an arts professional, and a takeaway from his/her internship experience. Interns had the choice of submitting videos or written content and were encouraged to show their creativity.

MPS Annual New Educator Institute Helps Launch the School Year

Teachers new to MPS were back in class during the week of August 3, 2020. New educators received orientation, onboarding, mentoring, classroom tools, and more so they can have a successful school year.

About 100 new teachers attended five full days of virtual professional development to prepare for their first year in MPS. Sessions covered a wide range of topics related to long-term practices as well as current technology needs, including:

- Ambitious Instruction 3.0
- Building Relationships Through Culturally and Linguistically Responsible Teaching Practices
- Instructional Technology and Online Instruction
- Exploring MPS Digital Library Resources
- Classroom Management
- Mentoring Support
- Human Resource Supports
- Best Practice in Assessment
- Introduction to Special Education

MPS is excited to welcome our new and returning teachers for another exciting school year!

Family Sessions Help Launch Virtual School Year

Parents and guardians joined us for the first information session to get ready for the 2020–21 school year. Because online learning is new for many families, and MPS wanted to help get the school year off to a great start. Some of the topics included in the session are the following:

- Explore our new virtual platforms.
- Learn about online tools students will use at home.
- Understand academic expectations.
- Discover family supports.
- Take part in a Google Classroom demonstration.

MPS Welcome Week and Freshman Bridge

Back-to-school time in MPS kicked off the week of August 3, 2020. We welcomed the rising class of 2024 and invited them to participate in Freshman Bridge. This year's Freshman Bridge included virtual tours, meeting school staff, team building, distribution of instructional materials, Chromebooks, school gear, and masks. Incoming kindergarten and sixth grade students were also welcomed to their schools during this week through individual school-based activities and outreach.

MPS Back-to School Spirit Week

MPS celebrated the start of the new school year by inviting students, families, and the community to take part in Welcome Back-to-School Spirit Week. During the week of August 10 to 14, school communities and fans of MPS had fun and shared their school spirit on social media.

Each day of the week offered a different theme to promote creative activities:

- Motivational Monday! Individuals shared inspiring quotes and messages.
- Show Your School Spirit! School colors and clothing were featured in photos.
- Welcome Wednesday! Videos were posted highlighting excitement for the start of a new school year and welcoming students, staff, and friends back to school.
- School Picture Day! Throwback school pictures were shared.
- What are you Looking Forward to Friday? The last day of Welcome Back-to-School Spirit Week featured pictures and videos of the many things members of the MPS family are looking forward to for the 2020-21 school year.

MPS Begins the 2020-21 School Year — Day 1 for Early Start Calendar Schools

The 2020-21 school year got underway on August 17 with students engaging in virtual learning. MPS early start schools across the city, including all high schools, middle schools, and select elementary schools, were back in session. I welcomed students virtually at Milwaukee School of Languages, along with guests, and media. The school's principal, Dr. Juan Baez, and MTEA's president, Amy Mizialko. also offered remarks to wish success to students and to emphasize the importance of a quality education during the pandemic.

As a district, we are committed to providing a top-notch education. Our students have Chromebooks, and our teachers are prepared for virtual learning. This plan will optimize the health and safety of our students and staff until we can all safely return to our schools."

MPS schools on the traditional calendar (most elementary schools) will begin Tuesday, September 1. Families who have questions about start dates should contact their children's schools. View all school calendars on the Student Days Off web page.

Families are reminded to help their students be ready for learning.

- Pick up a Chromebook and instructional materials from your school.
- Charge your Chromebook and test your Internet connection.
- Pick up basic school supplies: pens, pencils, notebooks, paper.
- Find a quiet, comfortable place to work.
- Look for schedules provided by your school; be ready to log in for online learning.

Enrollment is still open! Visit mpsmke.com/enroll to learn more, contact an MPS school, or call the MPS enrollment hotline at (414) 267-5100.

Families: Connect Now to Receive Important News and Updates

Families are asked to connect now to get all important updates to be ready for the 2020-2021 school year.

- Students in early start schools started on August 17, 2020.
- Students in traditional calendar schools will begin September 1, 2020.
- School calendars and a list of schools by start dates are available on the MPS website.

Stay up-to-date by following MPS communications on multiple platforms
Students and families are encouraged to check daily for important news and changes.
Receive text messages from the District and your school community
The district is using a new text messaging system that requires each user to opt-in. Text *Y* or *Yes* to 67587 to get all updates.

MPS App

For fast access to updates, download the MPS App. Visit the app store on your device and search for MPS.

Follow MPS on Social Media

Connect with us on Facebook, LinkedIn, Twitter, and Instagram. Like our pages to see all our newest posts.

The MPS website is home to everything that families need to know about the district.

- MPS Central Services phone line: (414) 475-8393.
  Open Monday through Friday, 9:00 a.m. to 4:00 p.m.
- MPS Hotline: (414) 475-8900.
  Open Monday through Friday from 9:00 a.m. to 4:00 p.m.

For specific questions about your child or your school, contact your teacher or school leader by email.

Update Your Information

To make sure you receive all updates, please be sure your contact information is correct. Log in to the Parent Portal (Infinite Campus) to update your phone number and email address. MPS is offering phone and email support for families who want to create a Parent Portal account and for those who have forgotten their usernames or passwords.

Parent Portal Technical Support

Live Parent Portal phone and email support is available from 8:00 a.m. to 4:30 p.m., Monday through Friday.

To recover a username or password, parents and guardians should email *parentportal@milwaukee.k12.wi.us.* Include the parent's/guardian's name and the child's name, birthdate, and a contact number to assist you in resetting your Parent Portal account. If you do not receive a phone call or email within 24 hours, please call (414) 475-8159 for further assistance.

For assistance setting up a new Parent Portal account, parents/guardians may call (414) 475-8159 or email *parentportal@milwaukee.k12.wi.us.*

Early Start Opening 2020-21

Early Start Schools

Central
- Metcalfe
- Pratt

Citywide
- Douglas
- Green Tree Prep
- Lincoln
- Morse
- River Trail
- King Middle
- Wedgewood

High School
- Alliance
- Audubon MS/HS
- Bay View
- Bradley Tech
- Groppi
- Hamilton
- MacDowell
- Madison

- Marshall
- Meir
- MHSA
- MSL
- South Acc.
- North
- Obama
- Project Stay
- Pulaski
- Reagan
- Riverside
- Rufus King
- South
- Transition
- Vincent
- Washington
- WCLL
- Vincent Acc.

Northwest
- Congress
- Hawthorne

Southwest
- ALBA

Contracted Schools
- Assata
- NOVA
- Shalom
- Banner Prep
- Lad Lake
- Southeastern
- Milwaukee Excellence Charter School
- Milwaukee Environmental Sciences Academy

School Orientation: August 3-7

- Welcome Week
- Freshman Bridge
- Activities planned and facilitated by school staff
- Focus on students new and returning to the building
- Parent information provided

Chromebook & Textbook Distribution

- Drive-through distributions
- Safe and efficient

Orientation/Virtual Tours

- Welcome
- Important offices
- Freshman classes
- Support staff
- Recruitment tool as well

Technology Support

- Parental meetings online
- Website resources for students, staff, families
- Tutorial videos for students and parents

Professional Development

Leadership Institute

- Five days of professional development for school leaders
- Three days of professional development for school teams
- Links to resources

Asynchronous Learning

- Online self-assessment
- 10 hours of paid learning time outside of the work day/year
- Additional time allotted during the opening week for individual learning

Virtual Learning Plan

- School message
- Virtual-learning platforms
- Learning expectations
- Phase I schedule
- Attendance procedures
- Support for special populations
- Assessment/Grading

Building Readiness

- All sites checked prior to August 10, staff return date
- Cleanliness and ventilation
- Windows able to open
- Repairs complete
- Signage for safe practices
- PPE/Sanitation Stations

First Week's Highlights

- Kick-off at MSL
- Engaged with 25,000+ students
- Engaged staff in contacting families and in delivering materials

Moving Forward

- Continue to support technology
- Increase access to Google tools and features

- Ongoing professional learning
- Stop, Grab & Go expansion of site hours and 26 new locations
- Feedback and communication

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

(Item 1) Update on Legislative Matters or Related Issues Concerning Milwaukee Public Schools.

Background

In July, this report included details of increasing legislative activity around essential federal level support to assist citizens, states and schools. As of August 18, 2020, however, negotiations in Washington D.C. have ground to a halt.

With 5.4 million confirmed COVID-19 cases in the United States, and more than 170,000 confirmed COVID-19 related deaths, the country continues to see significant shortages of testing and contact-tracing capacity. Federal and state level leadership concerning the pandemic remains disjointed. The unemployment rate remains over 10%, and state budget figures have yet to be updated. The common assumption continues to be that, if needed, a state budget-repair bill will not be taken up by the Legislature until after the November elections, which is also the time period after which school districts are required to submit their final adopted budgets.

Current estimates continue to project that, nationally, K-12 public schools will need over $200 billion of federal assistance in order to support and educate students through the pandemic. On May 8, 2020, 43 members of the Wisconsin Legislature submitted a letter to Wisconsin's congressional delegation, asking them to "reject the multi-trillion dollar bailouts being considered by Congress." At the federal level, Senator Johnson stated this month that he does not support any additional funding that would add to the federal debt. Referring to negotiations in Washington, D.C., he stated, "From my standpoint, the breakdown in the talks is very good news. It's very good news for future generations. I hope the talks remain broken down."

At the state level, school leaders have requested a number of needed flexibility measures from the state in order to help to ensure the stability of the state's educational system and the smooth operation of schools during the pandemic. MPS, along with our counterparts, is directly involved in moving those policy needs forward.

Strategic Plan Compatibility Statement

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

Statute, Administrative, or Board Rules Implication Statement

Board Governance Policy BG 2.13, Board Legislation Program

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

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

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REPORTS AND COMMUNICATIONS FROM THE OFFICE OF ACCOUNTABILITY AND EFFICIENCY

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

Background

The Office of Accountability and Efficiency (OAE) was established to enhance transparency, oversight, and accountability to the District's financial operations; to evaluate fiscal performance; and to recommend solutions in furtherance of fiscal stewardship of Milwaukee Public Schools. Each month, the OAE monthly report will provide a highlight of one area of the OAE Work Plan and Work Plan progress from the previous month.

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 2020

Work Plan Highlight: Independent Hearing Officer (IHO) Assignments

The Office of Accountability and Efficiency maintains a list of qualified Independent Hearing Officers (IHOs) and randomly selects IHOs when requested by the Department of Employee Rights and Employment Relations. Qualified IHOs may include, but are not limited to, those individuals available to be impartial hearing officers through the Wisconsin Employment Relations Commission or the Wisconsin Association of School Boards.

The OAE uses an automated process for officer selection and notification to ensure fully-independent assignment for each request. The OAE completed eight IHO assignments in FY20 and has completed seven IHO assignments to date in FY21. This work is in accordance with Administrative Policy 6.16, Complaints and Grievances: Staff; the MPS Employee Handbook, Part V; and the District's procedures for employee grievances.

Accountability and Efficiency Services

Between July 22, 2020, and August 19, 2020, Accountability and Efficiency Services fulfilled one request for information/research, one request for data analysis/visualization, and one request for independent hearing officer (IHO) assignment. Additionally, Accountability and Efficiency Services fulfilled four constituent inquiries and completed three special projects.

During the reporting project, Accountability and Efficiency Services coordinated the development of an application for the Century Foundation's Bridges Collaborative as a first implementation step of Resolution 2021R-005 to develop a regional equity and desegregation plan.

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 graduated its first cohort of students participating in a virtual job-readiness training program with its Mission Aligned Partner (MAP) Lead2Change. Students worked diligently over the past six weeks with mentors and career coaches. They also worked with a publishing company to create an anthology titled *The Quarantined Teen: Life Interrupted,* which will launch later this month.

CCS continued to advance the employment-training road map for Administrative Policy 3.13, Communities in Need (COIN), by conducting site visits on active general construction projects within the

Department of Facilities and Maintenance. Data collected, which will be presented to MAPs during the upcoming COIN focus group, will help inform the development of future contractor policies and procedures.

Also during the reporting period, CCS completed its participation in the City of Milwaukee's disparity study review. 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, or Board Rules Implication Statement

Board Governance Policy BG 3.08, Role of the Management of the Office of Accountability and Efficiency

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REPORTS OF STANDING COMMITTEES

Separate consideration was requested of the following items:

- Item 2 of the Report of the Committee on Accountability, Finance and Personnel, Action on Recommended Administrative Appointments, Promotions, Reassignments and Reclassifications, Salary Increases/Decreases, and the Limited-Term Employment (LTE) Contracts Exceeding 60 Days was set aside, as it was forwarded to the Board without recommendation.
- Item 2 of the Report of the Committee on Legislation, Rules, and Policies, Action on Resolution 2021R-013 by Directors Herndon and Siemsen on Adherence to Parliamentary Procedure, was set aside at the request of Director Báez.
- Item 1 of the Report of the Committee on Student Achievement and School Innovation, Action on Resolution 2021R-007 on Student Discipline, was set aside at the request of Director Báez
- Item 6 of the Report of the Committee on Student Achievement and School Innovation, Action on Resolution 2021R-010 on Black Lives Matter Week of Action, was set aside at the request of Director Miller

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

Present — Directors Báez, Herndon, O'Halloran, Peterson, Phillips, Siemsen, Woodward, and President Miller — 8.
Noes — None.
Absent and Excused — Director Taylor — 1.

REPORT OF THE COMMITTEE ON ACCOUNTABILITY, FINANCE, AND PERSONNEL

Director Phillips 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 Remote Work Plan Report

Classified Personnel Transactions

Code	Name	Position	Salary	Date
New Hires				
2	Angela Ewing	Accounting Assistant II	$46,656.02	07/06/2020
2	Eric Cann	Building Service Helper I	$13.36/hr.	07/06/2020
2	Brandon Hayes	Building Service Helper I	$13.36/hr.	07/13/2020
2	Shadmeshabed Kinney	Building Service Helper I	$13.36/hr.	07/20/2020
2	Amanda Lamon	Building Service Helper I	$13.36/hr.	07/13/2020
2	Dominique McCullum	Building Service Helper I	$13.36/hr.	07/20/2020
2	Perry Olive	Building Service Helper I	$13.36/hr.	07/13/2020
2	Glenn Saffold	Building Service Helper I	$13.36/hr.	07/06/2020
2	Maryanna Walton	Building Service Helper I	$13.36/hr.	07/20/2020
2	Ishmere Williams	Building Service Helper I	$13.36/hr.	07/27/2020
2	Lolita Williams	Building Service Helper I	$13.36/hr.	07/06/2020
2	Maritzabel Saunders	Boiler Attendant Trainee	$36,000.00	07/13/2020
2	Kolita Cook	School Secretary I — 11-month	$30,443.63	07/24/2020
2	Iralena McDonald	School Kitchen Manager Trainee	$16.74/hr.	07/14/2020
Promotions				
2	Latonya Davis	Building Service Helper I	$13.87/hr.	07/27/2020
2	DaShaun Brister	Boiler Attendant Trainee	$37,670.00	07/13/2020
2	Valerie Colbert	Boiler Attendant Trainee	$37,670.00	07/27/2020
2	Nakida Gray	Boiler Attendant Trainee	$37,670.00	07/13/2020
2	Shakira Thompson	Boiler Attendant Trainee	$36,652.00	07/13/2020
5	Jon Pahl	Boiler Attendant	$46,833.00	07/27/2020
2	Diane Pearson	Boiler Attendant	$43,778.00	07/27/2020
2	Damischa Austin	Para Ed Assistant	$18,733.68	07/01/2020
4	Matilde Acevedo Ramos	School Secretary I — 11-month	$26,840.00	07/01/2020
2	Tanita Campbell	School Bookkeeper I — 12-month	$41,288.00	07/01/2020
5	Karl Christofferson	School Engineer II	$58,032.00	07/13/2020
5	Patrick Brennan	School Engineer III	$61,086.00	07/27/2020
2	Monica Claypool	School Kitchen Manager I	$28,002.00	07/14/2020
Rehires				
2	Tony Bowen	Building Service Helper I	$13.62/hr.	07/13/2020
2	China Triggs	School Secretary I — 11-month	$28,365.08	07/24/2020

Certificated Appointments

Codes	Name	Appointment	Salary	Date
School Support Teacher				
4, r	Manzo, Johnathan Carlos	School Support Teacher	$52,469.82	8/25/2020
Teachers				
5, nr	Ash, Kelly Sue	Kindergarten (four-year-old)	$62,244.00	8/25/2020
5, r	Ault, Jamie L	Kindergarten (four-year-old)	$51,537.00	8/25/2020
5, nr	Bennett, Skye S	Title I, School-wide	$44,325.00	8/25/2020
5, r	Beuttler, Nathan	Gen'l Elem & K8 — All Grades	$44,325.00	8/25/2020
5, nr	Bishop, Natalie Ann	Multicategorical Comp. Sen	$65,700.00	8/25/2020
5, nr	Brister, Katie M	AMP Music	$44,325.00	8/25/2020
5, r	Bukvich, Sabrina M	Gen'l Elem & K8 — All Grades	$47,583.00	8/25/2020
5, nr	Burnett, Jill C	Early Childhood — Spec. Ed.	$57,357.00	8/25/2020
5, nr	Busch, Alan R	Gen'l Elem & K8 — All Grades	$66,978.00	8/25/2020
2, r	Camara Curtain, Trypheana Evette	Spec. Ed. Multicategorical	$49,212.00	8/25/2020
7, r	Cournia, Yazaret	Fed. Head Start — General	$43,537.00	8/25/2020
5, r	Curtis, Meghan E	SAGE	$43,537.00	8/25/2020
5, r	Duff, Lisa A	Gen'l Elem & K8 — All Grades	$44,325.00	8/25/2020

Codes	Name	Appointment	Salary	Date
5, r	Frisch, Kristen M	Gen'l Elem & K8 — All Grades	$45,954.00	8/25/2020
7, nr	Garrow, Jaclyn N	Early Childhood — Spec. Ed.	$44,325.00	8/25/2020
7, r	Gonzalez, Joanna E	General Operations	$49,937.00	8/25/2020
4, r	Gonzalez, Sofia Marie	Spec. Ed. Multicategorical	$44,325.00	8/25/2020
5, nr	Hagberg, Samantha M	Gen'l Elem & K8 — All Grades	$44,325.00	8/25/2020
5, nr	Hiller, Darien Marie	AMP Music	$44,325.00	8/25/2020
5, r	Holdmann, Ava Lynn	Reg. (five-year-old) Kindergarten	$49,212.00	8/25/2020
5, nr	Johnson, Andrew S	Gen'l Elem & K8 — All Grades	$56,337.00	8/25/2020
5, nr	Keddie, Jane Elizabeth	Gen'l Elem & K8 — All Grades	$58,986.00	8/25/2020
5, nr	Kieliszewski Kassees, Kay E	Gen'l Elem & K8 — All Grades	$66,978.00	8/25/2020
5, nr	Krochalk, Maggie B	Gen'l Elem & K8 — All Grades	$65,787.00	8/25/2020
5, r	Lampe, Kaytlin	Gen'l Elem & K8 — All Grades	$44,325.00	8/25/2020
5, nr	Lipinski, Emily A	Kindergarten (four-year-old)	$43,537.00	8/25/2020
5, r	Lucente, Abby Rene	AMP Art	$62,244.00	8/25/2020
5, nr	Martin, Paige N	SAGE	$44,325.00	8/25/2020
5, r	Matisse, Katherine E	Gen'l Elem & K8 — All Grades	$44,325.00	8/25/2020
5, nr	Nolan Gott, Denise A	Multicategorical Comp. Sen	$49,212.00	8/25/2020
5, nr	Oates, Emily C	Gen'l Elem & K8 — All Grades	$43,537.00	8/25/2020
5, nr	Petersen Acklam, Suzanne K	Kindergarten (four-year-old)	$59,851.00	8/25/2020
5, nr	Reitz, Holly P	Title I, School-wide	$62,244.00	8/25/2020
5, nr	Richards, Kristine A	SAGE	$66,978.00	8/25/2020
5, r	Rudolph, Allie	Gen'l Elem & K8 — All Grades	$44,325.00	8/25/2020
5, r	Scharff, Scott M	Gen'l Elem & K8 — All Grades	$48,337.00	8/25/2020
6, nr	Scheuer, Michelle Lynn	Kindergarten (four-year-old)	$48,287.00	8/25/2020
5, nr	Schultz, Paige M	Fed. Head Start — General	$55,728.00	8/25/2020
5, nr	Sigmon, Amelia R	SAGE	$44,325.00	8/25/2020
5, r	Smith, Abygail C	Gen'l Elem & K8 — All Grades	$44,325.00	8/25/2020
5, nr	Taplin, Emily G	Gen'l Elem & K8 — All Grades	$62,244.00	8/25/2020
5, r	Thomas, Carley M	Gen'l Elem & K8 — All Grades	$44,325.00	8/25/2020
5, r	Tomkalski, Jennifer A	Reg. (five-year-old) Kindergarten	$49,212.00	8/25/2020
5, nr	Wescott, Melissa Ann	Early Childhood — Spec. Ed.	$57,037.00	8/25/2020
5, nr	Wirkus, Megan Kathleen	Day-to-Day Teacher	$52,470.00	8/25/2020

Permit Teacher

3, nr	Bhagat, Shivani	Gen'l Elem & K8 — All Grades	$44,325.00	8/25/2020
6, r	Clark, Carma R	English as Second Language	$44,325.00	8/25/2020
5, nr	Hermsen, Emily Jean	Gen'l Elem & K8 — All Grades	$44,325.00	8/25/2020
5, r	OLeary, Sheila J	Gen'l Elem & K8 — All Grades	$44,325.00	8/25/2020
5, nr	Perszyk, Emily R	Gen'l Elem & K8 — All Grades	$44,325.00	8/25/2020
4, r	Robles, Grace	Spec. Ed. Multicategorical	$44,325.00	8/25/2020
2, r	Siner, Jonquetta A	Multicategorical Comp. Sen	$44,325.00	8/25/2020
5, r	Starck, Cierra R	Gen'l Elem & K8 — All Grades	$44,325.00	8/25/2020

Speech Pathologists

5, r	Achtel, Jeanine M	Speech Pathology	$49,887.00	8/25/2020
5, r	Perillo, Diana M	Speech Pathology	$49,887.00	8/25/2020
4, nr	Ramirez, Brittany M	Speech Pathology	$49,887.00	8/25/2020
5, nr	Reese, Aaron L	Speech Pathology	$69,485.00	8/25/2020
5, r	Romportl, Anna F	Speech Pathology	$49,887.00	8/25/2020
5, r	Worman, Kaitlin M	Speech Pathology	$49,887.00	8/25/2020

School Social Workers

5, r	Drew, Nicole	Social Work	$62,766.00	8/25/2020

School Social Workers, Early Start

5, r	Gager, Samantha	School Social Work	$55,639.00	8/3/2020
4, r	Gonzalez, Teresita D	School Social Work	$55,639.00	8/3/2020
5, r	Lempa, Kelly J	Educational Operations	$55,639.00	8/3/2020

Codes	Name	Appointment	Salary	Date
Occupational Therapist				
5, nr	Hofschulte, Theresa A	Therapist — Occupational	$49,298.00	8/25/2020
SSW Trauma -informed Coach, Early Start				
2, r	Lewis, Kim L	Educational Operations	$61,557.07	8/10/2020
Teachers, Early Start				
5, r	Ahsmann Trotchie, Marcia L	Multicategorical Comp. Sen	$62,244.00	8/10/2020
5, nr	Amati, Kyle A	AMP Music	$54,506.00	8/10/2020
2, r	Amerson, Dia R	Mathematics	$44,325.00	8/10/2020
4, nr	Banda, Joshua D	Social Studies	$44,325.00	8/10/2020
4, r	Barnes, Tammy Nicole	Social Studies	$44,325.00	8/10/2020
5, r	Basile, Julianna F	AMP Music	$44,325.00	8/10/2020
5, nr	Boley, Taylor A	AMP HPE	$44,325.00	8/10/2020
5, nr	Brandt, Maria G	Spec. Ed. Multicategorical	$43,537.00	8/10/2020
2, r	Canady, Tylan L	Science	$56,337.00	8/10/2020
2, r	Chapman, LaToya Tomika'	Technical Services	$66,978.00	8/10/2020
4, nr	Contreras, Jordan A	Foreign Language	$43,537.00	8/10/2020
5, r	Davis, Macey M	Spec. Ed. Multicategorical	$43,537.00	8/10/2020
5, nr	Deerr, Nicole	English	$44,325.00	8/10/2020
5, nr	Dewane, Megan F	Cat Eng High	$43,537.00	8/10/2020
5, nr	Ernster, Sara J	Science	$44,325.00	8/10/2020
2, r	Fiffer, Christopher A	Multicategorical Comp. Sen	$44,325.00	8/10/2020
5, r	Freres, Dominic T	Mathematics	$44,325.00	8/10/2020
5, nr	Gauthier, Joseph A	English	$43,537.00	8/10/2020
5, r	Govig, Ann M	Science	$44,325.00	8/10/2020
4, r	Grihalva, Joseph S	English	$44,325.00	8/10/2020
5, nr	Hakow, Kelly J	English	$62,244.00	8/10/2020
5, r	Hamdan, Tasneem Z	Mathematics	$47,583.00	8/10/2020
5, nr	Henderson, Kathleen J	Multicategorical Comp. Sen	$66,978.00	8/10/2020
2, r	Herron, Dianna P	Social Studies	$44,325.00	8/10/2020
5, r	Hill, Andrea M	Foreign Language	$55,728.00	8/10/2020
2, r	Horton, Nature R	Cat Eng High	$44,325.00	8/10/2020
5, nr	Johnson, Kimberly A	Gen'l Elem & K8 — All Grades	$55,728.00	8/10/2020
5, r	Kiefert, Anthony S	Social Studies	$43,537.00	8/10/2020
3, nr	Kim, Kamei E	Kindergarten (four-year-old)	$44,325.00	8/10/2020
5, r	Kubly, Sarah E	Kindergarten (four-year-old)	$43,537.00	8/10/2020
5, nr	Landgraf, Dionne M	AMP Art	$47,379.00	8/10/2020
5, nr	Levin, Noa V	AMP Art	$52,470.00	8/10/2020
5, r	Lovas, Jon P	AMP Music	$52,470.00	8/10/2020
3, nr	Lu, Ganhua	Mathematics	$47,379.00	8/10/2020
5, r	Luberda, Anna Theresa	Gen'l Elem & K8 — All Grades	$62,287.00	8/10/2020
5, r	McAleese, Andrew D	Spec. Ed. Multicategorical	$52,724.00	8/10/2020
5, r	Montgomery, Alicia C	Mathematics	$60,537.00	8/10/2020
2, nr	Moss, Eleanor L	Multicategorical Comp. Sen	$43,537.00	8/10/2020
5, nr	Mowery, Paige L	Science	$50,841.00	8/10/2020
5, nr	Mulqueen, Margaret K	English	$65,787.00	8/10/2020
3, nr	Namboothiry, Deepali R	Bilingual Education	$66,978.00	8/10/2020
5, nr	Orwig, Eve S	School-to-Work	$53,537.00	8/10/2020
4, r	Ramirez, Veronica Isabel	Spec. Ed. Multicategorical	$45,137.00	8/10/2020
5, nr	Rinehart, Mary S	Social Studies	$58,069.00	8/10/2020
5, nr	Schindeldecker, Emelia K	Multicategorical Comp. Sen	$44,325.00	8/10/2020
5, r	Schmitz, Jordan E	AMP Music	$44,325.00	8/10/2020
5, nr	Schulte, Christiane M	Mathematics	$67,287.00	8/10/2020
5, r	Sutphen, Rachel N	Cat Math Mid	$50,943.00	8/10/2020
4, nr	Villalobos, Ranulfo Jose	Gen'l Elem & K8 — All Grades	$66,978.00	8/10/2020
3, nr	Wang, Tong	Mathematics	$44,325.00	8/10/2020
5, r	Weiss, Elise R	Spec. Ed. Multicategorical	$44,325.00	8/10/2020
5, nr	Wells, David N	Multicategorical Comp. Sen	$44,325.00	8/10/2020

Codes	Name	Appointment	Salary	Date
5, nr	Wiesjahn, Wendy J	AMP HPE	$66,978.00	8/10/2020
5, nr	Woodson, Cambrea A	SAGE	$44,325.00	8/10/2020
3, r	Zielinski, Natessa G	Multicategorical Comp. Sen	$44,325.00	8/10/2020

Permit Teachers, Early Start

5, r	Bellendorf, Terry L	Mathematics	$44,325.00	8/10/2020
5, r	Berg, Laura E	Gen'l Elem & K8 — All Grades	$21,156.00	8/10/2020
2, r	Caldwell, Tanisha Rowlene	Multicategorical Comp. Sen	$44,325.00	8/10/2020
4, r	Flores Garcia, Maria de los Angeles	Foreign Language	$22,184.00	8/10/2020
4, r	Ortega Baltierra, Juan	Foreign Language	$44,325.00	8/10/2020
2, nr	Payne, Nia N	Gen'l Elem & K8 — All Grades	$44,325.00	8/10/2020
2, nr	Pope, Samantha R	Multicategorical Comp. Sen	$44,325.00	8/10/2020
4, nr	Pritzlaff, Rebecca A	Title I, School-wide	$44,325.00	8/10/2020

School Counselors, Early Start

2, r	Sheppard, Shantelle Marie	Guidance	$47,379.00	8/10/2020
2, r	Thompson, Savannah	Guidance	$44,325.00	8/10/2020
5, r	Treviso, Alisa C	Guidance	$83,013.00	8/10/2020
3, r	Vang, Chia	Guidance	$47,379.00	8/10/2020

School Psychologists

5, r	Boffeli, Thomas L	School Psych Services	$56,125.00	8/25/2020
5, nr	Gavagan, Siobhan Anello	C.S. — Psychological Services	$56,125.00	8/25/2020
4, r	Gonzalez, Dalia Yesenia	C.S. — Psychological Services	$56,125.00	8/25/2020
2, nr	Jones, Cristin R	C.S. — Psychological Services	$56,125.00	8/25/2020
5, nr	Jozefacki, Jordan R	C.S. — Psychological Services	$56,125.00	8/25/2020
5, r	Melotik, Emma L	C.S. — Psychological Services	$56, 125.00	8/25/2020

	Counts				
Codes	Teachers	SSWs	Psychologists	Other	Total
1 Native American	0	0	0	0	0
2 African American	9	1	0	0	10
3 Asian/Oriental/Pacific Islander	6	0	0	0	6
4 Hispanic	9	1	0	1	11
5 White	80	3	0	6	89
6 Other	2	0	0	0	2
7 Two or More Ethnic Codes	3	0	0	0	3
Male	19	0	0	1	20
Female	90	5	0	6	101

nr Non-resident
r Resident

Certificated Leaves of Absence

	Present Assignment	Effective From
Illness Leave, May 2020		
Robert Zaharias	Longfellow	5/21/2020

Report on Certificated Resignations and Classified Retirements

Certificated Resignations

Reason	Yrs Svc	Code	Name	Position	Location	Date
Retire	26.0	5	Michelle Adams Zeise	Teacher	Grant	08/20/2020
Personal	7.0	5	Kelly Boettcher	Teacher	Rufus King HS	07/20/2020
Personal	17.0	5	Cassie Carbon Ellington	Teacher	Engelburg	07/15/2020
Other Dist	12.0	5	Brian Coffey	Teacher	Audubon	07/06/2020
Personal	2.0	2	Sheneda Daniels	Teacher	Story	08/04/2020

Reason	Yrs Svc	Code	Name	Position	Location	Date
Other Dist	23.1	2	LaTasha Fields	Teacher Mentor	Central Svcs	08/12/2020
Personal	16.5	5	Mark Fritz	Teacher	Lincoln MS	07/07/2020
Retire	22.7	5	Kimberly Gibbs	Teacher	Emerson	07/10/2020
Other Dist	1.0	5	Kathleen Glasemeyer	Teacher	Emerson	07/30/2020
Retire	22.7	5	Leon Glowacki	Teacher	South Division	07/31/2020
Personal	12.0	5	Margaret Grunst	Teacher	Lincoln Ave	08/03/2020
Retire	32.0	5	Carol Hackbarth	Teacher	Whitman	07/31/2020
Retire	21.0	2	Vickie Hall	Principal	Story	08/01/2020
Personal	11.0	5	Stephanie Heinen	Teacher	Trowbridge	07/27/2020
Other Dist	11.0	2	Teaira McMurtry	Cur Spec IV	Central Svcs	07/31/2020
Retire	28.0	5	Michelle Mueller	Teacher	Wedgewood	07/31/2020
Personal	1.0	5	Kayley Nielsen	Teacher	MACL	07/07/2020
Personal	7.3	2	Michael Orjiako	Teacher	French Imm	07/17/2020
Retire	34.5	5	Suzanne Pucci	Teacher	South Division	08/31/2020
Other Dist	1.0	5	Joseph Ray	Teacher	Ronald Reagan	07/24/2020
Personal	1.3	4	Paulina Santos	Teacher	Audubon HS	07/17/2020
Retire	30.8	5	Sandra Schroeder	Manager II	Central Svcs	08/03/2020
Other Dist	5.6	5	Rita Szopinski	Teacher	Victory	07/15/2020
Other Dist	7.0	5	Casey Twanow	Teacher	Rufus King HS	07/10/2020
Personal	2.0	2	Diane Walker	Teacher	Burbank	07/13/2020

Classified Retirements

Reason	Yrs Svc	Code	Name	Position	Location	Date
Retire	17.3	4	Rita Diaz	Secretary I	Manitoba	07/01/2020
Retire	22.4	2	Yvonne Holder	Para	Hopkins Lloyd	07/26/2020
Retire	21.6	5	Mariella Kuehn	Bookkeeper	Central Svcs	07/07/2020
Retire	31.2	5	Heidi Lawhorn	Secretary I	Audubon	07/07/2020
Retire	13.5	1	Warnetta Patterson Hyman	Para	Washington	07/15/2020
Retire	22.7	5	Kelly Pope	Para	Maryland	07/24/2020
Retire	35.8	4	Migdalia Rodriguez Torres	Para	Forest Home	08/01/2020
Retire	35.5	2	Kenneth Smith	Safety Asst	School Safety	07/01/2020
Retire	20.6	5	Joseph Vandillen	Painter	Paint Shop	07/01/2020
Retire	24.2	2	Jesse Williams	Boiler Att	Central Svcs	08/02/2020

Affirmative Action Report

The Affirmative Action monthly personnel transaction report for July 2020 is attached to the minutes of your Committee's meeting. This is an informational item, and no action is required.

Remote Work Plan Report

The Remote Work Plan Report for August 2020 is attached to the minutes of your Committee's meeting. This is an informational item, and no action is required.

2020-21 School Based Staff Remote Work Agreement

Remote Work Agreements must be reviewed and approved by the principal before remote work begins.

In order to carry out their duties for Milwaukee Public Schools outside of the school building, employees must certify that they have daily access to

- a computer/laptop with camera, microphone, and speakers, either personal or school-issued;
- reliable internet services;
- their schools' virtual learning schedules for their assigned classes.

Weekly Plan

Employees' proposed work schedules will include the remote work activities indicated in the weekly schedule submitted, such as synchronous instruction, office hours, team meeting and small-group instruction. (These are examples only.)

Employees must specify the beginning and ending dates of their remote-work agreements. All remote-work agreements will end with the MPS Board of School Directors' decision to return to full or partial physical attendance at school.

Employees must specify how their remote-work options will contribute to the success of their students and the attainment of their SLO goals as well as their schools' SIP goals.

Employees must also agree to the following:

1. The School Based Staff Remote Work Agreement is not a contract of employment and does not change any terms of employment as outlined in the MPS Employee Handbook.
2. The Remote Work Agreement will be in effect once approved by the building principal for the term indicated on the agreement unless or until the Milwaukee Board of School Directors direct students and staff to return to physical attendance at schools prior to the ending date. If the employee wishes to end the agreement prior to end date, the employee shall indicate in writing the new ending date to the building principal.
3. Their time will be structured to ensure availability at required meetings or to perform assigned instructional duties according to their schools' virtual-learning schedule. A leader may require that the employee convert back to in-person teaching if the employee is not attending scheduled instructional periods or virtual meetings.
4. Standard daily work hours (set by the school) will be in place. Employees must report absences (sick leave, professional development, etc.) to their schools according to the MPS Employee Handbook when they are not able to follow the indicated schedule in section 2.
5. While engaging in remote work, the employee understands that MPS will not be responsible for remote work costs, including but not limited to

maintenance or repairs of privately-owned equipment,
utility costs, including internet costs, personal equipment, and supplies for virtual work, or
travel expenses to the school or Central Office.

6. The employee agrees to maintain a safe, secure work environment and to report work-related injuries to the employee's supervisor at the earliest reasonable opportunity.
7. The employee understands that all equipment, records, and materials provided by Milwaukee Public Schools shall remain the property of Milwaukee Public Schools.
8. By signing this agreement, the employee certifies that he or she has reviewed and understands the MPS Employee Handbook and will follow the District's expectations and Code of Conduct while working in an appropriate environment outside of the assigned school building.

Both the employee and the school's principal must sign and date the 2020-21 School-based Staff Remote Work Agreement.

Total Remote Work Forms submitted by office that have been received by 8/11/2020	
Office	Total Form Submissions
Academics	361
Accountability & Efficiency	0
Board Governance	1
Communications & School Performance	63
Finance	89
Human Resources	4
School Administration	9
School-based	653
Superintendent	2
Total Received	1,182

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.

Adopted 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

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

				Salary		
Codes	Name	Appointment	Assignment	Sched	Range	Amount
5, r	Renee Dudley	Comptroller	Office of the Chief of Finance	03	15A	$126,800
4, r	Lisa Salva	PBIS Program Supervisor I	Office of the Chief of Communications & School Performance	03	09A	$104,365
2, r	Miles Dhuey	Principal I — Story	Office of the Chief of School Administration	03	13T	$100,271
5, nr	Raymond Curry	Assistant Principal I — Victory	Office of the Chief of School Administration	03	10C	$91,824
4, r	Francisco Paredones	Assistant Principal III — Hamilton	Office of the Chief of School Administration	03	12C	$77,128
5, nr	Amalia Hetzer	Procurement Associate III	Office of the Chief of School Administration	03	05A	$71,657
2, r	Courtney Dunn	Recruitment Coordinator I	Office of the Chief of Human Resources	03	06A	$67,277
5, r	Kristyn Wartman	Recruitment Coordinator I	Office of the Chief of Human Resources	03	06A	$63,410
4, r	Ruth Lopez	Planning Assistant III	Office of the Chief of Academics	03	02A	$55,000
5, r	Christopher Mahsem	Duplicating Services Technician II	Office of the Chief of School Administration	03	04A	$52,599
2, nr	Erikka Strong	Pension Associate I	Office of the Chief of Human Resources	03	03A	$51,607

Recommended Reclassifications

The Superintendent recommends that 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	Jacquelyn Aleem	Assistant Principal, Golda Meir	Office of the Chief of School Administration	03	11C	$91,090
2, r	Debra Mosley Magee	Assistant Principal, Obama	Office of the Chief of School Administration	03	11C	$91,010
5, nr	Jordan Knopp	Assistant Principal, Golda Meir	Office of the Chief of School Administration	03	11C	$72,064

Recommended LTE Contracts (to be effective upon the Board's approval)

The recommendation is that the Board 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
2, r	Teresa Adams	Educator Effectiveness Implementation Coach	Office of the Chief of Academics	$40.00	07/01/20-12/31/20
5, r	Margaret Barrett	Grant Project Director	Office of the Chief of Academics	$40.00	03/12/20-09/20/20
5, r	Linda Bolin	Educator Effectiveness Implementation Coach	Office of the Chief of Academics	$40.00	07/01/20-12/31/20
2, r	Rose Carr	Administrator Coach & Mentor	Office of the Chief of School Administration	$40.00	07/01/20-12/31/20
2, r	Beverly Conner	Administrator Coach & Mentor	Office of the Chief of School Administration	$40.00	07/01/20-12/31/20
2, r	Thyra Handford	Administrator Coach & Mentor	Office of the Chief of School Administration	$40.00	07/01/20-12/31/20
6, r	Ali Hatab	Administrator Coach & Mentor	Office of the Chief of School Administration	$40.00	07/01/20-12/31/20
5, r	Jeffrey Krupar	Educator Effectiveness Implementation Coach	Office of the Chief of Academics	$40.00	07/01/20-12/31/20
5, r	Ann Kubes	Recreation Special Projects Administrator	Office of the Chief of School Administration	$40.00	07/01/20-12/31/20
5, r	James Lawton	Educator Effectiveness Implementation Coach	Office of the Chief of Academics	$40.00	07/01/20-12/31/20
4, r	Yvette Martel	Administrator Coach & Mentor	Office of the Chief of School Administration	$40.00	07/01/20-12/31/20
5, r	Virginia McFadden	Administrator Coach & Mentor	Office of the Chief of School Administration	$40.00	07/01/20-12/31/20
4, r	Lourdes Ocampo-Lewis	Educator Effectiveness Implementation Coach	Office of the Chief of Academics	$40.00	07/01/20-12/31/20
5, r	Marybeth Sandvig	Administrator Coach & Mentor	Office of the Chief of School Administration	$40.00	07/01/20-12/31/20
5, r	James Sonnenberg	Educator Effectiveness Implementation Coach	Office of the Chief of Academics	$40.00	07/01/20-12/31/20
2, r	Peggie Swift	Administrator Coach & Mentor	Office of the Chief of School Administration	$40.00	07/01/20-12/31/20
2, r	Winifred Tidmore	Administrator Coach & Mentor	Office of the Chief of School Administration	$40.00	07/01/20-12/31/20
5, nr	Mark Ganas	Sr. Programmer Analyst I	Office of the Chief of Academics	$38.40	04/06/20-10/31/20
5, r	Paul Kobza	Duplicating Equipment Operator II	Office of the Chief of School Administration	$35.00	07/01/20-10/30/20
4, r	Gerardo Mares	Data Analyst	Office of Accountability & Efficiency	$35.00	07/20/20-12/20/20
2, r	Annette Fayne	Administrative Assistant III	Office of Board Governance	$27.86	08/01/20-02/28/21
5, r	David Waskiewicz	Duplicating Operator I	Office of the Chief of School Administration	$21.00	07/01/20-10/30/20
5, r	Jamie Bergener	Law Clerk	Office of the Chief of Human Resources	$20.00	06/15/20-12/15/20
3, r	Meghan Wagner	Assistant Analyst	Office of Accountability & Efficiency	$20.00	07/30/20-10/30/20
5, nr	Theodore Wegner	Law Clerk	Office of the Chief of Human Resources	$20.00	06/15/20-12/15/20

Codes

r	Resident
nr	Non-resident
1	Native American
2	African American
3	Asian/Oriental/Pacific Islander
4	Hispanic
5	White

6 Other
7 Two or more

Committee's Recommendation

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

Director Miller moved to approve the Administration's recommendation. The motion passed, the vote being as follows:

Ayes — Directors Báez, O'Halloran, Peterson, Siemsen, Woodward, and President Miller — 6.
Noes — None — 0.
Recused — Directors Phillips and Herndon — 2.

* * * * *

(Item 3) Action on Resolution 2021R-008 by Directors Herndon and O'Halloran Regarding the Creation of a Code of Conduct for Contractors

Background

At its regular July meeting, the Board referred Resolution 2021R-008 by Directors Herndon and O'Halloran to the Committee on Accountability, Finance, and Personnel (underlines indicate amendments made by the authors after the initial referral):

WHEREAS, Milwaukee Public Schools is committed in all areas to providing a learning and working environment that is free from racism, harassment, bullying, and intimidation; and

WHEREAS, Harassment includes the display of signs, symbols, or objects that are offensive in nature as well as offensive conduct and/or speech; and

WHEREAS, This commitment is upheld in numerous Milwaukee Pubic Schools policies, including Administrative Policy 6.03, Anti-Harassment/Anti-Bullying;
Administrative Policy 8.01, Student Non-Discrimination;
Administrative Policy 8.52, Bullying; and

WHEREAS, Milwaukee Public Schools has established policies that offer additional protection to our students, particularly Administrative Policy 1.06, Equity in MPS, and in the MPS Gender Inclusion Guidance manual; and

WHEREAS, Not only is harassment based upon an individual's sex, race, ethnicity, national origin, age, religion or any other legally protected characteristics unlawful, it is simply intolerable; and

WHEREAS, Milwaukee Public Schools is committed to eradicating systemic racism though changes to the policies, practices, and laws that hold in place the inequitable outcomes we see all around our city, our state, and our nation; and

WHEREAS, The Milwaukee Pubic Schools has codified its expectations for behavior for students, in Administrative Policy 8.19, Student Conduct; for Board members, in Board Rule 1.29, Code of Conduct — Board of School Directors; and for employees, in the Employee Handbook; and

WHEREAS, Each of these policies and rules contain a penalty provision, should an individual fail to meet the expectations for behavior; and

WHEREAS, Milwaukee Pubic Schools does millions of dollars of business each year with outside contractors who work in all areas of the Milwaukee Pubic Schools, including classrooms and professional work spaces, where contractors and their employees should be held to the same codified behavioral expectations; now, therefore, be it

RESOLVED, That the Administration, in collaboration with the Office of Board Governance and the Office of Accountability and Efficiency create an Administrative Policy to establish a code of conduct for outside contractors and their employees; and, be it

FURTHER RESOLVED, That the work include:

- recommendations for how the code of conduct will be included in, or attached to, the specifications given to contractors and those wishing to bid on district projects;
- a penalty for failure to comply, to be included in model contract language; and
- language specific to interaction with students, including students who may be employed with, or interning for, the contractor; and, be it

FURTHER RESOLVED, That the recommendations resulting from this work be brought to the Board for approval no later than the September Board cycle.

The Resolution directs the Administration, Office of Board Governance, and Office of Accountability and Efficiency to collaborate to create an administrative policy to establish a code of conduct for outside contractors and their employees.

The Administration, as well as the Offices of Board Governance and Accountability and Efficiency, is in agreement with the resolution and is recommending its adoption. Upon completion, the code of conduct for contractors and their employees will be brought before the Board for approval.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative, or Board Rules Implication Statement

Administrative Policy 3.09, Purchasing and Bidding Requirements

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

Upon adoption by the Board, the Administration, and Offices of Board Governance and Accountability and Efficiency will begin working together to develop the code of conduct for contractors.

Committee's Recommendation

Your Committee recommends that the Board adopt Resolution 2021R-008.

Adopted with the roll call vote to approve the balance of the Committee's reports.

* * * * *

(Item 4) Action on a Request to Enter Into a Lease Agreement for the Oakridge Farm's Residence House

Background

Milwaukee Public Schools' Department of Recreation and Community Services has partnered with the Wisconsin Department of Natural Resources since 1971 to provide environmental learning opportunities for students at Oakridge Farm (S40W35961 County Rd. C, Dousman, WI, 53118). In order to operate the farm, MPS Recreation requires the Oakridge Farm's supervisor to reside on site in the residence house.

The Administration is requesting approval of an annual lease agreement commencing on August 1, 2020, to be renewable annually for the duration of the employee's tenure with MPS as the Oakridge Farm supervisor.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative, or Board Rules Implication Statement

Administrative Policy 5.02, Use of School Facilities

Fiscal Impact Statement

This item does not authorize any expenditures.

Committee's Recommendation

Your Committee recommends the Board approve the lease agreement as attached to the minutes of your Committee's meeting.

Adopted with the roll call vote to approve the balance of the Committee's reports.

* * * * *

(Item 5) Action on Department of Recreation and Community Services Master Plan, Strategic Plan, ADA Transition Plan, and Leadership Continuity Plan

Background

The Milwaukee Public Schools Department of Recreation and Community Services (Milwaukee Recreation) was established in 1911 to enrich the lives of Milwaukee's youth, teens, adults, and seniors through recreational and educational opportunities. Throughout the years, the Department has worked to position itself as a leading provider of community recreation services. A team of 80 full-time staff, and nearly 2,000 part-time employees hired annually as instructors, leaders, field attendants, umpires and referees, work to program more than 100 schools and community locations on an annual basis.

In 2017, the Department began the ambitious process of preparing to achieve agency accreditation through the Commission for the Accreditation of Park and Recreation Agencies (CAPRA). CAPRA is the only national accreditation of park and recreation agencies and is a valuable measure of an agency's overall quality of operation, management, and service to the community.

The Department's desire to stay relevant and sound in its delivery of services, coupled with the CAPRA's accreditation requirements, has led to the development and/or updating of a series of strategic planning efforts. These include:

- Recreation Master Plan
- Strategic Plan
- ADA Transition Plan
- Leadership Continuity Plan.

Each of these plans was developed in partnership with Recreation Department and district staff, community partners, content experts, residents via community-engagement sessions, and feedback from a community-wide needs-assessment survey.

The strategies and initiatives identified in these plans provide a tangible implementation strategy to bring the vision of the Department — to be the leading provider of quality and affordable recreation services in the Milwaukee community — to reality.

Recreation Department Overview

84 full-time staff and 2,000+ part-time staff

Programs and Services for City of Milwaukee's Residents

- After-school Programs
- Playgrounds, Community Centers, & MPS C.A.R.E.S.
- Elementary-, Middle- & High-school Sports
- Citywide Programs
- Recreation Operations

Agency Accreditation

Commission for Accreditation of Park and Recreation Agencies (CAPRA) recognizes agencies for excellence in operations and services

- Began process in 2017
- Currently 172 departments/agencies in the U.S. (<10%)
- Two in Wisconsin (Eau Claire and Waukesha)
- Improved operations resulting in more enjoyable workplace and better service to users

- Moving from good to great!

Recreation Master Plan

Purpose

Provides a roadmap for decisions on recreation facilities, programs, and services.

Key Observations

- Vastness of programs offered
- Infrastructure needs improvement
- Dept has concern for under-served populations
- 89% rated quality of programs as good or excellent
- Improve indoor pools and physical condition of program spaces
- Expand youth swim lessons, adult fitness, and wellness offerings

Recreation Strategic Plan

Purpose

Align the organization with a common vision, reinforce the culture, and create action towards accomplishment.

Highlights

- Updated vision and value statements
- Four Themes
    - Exceeding Customers' Expectations
    - Financial Sustainability
    - Organizational Excellence
    - Staff Empowerment
- Identified 46 initiatives to accomplish

Recreation ADA Transition Plan

Purpose

Assess access to recreational spaces and develop a transition plan for improvements.

Highlights

- Evaluated 22 indoor spaces used by Recreation and 44 outdoor playfield locations
- Identified 2,400 access deficits across all used space
- Estimated cost $8million
- Common issues: signage, door opening force, restrooms, ballfields, playgrounds, fieldhouses

Leadership Continuity Plan

Purpose

Proactively addresses management vacancies, as well as quality and diversity of workforce

Highlights

- Analysis of full-time employees' demographics
- Anticipated administrative retirements
- Succession matrix for management positions
- Training plan

Next Steps

- Plan's implementation work continues
- CAPRA visit in spring 2021
- Ongoing: updating/revision of plans

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative, or Board Rules Implication Statement

Administrative Policy 9.04, Community Involvement in Decision Making

Fiscal Impact Statement

This item does not authorize any expenditures.

Implementation and Assessment Plan

Upon the Board's approval, the plans, as attached to the minutes of your Committee's meeting, will be fully implemented by the Department of Recreation and Community Services.

Committee's Recommendation

Your Committee recommends that the Board approve the plans as attached to the minutes of your Committee's meeting.

Adopted with the roll call vote to approve the balance of the Committee's reports.

* * * * *

(Item 6) Action on Monthly Facilities Matters: FMS Award of Construction Contract and Professional Services Contract Recommendation

The contract award recommendations for the Board's regular August 2020 meeting are listed below for your review. Adequate funding is available in the accounts as noted.

Construction Contracts

Material Lift Enclosure Installation

Riverside University High School

Prime Contractor
ALLCON, LLC
12704 West Arden Place
Milwaukee, WI

Low Bidder, Base Bid of $52,388.00

HUB Participation
- Certified HUB Vendor? ..... Yes
- Total # of Employees 32
- Total # of Minorities 11
- Total # of Women 5
- Required 0%
- Submitted 0%
- $ Value $0.00

COIN Participation
- Required 0%

Student Engagement (required hours)
- Paid Employment 0
- Career-education Activity 0

Funds are available for the Material Lift Enclosure Installation project from account code FAR 00 MMQ RS ECNC ELV8 (Project No. 3822). The project's start date is scheduled for August 28, 2020, and completion date is October 30, 2020.

Total construction contract dollars awarded..... $52,388.00
Total dollars HUB participation $0.00
% of HUB participation 0%
% Minority employees within company 0%
% Women employees within company.....0%

Professional Services Contracts

The Administration requests that the Board approve the following professional services contracts:

RFP #20-001 Radon-evaluation Services — MPS Sites

A request for Proposal (RFP) was issued by Facilities and Maintenance Services to obtain a firm to provide Radon Evaluation Services — MPS Sites.

Selected firm: Cooperative Educational Services Agency 10 (CESA 10)

Contract Period: August 28, 2020-June 14, 2021

Budget Code: FAR 00 RDC DW ECNC $597,250.00

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative, or Board Rules Implication Statement

Administrative Policy 3.09, Purchasing and Bidding Requirements

Fiscal Impact Statement

The item authorizes expenditures for:

- Construction Contract:
  - — ALLCON LLC, for material lift enclosure installation at Riverside University High School;
    Code: FAR 00 MMQ RS ECNC ELV8 ..... $52,388.00
- Professional Services Contract:
  - — Cooperative Educational Services Agency 10 (CESA 10), for radon-evaluation services at MPS sites;
    Code: FAR 00 RDC DW ECNC $597,250.00

Implementation and Assessment Plan

Upon the Board's approval, the construction contract and professional services contract, as attached to the minutes of your Committee's meeting, shall be executed.

Committee's Recommendation

Your Committee recommends that the Board approve the construction contract and professional services contract as attached to the minutes of your Committee's meeting.

Adopted with the roll call vote to approve the balance of the Committee's reports.

* * * * *

(Item 7) 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 and Cumulative Purchases in Excess of $50,000; Report on Contracts under $50,000 and Cumulative Total Report; Report on Monthly Grant Awards; Acceptance of Donations

Purchases

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 second term (Year 2). 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 Contractor Information
- Certified HUB Vendor?.....No
- Total # of Employees 656
- Total # of Minorities.....110
- Total # of Women 296

HUB Participation
- Required .....NA
- Proposed.....NA
- $ Value .....NA

Student Engagement (hours per 12-month contract)
- Paid Student Employment 300
- Student Career-awareness Commitment..... 10

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 multiple vendors for products related to the COVID-19 pandemic. Due to the emergency nature of these procurements, these purchases were not previously approved by the Board.

Vendor	PO Number	PO Total	Description of Goods	Procurement Basis
See Saw	P931399	$147,938.56	Subscription for See Saw Learning Platform.	ETB
Office Depot	P930999	$142,443.00	Hand Sanitizer	ETB
Office Depot	P931463	$96,361.44	Hand Sanitizer	ETB
Office Depot	P929387	$35,000.00	Face Masks	ETB
AG Parts/Assetgenie	P931192	$276,000.00	USB Power adapters for Remote Learning	ETB

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 exceeds $25,000.

Contract: C027307
Riteway Bus Service, Inc., d/b/a Go Riteway Transportation Group

On July 1, 2018, the Administration requested authorization to enter into a blanket contract with Riteway Bus Service, Inc., d/b/a Go Riteway Transportation Group, to provide yellow school bus transportation for school transportation. The vendor was chosen pursuant to RFP 973 and was awarded a compensation amount of $10,700,000.00 for the original contract term. Additional funds in the amount of $500,000 are now necessary to increase this awarded contract to continue the services based on the district's needs.

Contract Amount	$ 10,700,000.00
Increase Amount	$ 500,000.00
Adjusted Contract Amount	$ 11,200,000.00

Contract: C027293
Dairyland Buses, Inc.

On July 1, 2018, the Administration requested authorization to enter into a blanket contract with Dairyland Buses, Inc., to provide yellow school bus transportation for school transportation. The vendor was chosen pursuant to RFP 973 and was awarded a compensation amount of $8,800,000.00 for the original contract term. Additional funds in the amount of $600,000 are now necessary to increase this awarded contract to continue the services based on the district's needs.

Contract Amount	$ 8,800,000.00
First Increase Amount	$ 600,000.00
Adjusted Contract Amount	$ 9,400,000.00

Routine Monthly Reports

The report on contracts under $50,000 and cumulative report, and report on monthly grant awards are attached to the minutes of your Committee's meeting. These are informational items, and no action is required.

Donations

Location	Donor	Amount	Gift or Purpose
Monetary Donations Over $5,000			
German Immersion School	Herb Kohl Foundation	$6,000.00	General School Supplies
	Total Monetary Donations Over $5,000	*$6,000.00*	
Monetary Donations			
Audubon High School	Mark Kershek	$400.00	Audio/Video Equipment Donation
French Immersion School	Anonymous	$40.00	General School Supplies
Garland School	Garland PTA	$1,000.00	General School Supplies
Goodrich School	Donors Choose	$300.00	Classroom Academics Resources
Holmes School	Greater Milwaukee Foundation	$1,250.00	Attendance Initiative
James Madison Academic Campus	United Way	$250.00	General School Supplies
Kluge School	Greater Milwaukee Foundation	$1,250.00	Attendance & PBIS Initiative
MacDowell Montessori	MPS Foundation, Inc.	$3,000.00	Basketball Donation
Obama School of Career and Technical Education	Kwik Trip, Inc.	$8.08	General School Supplies
Vincent	Wisconsin FFA Foundation, Inc.	$500.00	Rally to Fight Hunger Donation
	Total Monetary Donations	*$7,998.08*	
Non-Monetary Donations			
Administration Building	Ace World Wide Elite Relocation Service	$125,000.00	Furniture for CS Cafeteria
Clarke Street School	Berean Family Worship Center	$602.74	General School Supplies
Curriculum & Instruction	Millipore Sigma Corporation	$34,231.00	Science Equipment
Financial Services	Theopa C. Tolbert	$200.00	K-3Rd Grade Books (Two Boxes)

Location	Donor	Amount	Gift or Purpose
Goodrich School	Donors Choose	$756.46	Summer Fun Activities
Goodrich School	Donors Choose	$330.38	Classroom Books
Goodrich School	Donors Choose	$554.96	Classroom Learning Games
Goodrich School	Donors Choose	$600.00	General School Supplies
Goodrich School	Donors Choose	$1,000.00	Keep Learning Student Supplies
Goodrich School	Donors Choose	$300.00	General School Supplies
Goodrich School	Donors Choose	$983.68	General School Supplies
Goodrich School	Donors Choose	$905.19	Books & Math Supplies
Goodrich School	Donors Choose	$1,000.00	Keep Kids Learning Materials
Goodrich School	Donors Choose	$1,000.00	Keep Kids Learning Materials
Mitchell School	Donors Choose	$410.27	Classroom Books
Mitchell School	Donors Choose	$105.20	Noise Cancelling Headphones
Mitchell School	Donors Choose	$413.94	General School Supplies
Morgandale School	Donors Choose	$380.71	Back to School Supplies
Morgandale School	Donors Choose	$665.00	Hands-On Sensory Experiences
Morgandale School	Donors Choose	$429.14	Manipulatives & Supplies
Morgandale School	Donors Choose	$276.62	Hands-On Materials
Morgandale School	Donors Choose	$458.01	Art Supplies
Morgandale School	Donors Choose	$562.81	Sensory Items
Morgandale School	Donors Choose	$285.08	Art Supplies
Morgandale School	Donors Choose	$500.77	STEM & Imagination Materials
Morgandale School	Donors Choose	$291.83	Cleaning Supplies
Morgandale School	Donors Choose	$304.18	Art Supplies
Morgandale School	Donors Choose	$751.69	Reading, Math Workbooks & Journal
Morgandale School	Donors Choose	$471.54	Books for Children to Keep
Morgandale School	Michelle Grosso	$120.00	Two Winter Coats
School Nutrition	American Heart Association	$800.00	800 Jump Ropes & Hand Outs
School Nutrition	Dan Madhavapallil	$1,550.00	Basketballs
School Nutrition	Dan Madhavapallil	$100.00	100 Hand Made Masks
School Nutrition	Feeding America Eastern Wisconsin	$189,521.50	4,610 Food Boxes
School Nutrition	Lance Vanderlaan	$750.00	Face Masks
School Nutrition	Miller Bakery	$ 43,200.00	600 Cases of Pretzel Buns
School Nutrition	Ready Nutrition	$ 95,990.00	3,400 Protein Waters & Bars
Vincent	Compeer Financial Fund for Rural America	$1,749.00	Agriculture Donation
Zablocki School	Donors Choose	$466.25	Social-Emotional Learning Books
	Total Non-Monetary Donations	*$508,017.95*	
Total Value for August 2020		$522,016.03	

Fiscal Impact Statement

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

Committee's Recommendation

Your Committee recommends that the Board

1. authorize the purchases and

2. accept the donations as listed, with appropriate acknowledgement to be made on behalf of the Board.

Adopted with the roll call vote to approve the balance of the Committee's reports.

* * * * *

(Item 8) Action on the Award of Professional Services Contracts

RFP 970 Authorization to Extend Services with EBS Healthcare Staffing Services, Inc., d/b/a EBS-Educational Based Services, for Speech Pathology Services

The Administration is requesting authorization to contract with EBS Healthcare Staffing Services, Inc. d/b/a EBS-Educational Based Services ("EBS"), to provide speech-language pathology services mandated by the Individuals with Disabilities Education Act ("IDEA") and as outlined in the Individual Education Plan ("IEP") for each eligible student.

These contracted services are needed due to the severe shortage of speech-language pathologists available to MPS, rendering MPS unable to fill its vacant speech-language pathologist positions. The shortage of speech-language pathologists in MPS mirrors the shortage of qualified speech-language pathologist personnel that exists nationwide. The Speech-Language Disabilities Program currently has multiple vacancies due to retirements and other resignations and the equivalent of approximately 5.0 FTEs needed annually to provide services to cover the various leaves the Speech-Language Disabilities Program incurs, such as those required by short term medical or child-rearing leaves.

EBS was chosen pursuant to RFP 970. The original contract provided for two one-year options to extend if certain performance metrics were met. EBS had met the performance metrics codified in its contract; therefore, MPS exercised the first option year for the contract, with the first extension running from July 1, 2019, through June 30, 2020. EBS has met the performance metrics for the second year; therefore, MPS is exercising the second option year for the contract.

This second contract extension will run from September 1, 2020, through June 30, 2021. The total cost of the contract in this final extension year will not exceed $602,000.

Budget Code: SPL-0-I-EEN-DW-ECTS (Speech-Language — Contract Services) $602,000

Prime Contractor Information
- Certified HUB Contractor? ..... No
- Total # of Employees 2,269
- Total # of Minorities 907
- Total # of Women 1,974

HUB Participation
- Required ..... N/A
- Proposed ..... N/A
- $ Value ..... N/A

Student Engagement (hours per 12-month contract)
- Paid Student Employment-hour Commitment 300
- Student Career-awareness Commitment 10

RFP 987 Authorization to Contract with Sunbelt Staffing LLC and Maxim Healthcare Services, Inc., for Nursing Services

The Administration is requesting authorization to contract with Maxim Healthcare Services, Inc., ("Maxim") and with Sunbelt Staffing LLC ("Sunbelt") for registered nurses ("RN") and ventilator/tracheostomy certified licensed practical nurse ("LPN") services.

These contracted services are needed due to the shortage of nurses available to MPS, rendering MPS unable to fulfill its vacant nursing positions. Direct nursing care services are critical to maintaining the health and wellness of MPS students. RNs provide direct nursing care for the health and illness needs of students. LPNs

work on an as-needed basis with medically fragile students. MPS estimates a need for approximately 8-10 RNs and 5-6 LPNs annually.

These contractors were chosen pursuant to RFP 987. Each original contract provided for two one-year options to extend if certain performance metrics were met. Each contractor had met the performance metrics codified in its contract; therefore, MPS exercised the first option year for the contracts, with the first extension running from September 1, 2019, through August 31, 2020. Each contractor has met the performance metrics for the second year; therefore, MPS is exercising the second option year for the contracts.

These second contract extensions will run from September 1, 2020, through August 31, 2021.

The total cost of Maxim's contract in this second extension will not exceed $442,206. The total cost of Sunbelt's contract in this second extension will not exceed $220,000.

Budget Code: NRR-0-0-BDN-DW-ECTS (Nursing — Contract Services)..... $662,206

Maxim Healthcare Services, Inc.

Prime Contractor Information
- Certified HUB Contractor?.....No
- Total # of Employees .....NG
- Total # of Minorities.....NG
- Total # of Women .....NG

HUB Participation
- Required 0%
- Proposed..... 0%
- $ Value .....N/A

Student Engagement (hours per 12-month contract)
- Paid Student Employment-hour Commitment 400
- Student Career-awareness Commitment..... 10

Sunbelt Staffing, LLC

Prime Contractor Information
- Certified HUB Contractor?.....No
- Total # of Employees 105
- Total # of Minorities..... 17
- Total # of Women 75

HUB Participation
- Required 0%
- Proposed..... 0%
- $ Value .....N/A

Student Engagement (hours per 12-month contract)
- Paid Student Employment-hour Commitment 400
- Student Career-awareness Commitment..... 10

RFP 988 Authorization to Extend a Contract with Drive USA, Inc., d/b/a Arcade Drivers School, for Provision of a Driver's Education Program

The Administration is requesting authorization to extend the contract with Drive USA, Inc., d/b/a Arcade Drivers School ("Arcade"), for provision of a driver's education program. This contractor will be used to deliver classroom and behind the wheel instruction for the MPS Drive program and behind the wheel instruction for the Community-based Driver Education program.

Milwaukee Public Schools identified a large disparity in the number of young people within the City of Milwaukee who possess a driver's license. In an effort to eliminate potential barriers to obtaining a driver's license, the MPS Drive program was developed to offer free driver's education to all age-eligible MPS students. Paired with the Community-based driver's education program, young people throughout Milwaukee now have multiple access points to obtaining a drivers' licenses.

Arcade was chosen pursuant to RFP 988. The original contract provided for two one-year options to extend if certain performance metrics were met. Drive USA, Inc., d/b/a Arcade Drivers School, has met the performance metrics codified in the contract; therefore, MPS exercised its first extension of the contract for the term of September 1, 2019, through August 31, 2020. Based on the Contractor's achievement of performance metrics in year 2, MPS is exercising the second option to extend the contract.

This second contract extension will run from September 1, 2020, through August 31, 2021. The total cost of the contract in this second extension year will not exceed $551,299.

Budget Code: DRD-0-0-DED-DW-ECTS (MPS Drive — Contract Services)..... $471,299
CSV-0-0-DRV-DW-ECTS (Community-based Driver Education)..... $80,000

Contractor Information
Certified HUB Contractor?.....No
Total # of Employees 42
Total # of Minorities..... 14
Total # of Women 13

HUB Participation
Required .....NA
Proposed.....NA
$ Value .....NA

Student Engagement (hours per 12-month contract)
Paid Student Employment-hour Commitment 0
Student Career-awareness Commitment..... 0

RFP 992 Authorization to Extend Contracts with Family Music Center; Guitar Center Stores Inc., d/b/a Music & Arts; Brass Bell Music, Inc.; and Korinthian Violins, LLC, for Musical Instrument Repair and Maintenance

The Administration is requesting authorization to extend contracts with Family Music Center; Guitar Center Stores Inc., d/b/a Music & Arts; Brass Bell Music, Inc.; and Korinthian Violins, LLC, for musical instrument repair and maintenance services. These contractors will be used to deliver musical instrument repair and maintenance to ensure the quality of district-owned musical instruments. This includes repair and maintenance of musical instruments for school-based band and orchestra programs, traveling music teacher programs, and Saturday music-lessons programs.

MPS must maintain the quality of musical instruments to best serve the needs of students in music programs in the district. By contracting with these vendors, MPS will be able to provide quality and convenient repair and maintenance of musical instruments during the school year.

The contractors were chosen pursuant to RFP 992, which closed on Thursday, August 9, 2018. The original contracts provided for two one-year extensions if certain performance metrics were met. The contracts were previously extended for the first extension options, for the term of October 1, 2019, through September 30, 2020. The contractors have met the performance metrics codified in the contracts, therefore, MPS is exercising the second extension options for these contracts.

These second contract extensions will run from October 1, 2020, through September 30, 2021, ("Year 3"). The total cost of the contract extensions in Year 3 will not exceed $150,000.

Vendor	Award
Family Music Center	$75,000.00
Guitar Center Stores Inc. dba Music & Arts	$40,000.00
Brass Bell Music, Inc.	$20,000.00
Korinthian Violins, LLC	$15,000.00

Budget Code: IMS-0-0-IMC-DW-EMTC (Maintenance Contracts — Instructional Msc) $150,000

Family Music Center

Prime Contractor Information
Certified HUB Contractor? ..... No
Total # of Employees 8
Total # of Minorities 0
Total # of Women 4

HUB Participation
Required ..... NA
Proposed ..... NA
$ Value ..... NA

Student Engagement (hours per 12-month contract)
Paid Student Employment-hour Commitment 200
Student Career-awareness Commitment 10

Guitar Center Stores Inc., dba Music & Arts

Prime Contractor Information
Certified HUB Contractor? ..... No
Total # of Employees 1713
Total # of Minorities 349
Total # of Women 553

HUB Participation
Required ..... NA
Proposed ..... NA
$ Value ..... NA

Student Engagement (hours per 12-month contract)
Paid Student Employment-hour Commitment 200
Student Career-awareness Commitment 10

Brass Bell Music, Inc.

Prime Contractor Information
Certified HUB Contractor? ..... No
Total # of Employees 50
Total # of Minorities 7
Total # of Women 14

HUB Participation
Required ..... NA
Proposed ..... NA
$ Value ..... NA

Student Engagement (hours per 12-month contract)
Paid Student Employment-hour Commitment 200
Student Career-awareness Commitment 10

Korinthian Violins, LLC

Prime Contractor Information
Certified HUB Contractor? ..... No
Total # of Employees 4
Total # of Minorities 0
Total # of Women 3

HUB Participation
Required ..... NA
Proposed ..... NA
$ Value ..... NA

Student Engagement (hours per 12-month contract)
Paid Student Employment-hour Commitment 200
Student Career-awareness Commitment 10

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 shall provide the following services for an estimated 20 locations for all MPS high-school home games for boys' and girls' soccer and for boys' and girls' varsity basketball, wrestling, football, and track conference meets, as well as MPS specialty events (e.g., tournaments), as needed.

1. evaluation and treatment of injuries sustained by student athletes during school athletic events and practices, application of first aid (with MPS supplies), and recommendations for exercise or physical measures for minor injuries;
2. coordination among injured athletes, coaching staff, and team or family physician;
3. maintenance of accurate records of all athletic injuries reported by student athletes as occurring during school athletic events and all rehabilitation procedures administered by LATs;
4. at the request of the Commissioner of Athletics and Academics, or the school, review of the safety of the athletic facilities and suggestions for the improvement of its athletic healthcare-delivery system, the athletic facilities and equipment, and athletic training program;
5. compliance with MPS rules for student athletic participation, including, but not limited to, concussion testing, hydration, heat advisory requirements, etc., as provided or communicated to the LATs prior;
6. compliance with best practices for the athletic-training industry and with the guidelines set forth by the National Athletic Trainers Association (NATA) or Wisconsin laws and regulations for athletic trainer services; and
7. two (2) dedicated LATs to MPS to assist with recruitment, assigning, and supervision of assigned athletic trainers.

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 first option year for the contract.

This first contract extension will run from September 1, 2020, through August 31, 2021. The total cost of the contract in this first extension year will not exceed $69,550.

Budget Code: ATH-0-0-IAT-DW-ECTS (Athletics — Contract Services)..... $69,550

Wheaton Franciscan Healthcare — Southeast Wisconsin, Inc., and Columbia St. Mary's, Inc., on behalf of themselves and their affiliates

Prime Contractor Information
- Certified HUB Contractor? ..... No
- Total # of Employees 42
- Total # of Minorities 14
- Total # of Women 13

HUB Participation
- Required 0%
- Proposed 0%
- $ Value ..... N/A

Student Engagement (hours per 12-month contract)
- Paid Student Employment-hour Commitment 200
- Student Career-awareness Commitment 10

RFP 1022 Authorization to Enter into Blanket Contracts with Four Food Manufacturers to Provide Breakfast Kits

The Administration is requesting authorization to extend the blanket contracts with four separate food manufacturers for provision of breakfast kits ("Kits"). Kits will comprise a combination of products that meet USDA's Meal Pattern Requirements for Grade Groups of children K3-4 and K5-12th grade in the school years in which they will be served to MPS students.

In addition, MPS has transitioned to, and 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 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 — trans fats & hydrogenated oils, high-fructose corn syrup, hormones & antibiotics, processed & artificial sweeteners, artificial colors & flavors, artificial preservatives, and bleached flour — found in many food items and will show preference to those kits that meet the criteria. The ultimate goal is to address the nutritious 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 shall be made by the awarded respondents directly to the MPS Prime Vendor, currently Sysco of Eastern Wisconsin LLC.

These manufacturers were chosen pursuant to RFB 1022, which closed on August 20, 2019, and sought responsive and responsible bidders. 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 first extension ("Year 2"). This first extension will run from October 1, 2020, through September 30, 2021.

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 Name	Contract Year One
MinMor Industries, LLC d/b/a Notables	$200,000
East Side Entrees, Inc. d/b/a ES Foods, Inc.	$560,000
Preferred Meal Systems, Inc.	$1,000,000
Milwaukee Center for Independence, Inc.	$1,500,000

Budget Code: BKF-0-0-BKF-XX-EFOD $3,260,000

RFP 1024 Authorization to Modify the Contracts with Catapult Learning West, LLC; Mainstream Development Educational Group, LLC; and Owners Group, d/b/a Learning Exchange, for Title IA Services to Eligible City of Milwaukee Students Enrolled in Non-public Schools, Title IIA Professional Development Services, Title IIIA Services, and Title IVA

Student Support/Academic Achievement Services to Non-pubic School Personnel and to Add Elementary and Secondary School Emergency Relief (ESSER) Services

The Administration is requesting authorization to modify the contracts with Catapult Learning West, LLC; Mainstream Development Educational Group, LLC; and Owners Group, d/b/a Learning Exchange, and to add ESSER services.

MPS is required by federal legislation to provide equitable Title IA services to eligible Milwaukee-resident students in non-public schools, Title IIA professional development services for non-public school personnel, Title IIIA services to eligible non-public school students who are English learners, Title IVA student support/academic achievement services, and ESSER services to non-public school personnel. Services include supplemental instruction for students at risk of failing or who are English learners, professional development for educational staff, parental-involvement activities, and resources to address the needs of private-school students, families, and teachers resulting from the COVID-19 pandemic.

The modified contract amounts are based on estimated budget amounts, using a formula determined by federal law and the Wisconsin Department of Public Instruction's guidance. The modified contracted amount for non-public school services, which is not to exceed $38,264,010.35, is available through the following budget codes for the following third-party providers:

Catapult Learning West, LLC

Budget Code:
GOE-0-I-1N1-1S- ECTV0000 (Instructional Services — Title IA)..... $9,028,937.80
PRT-0-S-1N1-1S-ECTS0000 (Family Engagement Services –Title IA)..... $79,742.48
MSS-0-S-T21-1S- ECTS0000 (Contract Services — Title IIA) $1,013,832.01
GOE-0-I-T31-1S-ECTS0000 (Contract Services — Title IIIA) $273,525.00
MSS-0-S-4B1-1S- ECTS0000 (Contract Services — Title IVA) $683,706.09
MSS-0-S-6H1-1S-ECTS0000 (Contract Services — ESSER)..... $6,503,141.10
Contract Not to Exceed..... $17,582,884.48

Prime Contractor Information
Certified HUB Vendor?.....No
Total # of Employees 5,700
Total # of Minorities.....2,249
Total # of Women 3,644

HUB Participation
Required 20%
Proposed..... 20%
$ Value .....TBD

Student Engagement (hours per 12-month contract)
Paid Student Employment 600
Student Career-awareness Commitment..... 10

Mainstream Development Educational Group, LLC

Budget Code:
GOE-0-I-1N1-1S-ECTV0000 (Instructional Services — Title IA)..... $1,740,052.25
PRT-0-S-1N1-1S-ECTS0000 (Family-engagement Services — Title IA)..... $15,367.93
MSS-0-S-T21-1S-ECTS0000 (Contract Services — Title IIA)..... $143,513.77
MSS-0-S-4B1-1S-ECTS0000 (Contract Services — Title IVA) $96,782.54
MSS-0-S-6H1-1S-ECTS0000 (Contract Services — ESSER)..... $837,057.10
Contract Not to Exceed..... $2,839,349.59

Prime Contractor Information
Certified HUB Vendor?..... Yes
Total # of Employees 150
Total # of Minorities.....125
Total # of Women 135

HUB Participation
Required 20%
Proposed 20%
$ Value ..... TBD

Student Engagement (hours per 12-month contract)
Paid Student Employment: 600
Student Career-awareness Commitment: 10

Owners Group d/b/a Learning Exchange

Budget Code: GOE-0-I-1N1-1S-ECTV0000 (Instructional Services — Title IA)..... $8,699,382.45
PRT-0-S-1N1-1S-ECTS0000 (Family-engagement Services –Title IA)..... $76,831.91
MSS-0-S-T21-1S-ECTS0000 (Contract Services — Title IIA)..... $1,017,927.81
GOE-0-I-T31-1S-ECTS0000 (Contract Services — Title IIIA) $233,615.00
MSS-0-S-4B1-1S-ECTS0000 (Contract Services — Title IVA) $686,468.21
MSS-0-S-6H1-1S-ECTS0000 (Contract Services — ESSER)..... $7,127,550.90
Contract Not to Exceed..... $17,841,776.28

Prime Contractor Information
Certified HUB Vendor? ..... Yes
Total # of Employees 91
Total # of Minorities..... 15
Total # of Women 86

HUB Participation
Required 20%
Proposed 20%
$ Value ..... TBD

Student Engagement (hours per 12-month contract)
Paid Student Employment 600
Student Career-awareness Commitment..... 10

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative, or Board Rules 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.

Adopted with the roll call vote to approve the balance of the Committee's reports.

* * * * *

(Item 9) Action on the Award of Exception-to-bid Contracts

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

Exception 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 M^3 College Program, an innovative dual-enrollment program among 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 years 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 CNA certification and Nursing License (LPN), earning up to 16 college credits in the 2020-21 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 first extension of this contract. This first contract extension will run from September 10, 2020, through June 30, 2021.

The total cost of the contract in this extension year will not exceed $485,708.60.

Budget Code: ORC-0-0-ESV-EO-ECTS (College & Career Readiness — Contract Services) $485,708.60

HUB Participation
- Required 0%
- Proposed 0%
- $ Value 0

Student Engagement (hours per 12-month contract)
- Paid Student Employment-hour Commitment 0
- Student Career-awareness Commitment 0

Exception 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 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, 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 first contract extension will run from September 1, 2020, through June 30, 2021. The total cost of the contract will not exceed $125,750.

Budget Code: ORC-0-0-ESV-EO-ECTS (College & Career Readiness — Contract Services) $125,750

HUB Participation
Required 0%
Proposed 0%
$ Value ..... N/A

Student Engagement (hours per 12-month contract)
Paid Student Employment-hour Commitment 0
Student Career-awareness Commitment 0

Exception Authorization to Enter into a Contract with GPS Education Partners, Inc., to provide Alternative Education Programming

The Administration is requesting authorization to enter into a contract with GPS Education Partners, Inc., ("GPS") to provide alternative education programming. The contractor will provide enrollment for up to 22 MPS 11th- and 12th-grade students in the contractor's fully immersive, work-based educational GPSED Program. The program is a comprehensive education 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, in other sectors, and in continuing education. Through the program, some students will gain paid work experience at a manufacturing company 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 22 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 2020-2021 school year. As many as 15 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 School district.

The maximum of 15 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, it is agreed that MPS intends to provide designated, furnished classroom spaces which shall be accepted and used by GPS that are sufficient to support the education and training of up to 15 student learners during the term of the Contract,. Additionally, MPS will provide tabletop or desk and chairs for students, meeting tables, whiteboard or screens, projectors, storage or storage access, and Internet access.

Additional elements may also include printers or access to printers, private work/meeting-space access for instructors and staff, and project-based workspace access. Access to larger meeting spaces for use by GPS to promote the GPS Program also has 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 on its 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 will run from September 1, 2020, through August 31, 2021 (the "Initial Term"), with two additional one-year options to extend.

The total cost of the contract in the Initial Term will not exceed $88,000.

Budget Code: GOE-0-I-4H1-EO-ECTV (College & Career Readiness — Contract Services) $88,000

HUB Participation
Required 0%
Proposed 0%
$ Value ..... N/A

Student Engagement (hours per 12-month contract)
Paid Student Employment-hour Commitment 0
Student Career-awareness Commitment 0

Exception Authorization to Extend a Contract with Cooperative Education Service Agency #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 MPS between September 1, 2020, through June 30, 2021. As part of the Every Student Succeeds Act (ESSA), MPS is required to implement a research-based professional learning strategy.

High-quality Professional Learning Strategy

Schools will implement evidence-based professional learning for staff in content knowledge and instructional practices. The professional learning must be aligned to curriculum, assessments, and standards focusing on a topic for a minimum of 50 hours over time. Authentic experiences should be provided in which teachers can collaborate and struggle through issues related to implementing the new information into their practice. All professional learning needs measurable outcomes for learning, implementation, and 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, the Instructional Leadership Director, and School Support Teachers to effectively implement and to support the district- wide and school-based professional learning work in the district. This work will be aligned to the Ambitious Instruction 3.0 plan.

This contract is an exception to bid per the direction of the Department of Public Instruction ("DPI"). The exception from the requirement of a competitive procurement process for this contract has been granted on the basis that the services under this contract comply with an established MPS standard and meet the quality required (Administrative Policy 3.09(7)(e)(1)(b)(v) and 3.09(7)(e)(1)(b)(vi)).

This contract will run from September 1, 2020, through June 30, 2021 (the "Initial Term"), with two additional one-year options to extend.

The total cost of the contract in the Initial Term will not exceed $150,220

Budget Code: SDV-0-S-3Z1-DW-ECTS (Contract Services) $150,220

HUB Participation
Required 0%
Proposed 0%
$ Value ..... N/A

Student Engagement (hours per 12-month contract)
Paid Student Employment-hour Commitment 0
Student Career-awareness Commitment 0

Exception Authorization to Modify a Contract with Cooperative Education Service Agency #1 for Title IA, Title ID, Title IIA, and Title IVA services and to Add Elementary and Secondary School Emergency Relief (ESSER) Services

The Administration requests authorization to modify a contract with Cooperative Education Service Agency #1 ("CESA #1") for Title IA, Title ID, Title IIA, and Title IVA services and to add ESSER services. CESA #1 will provide the following:

- Title ID, Title IIA, Title IVA, and ESSER services at Milwaukee Academy;
- Title IA, Title ID, Title IIA, Title IVA, and ESSER services at St. Rose Youth and Family Center;
- Title IA, Title ID, Title IIA, Title IVA, and ESSER services at St. Charles Youth and Family Center, Focus Program; and
- Title ID services at Bakari Center.

The contract includes the CESA #1 membership and service flat fee.

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

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

The total modified cost of the contract will not exceed $159,216.59.

Estimated Allocations for CESA's Service Fees

Budget Codes:	SCF-0-0-CTG-DW-ECTS — The Basic CESA Membership Fee	$ 12,500.00
	SCF-0-0-CTG-DW-ECTS — A Basic Service Flat Fee	$ 900.00
	Total	$ 13,400.00

Estimated Allocation for CESA's Services at Milwaukee Academy

Budget Codes:	GOE-0-I-9A1-KY-ECTS — Title ID	$ 37,721.51
	MSS-0-S-T21-1S-ECTS — Title IIA	$ 1,365.27
	MSS-0-S-4B1-1S-ECTS — Title IVA	$ 920.71
	MSS-0-S-6H1-1S-ECTS0000 — Contract Services — ESSER	$ 10,954.56
	Total	$ 50,962.05

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

Budget Codes:	GOE-0-I-9A1-25-ECTS — Title ID	$ 32,970.63
	GOE-0-I-1N1-1S-ECTV — Title IA	$ 13,298.63
	MSS-0-S-T21-1S-ECTS — Title IIA	$ 1,204.65
	MSS-0-S-4B1-1S-ECTS — Title IVA	$ 812.39
	MSS-0-S-6H1-1S-ECTS0000 — Contract Services — ESSER	$ 9,665.79
	Total	$ 57,952.09

Estimated Allocation for CESA's Services at St. Rose Youth & Family

Budget Codes:	GOE-0-I-9A1-57-ECTS — Title ID	$ 13,987.96
	GOE-0-I-1N1-1S-ECTV — Title IA	$ 5,319.46
	MSS-0-S-T21-1S-ECTS — Title IIA	$ 478.76
	MSS-0-S-4B1-1S-ECTS — Title IVA	$ 324.96
	MSS-0-S-6H1-1S-ECTS0000 — Contract Services — ESSER	$ 3,866.31
	Total	$ 23,977.45

Estimated Allocation for CESA Services at Bakari Center

Budget Code:	GOE-0-I-9A1-5A-ECTS — Title ID	$ 12,925.00
	Total	$ 12,925.00

Contract Not To Exceed.....$159,216.59

Cooperative Education Service Agency #1

HUB Participation
Required 0%
Proposed 0%
$ Value .....N/A

Student Engagement (hours per 12-month contract)
Paid Student Employment-hour Commitment .....0 HOURS
Student Career-awareness Commitment 0

Exception Authorization to Issue a Purchase Order to Discovery Education, Inc., for Digital Educational Resources Licenses

The Administration is requesting authorization to issue a purchase order to Discovery Education, Inc., ("Discovery Ed") for licenses for the 2020-21 school year for digital education resources. Digital education resources allow students to engage in research/inquiry to investigate topics and provide experiences for self-directed, real-life investigations.

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)). Discovery Education is the proprietary and copyright owner of, and the single source for, the comprehensive digital educational resources known as Discovery Education Techbook Science.

The total cost will not exceed $166,750.

Budget Code: AMM-0-0-SPF-AQ-ESUP (Academic Enhancement — Supplies) $166,750

HUB Participation
Required 0%
Proposed 0%
$ Value .....N/A

Student Engagement (hours per 12-month contract)
Paid Student Employment-hour Commitment 100
Student Career-awareness Commitment 10

Exception Authorization to Issue a Purchase Order to Houghton Mifflin Harcourt Publishing Company for Spanish Literacy Curriculum Licenses

The Administration is requesting authorization to issue a purchase order to Houghton Mifflin Harcourt Publishing Company ("HMH") to purchase licenses for HMH's ¡Arriba la Lectura! (K5-6th grade) for use in bilingual program schools throughout the district. These digital resources are not part of the current MPS board-adopted Spanish literacy instructional resources from McGraw-Hill, Tesoros, which is the curricular counterpart to the district-adopted ELA curricular resource, Journeys. This is due to the fact that Tesoros is out of print and its online platform was retired. Subsequently, these digital resources need to be made available in order to offer schools a comprehensive online Spanish literacy program. These online resources

will serve to provide core instruction in the area of Spanish literacy. The digital resources will allow access to all components of the program for all bilingual teachers and students and will allow for specialized use of adaptive technology (e.g., audio text, enlarged text). Additionally, students can take online assessments, view digital resources that accompany the program, and have access to Rigby readers.

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 period will be from September 1, 2020, through August 31, 2023. The total cost will not exceed $149,385.60.

Budget Code: OGA-0-0-AAC-DW-ECTS (Academic Enhancement — Contract Services) $149,385.60

HUB Participation
Required ..... N/A
Proposed ..... N/A
$ Value ..... N/A

Student Engagement (hours per 36-month contract)
Paid Student Employment-hour Commitment 0
Student Career-awareness Commitment 0

Exception Authorization to Issue a Purchase Order to News 2 You Products for a Unique Learning System for Educational Services

The Administration is requesting authorization to purchase from News 2 You Products ("n2Y") for a "Unique Learning System," a comprehensive, modified curriculum for students with significant intellectual disabilities who participate in curricula based on Wisconsin Essential Elements. This curriculum encompasses all academic areas for grades 1 through 12: literacy; math; science; and social studies.

The Unique Learning System provides differentiated learning materials with adapted methods for instruction so students participate in rigorous daily classroom instruction similar to that of their non-disabled peers. The activities include visual representations onscreen, hearing text-to-speech as selected text is read aloud, hands-on learning with experiments, and opportunities for written expression. The Unique Learning System includes a standards-based set of interactive tools specifically designed for students with disabilities to access the general curriculum. All materials, licenses, and on-line access for the proposed product are included in this purchase.

n2Y has provided MPS with this curriculum for the past ten years. RFP 1029 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 on the basis of continuity and the familiarity with the curriculum throughout the District (Administrative Policy 3.09(7)(e)(1)(b)(iv)).

The license period shall be in effect for the period of September 1, 2020, through August 31, 2021.

The total cost of the goods purchased will not exceed $147,252.50.

Budget Code: SSU-0-A-IF1-DW-ECTS (IDEA — Contract Services) $147,252.50

HUB Participation
Required 0%
Proposed 0%
$ Value ..... NA

Student Engagement (hours per 12-month contract)
Paid Student Employment-hour Commitment 200
Student Career-awareness Commitment 10

Exception Authorization to Issue a Purchase Order to Music Sales Digital Services, LLC, d/b/a MusicFirst, for a Subscription to MusicFirst Classroom

The Administration is requesting authorization to issue a purchase order to Music Sales Digital Services, LLC, d/b/a MusicFirst. ("MusicFirst") to purchase licenses for a three-year subscription to MusicFirst Classroom, a custom-built website which will include performance assessment (PracticeFirst), sight reading (Sight Reading Factory), ear training (Auralia), theory (Musition), composition/notation (Noteflight Learn), and on-line studio/DAW (Soundtrap or Soundation). MusicFirst will be used to provide access to the website for choral and instrumental programming.

Teachers can send lessons, tasks, and assessments to be completed by students using any of the tools. Students have full access to programs and can do enrichment or additional practice (not limited only to work assigned). The platform works on Chromebooks, Windows, and Macintosh computers/laptops, iPads, Android tablets, and smartphones.

MusicFirst is the sole-source provider of the subscription-based MusicFirst Classroom designed specifically for music education, along with the integrated content, modules, and software in North America. No other vendor offers the MusicFirst Classroom with its integrated tools in a single package, and no other vendor can provide any of the software tools inside a MusicFirst Classroom implementation. The MusicFirst Classroom is a sole source product, created, sold and distributed exclusively by MusicFirst; therefore, 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 period will be from September 1, 2020, through August 31, 2023. The total cost will not exceed $161,000.

Budget Code: SDV-0-S-QU1-CI-ECTS (Curriculum & Instruction — Contract Services) $161,000

HUB Participation
Required ..... N/A
Proposed ..... N/A
$ Value ..... N/A

Student Engagement (hours per 36-month contract)
Paid Student Employment-hour Commitment 0
Student Career-awareness Commitment 0

Exception Authorization to Issue a Purchase Order to MakeMusic, Inc., d/b/a SmartMusic, for a Subscription to SmartMusic

The Administration is requesting authorization to issue a purchase order to MakeMusic, Inc., d/b/a SmartMusic, ("SmartMusic") for a three-year subscription to SmartMusic, which will be used to provide access to the website for choral and instrumental programming.

The SmartMusic subscription includes:

- Effective Practice
  - — immediate feedback — students see which notes and rhythms are played correctly or incorrectly, receive a performance score, and hear the recording;
  - — repertoire library — 150+ method books, 5,400+ ensemble titles, and thousands of solos from top publishers;
  - — practice tools — a metronome, tuner, and the ability to loop sections are built in and always close at hand;
  - — communication loop — both teachers and students can see each other's written comments on every assignment and student recording;
- Teachers' Tools
  - — sight-reading builder — instantly create an unlimited number of sight-reading exercises for any type of ensemble or individual instrument;

- professional reference recordings — provide students with a sense of how their parts fit in and an opportunity to model their performances after world-class musicians;
- compose-notation tool — students create their own custom notation as well as import and export MusicXML files between most popular music-notation products;
- sharing music — using the compose notation tool, share the compositions privately and publicly with the performers;
- gradebook — track student progress in SmartMusic's online gradebook, accessing student recordings, assignments, and performance scores;
- rubrics — customize rubrics with the criteria that matter for the curriculum;
- units — Collect assignments into units and easily assign those units to multiple classes.

SmartMusic is a sole-source product created, sold, and distributed exclusively by MakeMusic; therefore, 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 period will be from September 1, 2020, through August 31, 2023. The total cost will not exceed $207,000.

Budget Code: SDV-0-S-QU1-CI-ECTS (Curriculum & Instruction — Contract Services) $207,000

HUB Participation
Required ..... N/A
Proposed ..... N/A
$ Value ..... N/A

Student Engagement (hours per 36-month contract)
Paid Student Employment-hour Commitment 0
Student Career-awareness Commitment 0

Exception 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 Newsela Suite. The 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 where 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 September 1, 2020, through August 31, 2021. The total cost of the goods purchased will not exceed $399,740.

Budget Code: SLB-0-S-CSF-DW-ECWI $303,792
DII-0-0-CAI-CI-ESWR $95,948

HUB Participation
Required 0%
Proposed 0%
$ Value ..... N/A

Student Engagement (hours per 12-month contract)
Paid Student Employment-hour Commitment 0
Student Career-awareness Commitment 0

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative, or Board Rules 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.

Committee's Recommendation

Your Committee recommends that the Board authorize the exception-to-bid requests as summarized above and as attached to the minutes of your Committee's meeting.

Adopted with the roll call vote to approve the balance of the Committee's reports.

* * * * *

(Item 10) Action on Request to Waive Administrative Policy 3.09(9)(e) and to Extend a Blanket Agreement with CDW Government LLC for Chrome Devices

Background

The Administration is requesting authorization to waive the three-year term limits of Administrative Policy 3.09(9)(e) and to extend a blanket agreement with CDW Government LCC ("CDW") to provide Chrome devices.

CDW was originally chosen pursuant to RFB 5754, which closed on July 10, 2017. The original blanket agreement provided for two one-year options to extend if certain performance metrics were met. The extension options were previously exercised, and the current contract expired on June 30, 2020. The waiver of Administrative Policy 3.09(9)(e) is being sought as a result of the three-year maximum contract term's having been surpassed.

The Department of Procurement currently has a bid issued, B 5788, for Chrome devices, which is set to close on August 28, 2020. Due to the need for immediate continuation of purchases for the district, the Administration is requesting authorization for a fourth term while the Administration completes B 5788 and issues a new award.

This third extension will run from September 1, 2020, through November 30, 2020. The total cost of the blanket agreement in this extension term will not exceed $6,028,000.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative, or Board Rules Implication Statement

Administrative Policy 3.09, Purchasing and Bidding Requirements

Fiscal Impact Statement

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

Budget Code: Varies by location ordering goods..... $6,028,000

Prime Contractor Information
- Certified HUB Vendor? ..... No
- Total # of Employees 7,123
- Total # of Minorities 1,837
- Total # of Women 2,080

HUB Participation
- Required ..... N/A
- Proposed ..... N/A
- $ Value ..... N/A

Student Engagement (hours per 12-month contract)
- Paid Student Employment-hour Commitment 300
- Student Career-awareness Commitment 10

Implementation and Assessment Plan

Upon approval by the Board, the extension 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 extension with CDW Government LLC as set forth in the attachments to the minutes of your Committee's meeting.

Adopted with the roll call vote to approve the balance of the Committee's reports.

* * * * *

(Item 11) Action on Request to Waive Administrative Policy 3.09(9)(e) and to Issue a Purchase Order to Vista Higher Learning Publishing Company for Spanish Literacy Curriculum Licenses

Background

The Administration is requesting authorization to waive the three-year term limits of Administrative Policy 3.09(9)(e) and to issue a purchase order to Vista Higher Learning Publishing Company ("VHL") to purchase licenses for a 72-month term limit for VHL's *Galería de lengua y cultura* (7th- & 8th-grade) for use in bilingual program schools throughout the district. These digital resources are not part of the current MPS board-adopted Spanish literacy instructional resources from Santillana, Español, which is the curricular counterpart to the district-adopted ELA curricular resource, McDougal Littell. This is due to the fact that Español by Santillana was not purchased with an online option and is available only as an ebook. Subsequently, these digital resources need to be made available, in order to offer schools a comprehensive online Spanish literacy program.

These online resources will serve to provide core instruction in the area of Spanish literacy. The digital resources will allow access to all components of the program for all bilingual teachers and students and will allow for specialized use of adaptive technology (e.g., audio text, enlarged text). Additionally, students can take online assessments and view digital resources that accompany the program.

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

The licensing period will be from September 1, 2020, through August 31, 2026. The total cost of the licenses will not exceed $112,455.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative, or Board Rules Implication Statement

Administrative Policy 3.09, Purchasing and Bidding Requirements

Fiscal Impact Statement

This item authorizes expenditures as indicated:

Budget Code: OGA-0-0-AAC-DW-ECTS (Advanced Academics — Contract Services) $112,455

HUB Participation
Required ..... N/A
Proposed ..... N/A
$ Value ..... N/A

Student Engagement (hours per 72-month contract)
Paid Student Employment-hour Commitment 0
Student Career-awareness Commitment 0

Implementation and Assessment Plan

Upon approval by the Board, the purchase order will be issued to the vendor for order fulfillment of the licenses.

Committee's Recommendation

Your Committee recommends that the Board authorize the waiver of Administrative Policy 3.09(9)(e) and approve the purchase from Vista Higher Learning Publishing Company, as set forth in this item.

Adopted with the roll call vote to approve the balance of the Committee's reports.

* * * * *

(Item 12) Action on Request to Waive Administrative Policy 3.09(9)(e) and to Issue a Purchase Order to The Art of Education University for a Subscription to PRO Learning

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative, or Board Rules Implication Statement

Administrative Policy 3.09, Purchasing and Bidding Requirements

Background

The Administration is requesting authorization to waive the three-year term limits of Administrative Policy 3.09(9)(e) and to issue a purchase order to The Art of Education University for a 48-month subscription to PRO Learning. The Art of Education University will be used to provide access to the website for choral and instrumental programming.

The Art of Education — Art Ed PRO is a personalized learning platform designed for K-12 art educators. It contains expert art room training, tutorials, printable resources, and unlimited hours of professional development. Art Ed PRO includes a large ever-growing library of Learning Packs, each of which contains specialized art room training, hands-on tutorials, and rich downloadable resources so art teachers can implement what they learn right away. All the topics covered in the Art Ed PRO Library are relevant to the unique needs of the art room.

These Art Ed PRO includes topics such as:

- Assessment

- Classroom Management
- Creativity
- Differentiation Technology
- Instructional Strategies
- Media Technology.

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

The license term will run from September 1, 2020, through August 31, 2024. The total cost of the licenses will not exceed $111,600.

Fiscal Impact Statement

This item authorized expenditures as indicated:

Budget Code: SDV-0-S-QUI-CI-ECTS (Advanced Academics — Contract Services) $111,600

HUB Participation
Required .....N/A
Proposed .....N/A
$ Value .....N/A

Student Engagement (hours per 60-month contract)
Paid Student Employment-hour Commitment 0
Student Career-awareness Commitment..... 0

Implementation and Assessment Plan

Upon approval by the Board, the purchase order will be issued to the vendor for order fulfillment of the licenses.

Committee's Recommendation

Your Committee recommends that the Board authorize the waiver of Administrative Policy 3.09(9)(e) and approve the purchase from The Art of Education, as set forth in this item.

Adopted with the roll call vote to approve the balance of the Committee's reports.

* * * * *

(Item 13) Report and Action Regarding CARES Act Funding for Charter Schools

Background

The CARES Act of March 27, 2020, provides economic stimulus to aid individuals, businesses, hospitals, and local educational agencies (LEAs) in response to the economic distress caused by the coronavirus (COVID-19) pandemic.

Division B, Title VIII, of the CARES Act is named "Education Stabilization" and appropriates funds through the Governor's Emergency Education Relief (GEER) Program and the Elementary and Secondary School Emergency Relief (ESSER) program. As the local educational agency, these two funding sources will aid and flow through Milwaukee Public Schools.

The ESSER grant program provides districts with emergency relief funds to address the impact COVID-19 has had, and continues to have, on elementary and secondary schools that are providing educational services and developing plans for the return to normal operations. The ESSER grant provides districts considerable flexibility in determining how best to use ESSER funds. Districts are encouraged to target ESSER funding on activities that will support remote learning for all students, especially disadvantaged or at-risk students and their teachers.

ESSER funding is awarded to state educational agencies in the same proportion as each State received funds under Part A of Title I of the Elementary and Secondary Education Act. The term of available funding for the ESSER grant program is for costs incurred between March 13, 2020 and September 30, 2022.

The CARES Act provides a broad list of allowable uses. Costs may be claimed under one or more of the following program types:

- Preparedness and response to COVID-19
- Outreach and services to special populations
- Addressing long-term closures
- Education technology
- Mental health supports
- Addressing afterschool and summer activities
- Continued staff employment.

Milwaukee Public Schools will receive $ 55,995,150 in ESSER funding which will be equitably shared with private schools in the district's boundaries, leaving about $40 million in funding for MPS.

In addition, MPS is eligible to apply for the Governor's Emergency Education Relief Fund (GEER Fund) under the Coronavirus Aid, Relief, and Economic Security (CARES) Act. MPS is eligible for a GEER Fund allocation of $10,829,315.56. MPS schools meet eligibility criteria for this funding for being most significantly impacted by COVID-19 based on economic disadvantage, access to personal computing devices, access to internet, and students' score on the English Language Arts Assessment. The funding will help support students, teachers, and parents as districts plan for a safe and equitable start to the school year. MPS awaits further details from the state on the GEER Fund application timeline and allowable expenses.

Report on CARES Act Funding for Charter Schools

At the request of President Miller, the Office of Accountability and Efficiency provided analysis in reference to what, if any, Coronavirus Aid, Relief, and Economic Security (CARES) Act funds charter schools are receiving. The analysis is found below.

What, if any, CARES Act funds are charter schools receiving?

Relevant Policies and Procedures

- H.R. 748, Coronavirus Aid, Relief, and Economic Security (CARES) Act
- Wisconsin Statutes, Section 118.40

Scope and Methods

The scope of this review was limited to the Coronavirus Aid, Relief, and Economic Security (CARES) Act. Although charter schools may benefit from other COVID-19 relief efforts, such as tax credits or other forms of aid, this review focused solely on benefits under the CARES Act.

The following methods were used:

- review of relevant policies;
- review of relevant policy briefs, including those disseminated to charter schools and charter school authorizers;
- review of the Wisconsin Department of Public Instruction Local Education Agency CARES allocation data;
- review of Small Business Administration Paycheck Protection Program's recipients' data.

Executive Summary

In response to the COVID-19 pandemic, the U.S. Congress passed various pieces of legislation to provide relief for individuals and entities impacted by COVID-19, including the Coronavirus Aid, Relief, and Economic Security (CARES) Act.

Charter schools may be eligible to receive CARES Act funding in the following ways:

- directly from the Wisconsin Department of Public Instruction if they are also Local Education Agencies (LEAs);
- from their LEAs if they are not their own LEAs;
- from the Governor's allocation of CARES Act emergency education funding; and/or

- by applying for Small Business Administration loans under the Paycheck Protection Prqgram (if an independent entity).

Additional research is necessary to understand the full impact of CARES Act's funding on charter schools and any related obligations Milwaukee Public Schools must fulfill as a LEA and as a charter school authorizer.

Background

In response to the COVID-19 pandemic, the U.S. Congress passed various pieces of legislation to provide relief for individuals and entities impacted by COVID-19. Most significant is the $2 trillion Coronavirus Aid, Relief, and Economic Security (CARES) Act, enacted on March 27, 2020.

The CARES Act included more than $30 billion dollars for an Education Stabilization Fund to prevent, to prepare for, and to respond to COVID-19. This funding directly impacts K-12 education through the Elementary and Secondary School Relief (ESSER) fund and the Governor's Emergency Education Relief (GEER) fund. More specifically, the ESSER fund is allocated to LEAs by the states, while the GEER fund is used by governors to carry out emergency educational services.

In addition to the Education Stabilization Fund, the CARES Act provides for additional relief that, while not aimed specifically at supporting K-12 education, may benefit education providers. This includes the Paycheck Protection Program (PPP) implemented by the Small Business Administration (SBA).

Summary of Review

Charter schools may receive CARES Act funding provided by states to LEAs for COVID-19-related costs.

The Wisconsin Department of Public Instruction (DPI) has awarded more than $158 million in ESSER funds to LEAs through grants. MPS has an allocation of$55,995,150. As such, all schools for which MPS is the LEA, including non-public schools and all MPS-authorized charter schools, may benefit from this funding.

Additionally, non-MPS charter schools that are their own LEAs (2r charters) also have allocations under this provision of the CARES Act. For example, Bruce Guadalupe School, which is authorized by the University of Wisconsin-Milwaukee and thus is its own LEA, has an allocation of $549,164.

Charter schools may receive CARES Act funding allocated by the Governor for emergency educational services.

In June 2020, Governor Evers allocated $46.6 million in GEER funding to K-12 schools. Per the Governor's release, priority will be given to students and districts that have the highest remote-learning needs and to those that have been the most significantly affected by the pandemic.

As DPI has not yet provided information about the funding process for K-12 schools under this provision, it is not yet clear how this funding will be allocated to schools and how charter schools may benefit.

Charter schools may receive CARES Act funding through the Paycheck Protection Program.

Chartering entities that are independent organizations with fewer than 500 employees, including MPS's non-instrumentality charter schools, may be eligible for Small Business Administration loans under the Paycheck Protection Program (PPP). The PPP provides businesses with funds to use for payroll costs, including benefits, interest on mortgages, rent, and utilities.

The Office of Accountability and Efficiency reviewed data released by the Small Business Administration regarding entities receiving greater than $150,000 under the Paycheck Protection Program (entities receiving less than $150,000 are reported in aggregate by the SBA, and entity names are not available). This review revealed that all 10 entities with which MPS authorizes non-instrumentality charter school contracts have been approved for PPP loans greater than $150,000.

Entity	PPP Amount
Carmen High School of Science and Technology, Inc	$2-5M
Highland Community School, Inc.	$350K-1M
Hmong American Peace Academy, Ltd	$1-2M
Kathryn T Daniels University, Inc.	$150K-350K

Entity	PPP Amount
La Causa, Inc.	$2-5M
M.C. Preparatory School of Wisconsin, Inc.	$2-5M
Milwaukee Excellence, Inc	$150K-350K
Milwaukee Teacher Education Center	$350K-1M
Next Door Foundation, Inc.	$2-5M
Seeds of Health, Inc*	$1-2M

*The charter school contract between MPS and Seeds of Health, Inc., for MC^2 ended on June 30, 2020.

It is important to note that some of the above-mentioned entities operate programs in addition to the charter schools that they operate under MPS contract. As such, it is not possible to know if CARES Act funds received through the PPP will be used for the charter school or for other, unrelated organizational purposes.

Next Steps

Additional research is necessary to understand the full impact of recent COVID-related relief funding on charter schools and any related obligations the district must fulfill as a LEA and as a charter school authorizer.

More specifically, the following questions may be considered:

- How will funding impact MPS charter schools' budgets? What amendments or budget deviations have been reported as a result of relief funding?
- Did MPS charter schools who received PPP loans anticipate a revenue shortfall or deficit of operation? What contingency plans have schools submitted to address these shortfalls?
- What plans have MPS charter schools submitted to incur long-term debt? What funds will be used to repay the debt and what is the schedule of interest incurred from debt that is chargeable to funds received under the MPS charter school contract?
- How will MPS charter schools segregate the accounting and reporting of revenue and expenditures?
- What plans do MPS charter schools have to repay PPP loans if they are not forgiven?
- What obligations does MPS have as a charter school authorizer to monitor CARES Act funding received by MPS charter schools?
- What, if any, equity issues may arise from the allocation of CARES Act funding? How will these issues be addressed?

Appendix: Milwaukee Charter Schools' Cares Act Funding

The following table provides CARES Act funding information for non-instrumentality and independent charter schools operating in Milwaukee.

- Charter schools authorized by Milwaukee Public Schools are not eligible for a CARES Act LEA allocation from DPI; rather, this money is provided to MPS as the LEA for distribution.
- Schools without CARES PPP allocations may not have applied for the PPP, may not have been approved for the PPP, may have received less than $150,000 in PPP loans, or may still have PPP applications processing.
- Many entities operate programs in addition to the below listed charter schools. As such, it is not possible to know if CARES Act funds received through the PPP will be used for charter school operations or for other unrelated organizational purposes.

Entity's Name	Schools Operated by Entity	Authorizer	CARES LEA Allocation	CARES PPP Amount
Carmen High School of Science and Technology, Inc.	Carmen HS of Science and Technology South	MPS	N/A	$2-SM
	Carmen HS of Science and Technology Southeast	MPS	N/A	
	Carmen MS/HS of Science and Technology Northwest	MPS	N/A	

Entity's Name	Schools Operated by Entity	Authorizer	CARES LEA Allocation	CARES PPP Amount
	Carmen MS of Science and Technology, South	MPS	N/A	
	Stellar Collegiate	UWM	$56,619	
Central City Cyberschool of Milwaukee	Central City Cyberschool	City of Milwaukee	$222,933	$150-350K
Darrell Lynn Hines Academy	Darrell Lynn Hines Academy	City of Milwaukee	$150,357	$150-350K
Downtown Montessori Academy, Inc.	Downtown Montessori	City of Milwaukee	$40,000	$150-350K
Dr. Howard Fuller Collegiate Academy, Inc.	Dr. Howard Fuller Collegiate Academy	City of Milwaukee	$169,124	$350K-1M
Highland Community School, Inc.	Highland Community School	MPS	N/A	$350K-1M
Hmong American Peace Academy Ltd	Hmong American Peace Academy (HAPA)	MPS	N/A	$1-2M
Kathryn T Daniels University, Inc.	KT Daniels University Preparatory Academy	MPS	N/A	$150-350K
La Casa de Esperanza, Inc.	La Casa de Esperanza	UWM	$40,000	
La Causa, Inc.	La Causa Charter School	MPS	N/A	$2-SM
M.C . Preparatory School of Wisconsin, Inc.	MCP 36th St. Campus	MPS	N/A	
	MCP 38th St. Campus	MPS	N/A	
	MCP Lloyd St. Campus	MPS	N/A	
	MCP Lola-Rowe Campus	MPS	N/A	$2-5M
Milwaukee Excellence, Inc.	Milwaukee Excellence Charter School	MPS	N/A	$150-350K
Milwaukee Math & Science Academy	Milwaukee Math & Science Academy	City of Milwaukee	$186,042	$150-350K
Milwaukee Scholars Charter School, Inc.	Milwaukee Scholars Charter School	UWM	$339,262	
Milwaukee Science Education Consortium, Inc.	Milwaukee Academy of Science	City of Milwaukee	$564,350	
Milwaukee Teacher Education Center	Milwaukee Environmental Sciences Academy (MESA)	MPS	N/A	$350K-1M
Next Door Foundation, Inc.	Next Door Charter School	MPS	N/A	$2-5M
Pathways High, Inc.	Pathways High	UWM	$40,000	$150-350K
Penfield Montessori Academy, Inc.	Penfield Montessori Academy	UWM	$40,000	$150-350K
Rocketship Education Wisconsin Inc.	Rocketship Southside	UWM	$242,199	
	Rocketship Transformation	UWM		
Seeds of Health, Inc.	MC2*	MPS	N/A	$1-2M
	Seeds of Health Elementary	UWM	$509,259	
	Tenor High School	UWM		
	Veritas High School	UWM		
TransCenter for Youth, Inc.	Escuela Verde	City of Milwaukee	$54,790	$350K-1M
United Community Center	Bruce Guadalupe Community School	UWM	$549,164	$2-5M
United Community Center	UCC Acosta Middle School	UWM	$57,369	$2-5M
Woodlands School, Inc.	Woodlands School — State Street Campus	UWM	$79,993	
	Woodlands School — Bluemound Campus	UWM	$40,000	

*The charier school contract between MPS and Seeds of Health, Inc., for MC2 ended on June 30, 2020.

President Miller also asked that the Administration give its analysis and answer the questions posed in the Next Steps section of the Office of Accountability and Efficiency's analysis. The Administration's analysis of this information can be found below.

Responses to Next-Step Questions

- **How will funding impact MPS charter school budgets? What amendments or budget deviations have been reported as a result of relief funding?**

As of this date, MPS Department of Contracted School Services has not received any reports of deviations or amendments to budgets resulting from relief funding. It is anticipated that any possible funds received as a result of relief funding would be reflected in revised budgets.

- **Did MPS charter schools who received PPP loans anticipate a revenue shortfall or deficit of operation? What contingency plans have schools submitted to address these shortfalls?**

MPS has not been notified by MPS charter schools that they have received PPP loan funds. As of this date, no MPS charter schools have indicated that they anticipate a revenue shortfall or deficit of operation. As of this date, no MPS charter schools have submitted contingency plans to address anticipated revenue shortfalls or deficits of operation.

- **What plans have MPS charter schools submitted to incur long-term debt? What funds will be used to repay the debt, and what is the schedule of interest incurred from debt that is chargeable to funds received under the MPS charter school contract?**

As of this date, no MPS charter schools have submitted plans to incur long-term debt. No indication has been made as to what funds will be used to repay the debt or as to the schedule of interest incurred from the debt that is chargeable to funds received under the MPS charter school contract.

- **How will MPS charter schools segregate the accounting and reporting of revenue and expenditures?**

It is anticipated that charter schools accounting for funds will be reflected in budgets and regular financial reporting, as required under the contract.

- **What plans do MPS charter schools have to repay PPP loans if they are not forgiven?**

As of this date, MPS Department of Contracted School Services has not received any plans from MPS charter schools relating to how MPS charter schools will repay loans if they are not forgiven.

- **What obligations does MPS have as a charter school authorizer to monitor CARES Act funding received by MPS charter schools?**

It is anticipated that MPS charter schools receiving Cares Act funding will use, account, and monitor Cares Act funding appropriately, as directed by applicable federal and/or state guidelines. Funding that flows through MPS as the fiscal agent will be monitored for budget planning and spending aligned to allowable uses.

- **What, if any, equity issues may arise from the allocation of CARES Act funding? How will these issues be addressed?**

As this is a new program and source of funding, it is unclear as to exactly what equity issues may arise from such funding.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative, or Board Rules Implication Statement

Administrative Policy 3.01, Annual Operating Budget

Fiscal Impact Statement

N/A

Committee's Recommendation

Your Committee recommends that the Administration, Office of Board Governance, and Office of Accountability and Efficiency consult with the City Attorney's office on the liability protection on the District with respect to non-instrumentality charter schools' attainment of PPP loans and that a report from the City Attorney's office be provided to the Board to inform its decision making.

Adopted with the roll call vote to approve the balance of the Committee's reports.

* * * * *

(Item 14) Update with Possible Action on Resolution 2021R-003 003 on Funding Recommendations for Student Safety

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 the Board's regular June 2020 meeting, Resolution 2021R-003 was introduced and adopted with amendments by the Milwaukee Board of School Directors. The Board's action terminated all contracts with the Milwaukee Police Department for the services of School Resource Officers and other personnel. Through this action, the Administration was directed to develop recommendations for using money previously allocated to contracts to serve and to protect the safety of MPS students.

The recommendations are to be developed by the Administration in cooperation with the advisory council established by the Black Lives Matter Resolution, the MPS Restorative Practices team, the City of Milwaukee's Office of Violence Prevention, community partners such as the Running Rebels Violence Free Zone teams, and other community-based organizations.

In alignment with the Board's direction, the Administration has identified participants for the purpose of collaboratively developing recommendations regarding funds previously allocated for serving and protecting MPS students.

The virtual meeting dates are August 11, August 18, and August 25.

The Administration will bring a follow-up report regarding the final recommendations to the September meeting of the Committee on Accountability, Finance, and Personnel.

Strategic Plan Compatibility Statement

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

Statute, Administrative, or Board Rules Implication Statement

Administrative Policy 8.36, Student Safety

Fiscal Impact Statement

N/A

* * * * *

(Item 15) Report with Possible Action on Limited-Term Employees, January-June 2020

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

Background

Per Administrative Policy 6.37, the Administration — on a semi-annual basis, in August and February — shall present a report on all limited-term employees (LTEs) active during that period, their life-to-date earnings as LTEs, and an indicator of how long each individual has served as an LTE.

Attached to the minutes of your Committee's meeting is the current list of LTEs active during January-June 2020.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative, or Board Rules Implication Statement

Administrative Policy 6.37, Limited-term Employment Positions

Fiscal Impact Statement

This item does not authorize expenditures.

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REPORT OF THE COMMITTEE ON LEGISLATION, RULES AND POLICIES

Director Herndon presented the following report for the Committee on Parent and Community Engagement:

TO THE BOARD OF SCHOOL DIRECTORS:

Your Committee on Parent and Community Engagement presents the following report:

(Item 1) Action on a Request to Make Technical Amendments to Administrative Policy 2.04, Superintendent's Cabinet

Background

In order to align the current organizational structure and corresponding titles to administrative policy, the following technical amendments are necessary to Administrative Policy 2.04, Superintendent's Cabinet. The proposed technical amendments are non-substantive and reflect current job titles.

Administrative Policy 2.04
Superintendent's Cabinet

(1) Any person serving in any of the following positions serves at the pleasure of the Superintendent:

- Deputy Superintendent, Academics
- Deputy Superintendent, Operations
- ~~Chief of Staff~~
- Chief Communications and School Performance Officer
- Director, Business, Community and Family Partnerships
- Director, Communications and Outreach
- Chief School Administration Officer
- High School Regional Superintendent
- K-8 Regional Superintendent
- Director, Black and Latino Male Achievement
- Chief Academic Officer
- Senior Director, Curriculum and Instruction
- Senior Director, Organizational Development
- Senior Director, Specialized Services
- Chief Human ~~Capital~~ Resources Officer
- Senior Director, Benefits and Compensation

- Senior Director, Talent Management
- Chief Financial Officer
- Senior Director, Financial Planning & Budget Services
- ~~Chief Innovation & Information Officer~~
- Senior Director, Technology
- ~~Chief Operations Officer~~
- Senior Director, Facilities and Maintenance
- Senior Director, Recreation and Community Services
- Director, MPS Foundation.

(2) The organizational structure of the school district and position titles are updated each year by the Board's adoption of the annual budget.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative, or Board Rules Implication Statement

Administrative Policy 2.04, Superintendents Cabinet

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

Upon approval by the Board, the Office of Board Governance will make the technical amendments to Administrative Policy 2.04.

Committee's Recommendation

Your Committee recommends that the Board approve revisions to Administrative Policy 2.04, Superintendent's Cabinet, as detailed in this item.

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

* * * * *

(Item 2) Action on Resolution 2021R-013 by Directors Herndon and Siemsen on Adherence to Parliamentary Procedure

Background

On July 30, 2020, Resolution 2021R-013 was introduced by Directors Herndon and Siemsen. The Resolved portion of the resolution reads:

> RESOLVED, That after an item is announced, committee Chairs will not entertain comment without a motion first being made (and seconded at Regular and Special meetings of the Board); and, be it
>
> FURTHER RESOLVED, That, to be consistent with the time limits placed on members of the public, all committee Chairs shall limit debate on each issue to two rounds of comment, with each member allowed two minutes and thirty seconds to speak per round, such time to be monitored in the same manner as is with members of the public giving testimony; and, be it
>
> FURTHER RESOLVED, That the Board instructs the Board Clerk/Chief Officer, Office of Board Governance to bring any necessary revisions to the Board Rules or Governance policies to the Board for its approval.

MPS operates in accordance with Chapter 119 of the Wisconsin Statutes and other applicable statutes governing Cities of the First Class. In accordance with these provisions, the Milwaukee Board of School Directors is empowered to establish rules for its own governance.

The Board has, therefore, established within Board Rule 1.13, Parliamentary Procedure, that the most recent version of *Robert's Rules of Order* shall govern the proceedings of the Board. Robert's states that,

before debate (discussion) may commence, a motion must first be made to provide clarity as to the question and to frame the discussion.

The Board has also established in Board Governance Policy 2.02, Governing Style, that all members shall be given a chance to speak once on an item before speaking again and that clearly stated time limits on speaking will be implemented.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative, or Board Rules Implication Statement

Board Rule 1.13, Parliamentary Procedures

Fiscal Impact Statement

The Office of Board Governance will make and publish any necessary revisions to Board Rules and/or Board Governance Policies. Pursuant to Board Rule 1.11, Amendments to the Rules, proposed amendments to Board Rules shall be presented to the Board and then held over until the next board meeting, when they shall be considered and acted upon by the Board.

Committee's Recommendation

Your Committee recommends that the Board adopt Resolution 2021R-013 by Directors Herndon and Siemsen regarding adherence to parliamentary procedure.

Director Báez moved to substitute the second Further Resolved as follows:

~~FURTHER RESOLVED, That, to be consistent with the time limits placed on members of the public, all committee Chairs shall limit debate on each issue to two rounds of comment, with each member allowed two minutes and thirty seconds to speak per round, such time to be monitored in the same manner as is with members of the public giving testimony; and, be it~~

FURTHER RESOLVED, That members of the Board of Directors and committee chairs shall limit debate on each issue to two rounds of comments. The chair will determine the length of debate on an issue.

The motion failed of adoption:

Ayes — Directors Báez, Peterson, and President Miller — 3.
Noes — Directors Herndon, O'Halloran, Phillips, Siemsen, and Woodward — 5.

Director Woodard moved to approve the Committee's recommendation. The motion passed, the vote being as follows:

Ayes — Directors Herndon, O'Halloran, Phillips, Siemsen, and Woodward — 5.
Noes — Directors Báez, Peterson, and President Miller — 3.

* * * * *

REPORT OF THE COMMITTEE ON STUDENT ACHIEVEMENT AND SCHOOL INNOVATION

Director Báez 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 2021R-007 by Directors Baéz and Miller

Background

At its meeting of July 30, 2020, the Milwaukee Board of School Directors referred Resolution 2021R-007 by Directors Baez and Miller to the Committee on Student Achievement and School Innovation.

WHEREAS, In 2014-15, the United States' Office for Civil Rights (OCR), having completed a biennial data-collection review and subsequent investigation, found that MPS had a significant disproportionality in the number of African American students who had received disciplinary referrals, suspensions, and other disciplinary actions; and

WHEREAS, In response to the OCR's findings, the district assured the OCR that it would take action to comply with the Title VI of the Civil Rights Act of 1964, 42 U.S.C. 2000d (Title VI), and its implementing regulation, 34 C.F.R. Part 100, which prohibit discrimination based on race, color, or national origin by a recipient of federal financial assistance; and

WHEREAS, Administrative Policy 1.06, Equity in MPS, section (1), Background, states

> (a) The Milwaukee Board of School Directors is committed to the success of every student, regardless of race, ethnicity, family economics, mobility, gender identity, sexual orientation, disability, or initial proficiencies. The Board holds itself and all district and school-site decision makers, faculty, and support staff accountable for building a district-wide culture of equity.
>
> (b) The Board acknowledges the need to address the impact of inequities in the city of Milwaukee and the state of Wisconsin. Accordingly, the Board acknowledges that these inequities have a long-standing impact on access and opportunity for our students, families, staff, and community… ;

and

WHEREAS, As stated in Administrative Policy 8.32, Student Expulsions, section (2), "Expulsion of a student from school is a very drastic step, one which the Board hopes shall be rarely necessary in the Milwaukee Public Schools"; and

WHEREAS, Other than in situations that involve acts of violence and use or possession of weapons or use of drugs, students are better served in the long term by interventions, not by suspension or expulsion; and

WHEREAS, When compared with school districts of comparable size and demographics, MPS has failed to make significant strides in the reduction of disciplinary actions and expulsions, especially those of African American and Latino students, the most disproportionately affected, with 2019-20 figures showing that African American students continue to make up the vast majority of those expelled at 77%, followed by Hispanics at 17%, with Asians and Whites at 3% each and Native Americans at 0; and

WHEREAS, In MPS schools that emphasize restorative justice practices and trauma-related staff over disciplinary referrals, suspensions, and expulsions, data show that for other offenses (those unrelated to weapons or drugs), suspensions went down by nearly half; and

WHEREAS, Although the Administration over the years has worked to develop alternatives to suspension and expulsion of students, unless the District constantly strives to do all in its power to reduce suspensions and expulsions of its students, it is shirking its legal and moral responsibility to provide its students with the best educational opportunities possible; and

WHEREAS, Some districts no longer suspend students below the sixth grade or who are younger than 12 years in age while in MPS, in 2019-20, the percentage of students under 12 who were expelled nearly doubled; and

WHEREAS, If a school or administrator continually resorts to suspension or expulsion, rather than to less severe responses to behavioral issues, it may indicate a need for intervention with the administration of the school as much as with its students; and

WHEREAS, Families, as well as schools, need to take responsibility for and be involved in the behavior and discipline of their children and must work with their schools to encourage a climate of mutual respect, safety, wellbeing, trust, and learning; and

WHEREAS, Similar to other major urban school districts, some MPS students and families are victims of racism and racial segregation, poverty, and other social economic inequalities; and

WHEREAS, To counter systemic inequities, MPS continues to reaffirm its commitment to social and economic justice, and to the struggles that improve our lives. MPS wants to go beyond the traditional struggles for equity, and re-affirms its anti-racism stance in all functions of the organization and the community in which we live; and

WHEREAS, MPS is very cognizant of what academics have termed "stereotype threats," a condition that often contributes to how African American and other students of color respond in a society plagued by racism and inequality, and stands against all practices that add the violence and its related consequences; and

WHEREAS, The District must maximize the work of the school discipline committees to engage with school staff, parents, and students in the exploration of practices of intervention and reduction in disciplinary incidents; now, therefore, be it

RESOLVED, That suspensions and expulsions shall be tools of last resort in the reduction of disciplinary problems and shall be considered only when all other options have been exhausted; and be it

FURTHER RESOLVED, That the Milwaukee Board of School Directors directs the Administration to continually revisit its vision and policies in regard to reducing suspensions and expulsions; and be it

FURTHER RESOLVED, That the Administration explore further opportunities to train school staffs, parents, and students in cultural awareness, conflict resolution, violence prevention, restorative justice, tolerance for divergent viewpoints, etc.; and be it

FURTHER RESOLVED, That school staffs and students institute school-wide workshops and orientations for all incoming students to discuss with them acceptable conduct, resources available, restorative justice, what to do when they need to talk to a professional, etc. — whatever may curtail the need to suspend or expel; and be it

FURTHER RESOLVED, That when a student is referred to the school's office for disciplinary action, the first response shall be to seek interventions and attempts to change the student's conduct, not to default to suspension or expulsion; and be it

FURTHER RESOLVED, That the District shall suspend no student below the sixth grade or under the age of 12; and be it

FURTHER RESOLVED, That a disciplinary referral of a student to a contracted school or other alternative program or service shall not be considered an expulsion, but a transfer to a setting that will more appropriately address the student's needs; and be it

FURTHER RESOLVED, The Administration shall develop, or partner with community educators and non-profits community-based organizations on interventions for parents and guardians to address and to mitigate student disciplinary issues; and engage the Milwaukee community on efforts to dismantle the structural conditions created by racism that breed conflict between children and adults; and be it

FURTHER RESOLVED, That the Administration shall develop a process, to include appropriate benchmarks and reasonable measurements, to monitor the rates of suspension and expulsion within each school, and if a pattern of excessive use of either appears, to investigate and, when necessary, to provide assistance in reducing disciplinary issues and professional development in alternate means of discipline; and be it

FURTHER RESOLVED, That the Administration shall include the implementation and the results of this monitoring-and-intervention process monthly and in its annual report to the Board.

The Administration is in agreement with Resolution 2021R-007 and is recommending its adoption.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative, or Board Rules Implication Statement

Administrative Policy 8.17, Student Rights, Responsibilities, and Discipline

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

Upon adoption by the Board, the Administration will begin implementing the resolution.

Committee's Recommendation

Your committee recommends that the Board adopt Resolution 2021R-007 by Directors Baez and Miller, with the following clauses to be amended as shown.

Whereas Clause #12

WHEREAS, Similar to other major urban school districts, some MPS students and families ~~are victims of~~ live in communities that are underserved due to systemic racism and racial segregation, poverty, and other social economic inequalities; and

Further Resolved Clause # 5

FURTHER RESOLVED, That ~~the District shall suspend~~ as of January 1, 2021, no student below the sixth grade ~~or under the age of 12~~ shall be suspended. School communities shall develop alternative interventions to suspension based on restorative and racial anti-discriminatory practices that deal with disruptive behavior in school. School communities shall submit these alternative intervention plans to their Regional Superintendent or designee by December 1, 2020. If a student is under the age of 12 and exhibits behavior that presents an imminent danger to the physical, emotional, or mental safety of specific students and staff, the Regional Superintendent or designee or the Department of Student Services will assist with his/her temporary removal from the building and may seek appropriate interventions as informed by the school plan; and be it

Director Báez moved adoption of the Committee's recommendation with an amendment to the sixth Resolved, as follows:

FURTHER RESOLVED, ~~That the District shall suspend no student below the sixth grade or under the age of 12~~ That at the beginning of the second semester in January of 2021, no student below the sixth grade shall be suspended; and be it…

Director Herndon moved a substitute, to table the item. The motion failed of adoption, the vote being as follows:

Ayes — Directors, Herndon, O'Halloran, and Woodward — 3.
Noes — Directors Báez, Peterson, Phillips, Siemsen, Taylor, and President Miller — 6.

Director Phillips moved a substitute, to send the item back to Committee for consideration and further discussion. The motion passed, the vote being as follows:

Ayes — Directors Báez, Herndon, O'Halloran, Peterson, Phillips, Siemsen, Taylor, Woodward, and President Miller — 9.
Noes — None.

* * * * *

(Item 2) 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

On July 30, 2020, the Administration presented the following item for the Board's approval at its regular monthly meeting. The Board directed that this item be sent to the Committee on Student Achievement and School Innovation for further discussion and action.

Section 119.25 of the Wisconsin Statutes allows the Board to adopt a resolution authorizing the use of either an Independent Hearing Panel or Hearing Officers appointed by the Board to hear and to decide student expulsion cases. The resolution is effective for the school year for which it is adopted.

At its meeting on August 28, 2008, the Board approved revisions to Administrative Policies 8.32 and 8.33 to authorize the use of Independent Hearing Officers to hear and to decide student expulsion cases.

For the 2019-20 school year, the Board adopted a resolution authorizing the use of Independent Hearing Officers who are non-district employees (as suggested by the City Attorney) to hear and to decide expulsion cases.

For the 2020-21 school year, the Administration is recommending the continued use of Independent Hearing Officers to hear and to decide student expulsion cases. The Department of Student Services will

continue to provide training for the Independent Hearing Officers to ensure that all Independent Hearing Officers understand their role, responsibilities, and options.

Expulsion Summary

School Year	Expelled	Composition of Expulsion Panel
1993-94	86	Central Office Directors, Managers, Coordinators
1994-95	104	Central Office Directors, Managers, Coordinators
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

School Year	Demographics								Offence				
	NB	B	Total	BM	NBM	BF	NBF	Total	Firearms	Guns	Drugs	Other	Total
2007-08	72	318	390	239	52	79	20	390	14	37	151	188	390
2008-09	42	227	269	155	31	72	11	269	4	29	66	170	269
2009-10	58	342	400	227	43	115	15	400	13	13	45	329	400
20010-11	48	367	415	273	35	94	13	415	4	21	68	322	415
2011-12	53	327	380	241	40	86	13	380	4	27	55	294	380
2012-13	32	294	326	218	27	76	5	326	2	19	54	251	326
2013-14	31	280	311	1	22	68	9	311	10	27	56	218	311
2014-15	13	149	162	118	10	31	9	162	4	21	31	106	162
2015-16	19	172	191	126	15	46	4	191	4	27	29	131	191
2016-17	10	106	116	58	6	48	4	116	5	12	14	85	116
2017-18	29	99	128	68	22	31	7	128	0	20	25	83	128
2018-19	35	158	193	98	26	60	9	193	2	9	32	150	193
2019-20	23	77	100	52	11	25	12	100	2	9	15	74	100

NB=Non-Blacks
B=Blacks
BM=Black Males
NBM=Non-Black Males
BF=Black Females
NBF=Non-Black Female

Student Expulsion Statistics

2018-2019 and 2019-2020
Data are through June 30, 2020

Expulsions by Age Categories

2018-2019			2019-2020		
Age	Number	Percent	Age	Number	Percent
7 to 11	0	0%	7 to 11	3	3%
12	16	8%	12	9	9%
13	12	6%	13	13	13%
14	23	12%	14	14	14%
15	55	28%	15	14	14%
16	46	24%	16	20	20%
17	28	15%	17	17	17%
18	12	6%	18	7	7%
19	1	1%	19	1	1%
20	0	0%	20	2	2%
Total	193	100%	Total	100	100.00%

Expulsions by Gender Categories

2018-2019			20019-2020		
Gender	Number	Percent	Gender	Number	Percent
Male	124	64%	Male	63	63%
Female	69	36%	Female	37	37%
Total	193	100%	Total	100	100%

Offences by Gender

	Offence				
Gender	Firearms	Other Guns	Controlled Substance	Other	Total
2018-2019					
Male	2	8	27	87	124
Female	0	1	5	63	69
Total	2	9	32	150	193
2019-2020					
Male	2	8	14	39	63
Female	0	1	1	35	37
Total	2	9	15	74	100

Expulsions by Conduct Violations

2018-2019			2019-2020		
Conduct	Number	Percent	Conduct	Number	Percent
Assault	0	0%	Assault.	0	0%
Battery	74	38%	Battery	31	31%
Controlled Substance	24	13%	Controlled Substance	15	15%
Firearms	2	1%	Firearms	2	2%
Other Conduct	65	34%	Other Conduct	31	31%
Other Guns	20	10%	Other Guns	9	9%
Other Weapons	8	4%	Other Weapons	12	12%
Total	193	100%	Total	100	100%

Expulsions by Ethnic Categories

2018-2019			2019-2020		
Ethnicity	Number	Percent	Ethnicity	Number	Percent
Native American	1	1%	Native American	0	%
African American	158	82%	African American	77	77%
Asian	2	1%	Asian	3	3%

2018-2019			2019-2020		
Ethnicity	Number	Percent	Ethnicity	Number	Percent
Hispanic	25	13%	Hispanic	17	17%
White	7	3%	White	3	3%
Total	193	100%	Total	100	100%

Offences by Ethnic Categories

Ethnicity	Firearms	Other Guns	Controlled Substance	Other	Totals
2018-2019					
Native American	0	0	0	1	1
African American	1	7	21	129	158
Asian	0	1	1	0	2
Hispanic	1	0	8	16	25
White	0	1	2	4	7
Other	0	0	0	0	0
Total	2	9	32	150	193
2019-2020					
Native American	0	0	0	0	0
African American	2	6	10	59	77
Asian	0	1	0	2	3
Hispanic	0	2	3	12	17
White	0	0	2	1	3
Other	0	0	0	0	0
Total	2	9	15	74	100

Incidents by Month

2018-2019			2019-2020		
Month	Number	Percent	Month	Number	Percent
July	0	0%	July	0	%
August	11	6%	August	4	4%
September	33	17%	September	20	20%
October	32	17%	October	10	10%
November	24	12%	November	27	27%
December	10	5%	December	20	20%
January	14	7%	January	13	13%
February	16	8%	February	6	6%
March	26	14%	March	0	%
April	16	8%	April	0	%
May	10	5%	May	0	%
June	1	1%	June	0	%
Total	193	100%	Total	100	100%

Number of Days Expelled

2018-2019			2019-2020		
Range of Days	Number	Percent	Range of Days	Number	Percent
0-29	3	1%	0-29	2	2%
30-90	19	10%	30-90	3	3%
91-140	13	7%	91-140	13	13%
141-350+	158	82%	141-350+	82	82%
Until Age 21	0	0%	Until Age 21	0	0%
Total	193	100%	Total	100	100%

Expulsion Assignments

2018-2019			2019-2020		
Assignment	Number	Percent	Assignment	Number	Percent
Banner Prep	48	25%	Banner Prep	11	11%
Southeastern	28	14%	Southeastern	10	10%

2018-2019			2019-2020		
Assignment	Number	Percent	Assignment	Number	Percent
Synergy S.	36	19%	Synergy S.	20	20%
Special Ed	37	19%	Special Ed	37	37%
On-Line School	39	20%	On-Line School	19	19%
Regular School	5	3%	Regular School	3	3%
Total	193	100%	Total	100	100%

Services Offered by Offence

	Firearms	Other Guns	Controlled Substance	Other	Total
2018-2019					
W/Services	2	9	32	150	193
WO/Services	0	0	0	0	0
Total	2	9	32	150	193
2019-2020					
W/Services	2	9	15	74	100
WO/Services	0	0	0	0	0
Total	2	9	15	74	100

Expulsions by School

Elementary Schools

2018-2019			2019-2020		
School	Number	Percent	School	Number	Percent
Carver	1	5%	Carver	1	7%
Cass	1	5%	Cass	1	7%
Doerfler	1	5%	Clarke	1	7%
Fifty-Third	2	8%	Grant	1	7%
Franklin	1	5%	Hartford	1	7%
Garland	1	5%	HAPA	1	7%
Grant	4	18%	Lafollette	1	7%
Keefe	2	8%	Lancaster	1	7%
King	2	8%	Metcalfe	2	14%
MacDowell	1	5%	MACL	1	7%
Mitchell	2	8%	Morgandale	1	7%
Milw. Chi Lg	1	5%	Thoreau	1	7%
River Trail	1	5%	Townsend	1	7%
Rogers	1	5%			
Thoreau	1	5%			
Total	22	100%	Total	14	100%

Middle Schools

2018-2019			2019-2020		
School	Number	Percent	School	Number	Percent
Audubon	2	10%	Audubon	3	23%
Lincoln	2	10%	Green Tree Pr	2	15%
Roosevelt	1	5%	Lincoln	3	23%
King	11	55%	Roosevelt	3	23%
WCLL	3	15%	WCLL	1	8%
Wedgewood	1	5%	Wedgewood	1	8%
Total	20	100%	Total	13	1

High Schools

2018-2019			2019-2020		
School	Number	Percent	School	Number	Percent
Alliance	3	2%	Alliance	1	2%
Bay View	1	1%	Bay View	4	7%
Bradley Tech	36	27%	Bradley Tech	8	13%

2018-2019			2019-2020		
School	Number	Percent	School	Number	Percent
Groppi	1	1%	Hamilton	6	10%
Hamilton	11	8%	MacDowell	4	7%
MacDowell	4	3%	Madison	3	5%
Madison	15	11%	Marshall	2	3%
Marshall	9	7%	MHSA	4	7%
Meir	3	2%	North	4	7%
MHSA	1	1%	Pulaski	9	15%
MSL	2	1%	Reagan	2	3%
North	7	5%	Riverside	1	2%
Obama	4	3%	King IB	1	2%
Pulaski	8	6%	South	6	10%
Reagan	2	1%	Transition	1	2%
Riverside	8	6%	Washington	4	7%
South	9	7%			
Transition	1	1%			
Vincent	2	1%			
Washington	3	2%			
WCLL	5	4%			
Total	135	100%	Total	60	100%

Partnership/Alternative Schools

2018-2019			2019-2020		
School	Number	Percent	School	Number	Percent
Banner Prep	9	76%	Banner Prep	1	11%
Synergy S.	1	8%	Synergy S.	1	11%
Grandview	1	8%	Southeastern	1	11%
Shalom	1	8%	Shalom	1	11%
			Assata	1	11%
			Nova	4	44%
Total	12	100%	Total	9	100%

Non-instrumentality Charter Schools

2018-2019			2019-2020		
School	Number	Percent	School	Number	Percent
Carmen	4	100%	Carmen SE	2	50%
			Carmen NW	1	25%
			Daniels Univ.	1	25%
Total	4	100%	Total	4	100%

Activity During Expulsion Period

2018-2019			2019-2020		
Activity	Number	Percent	Activity	Number	Percent
Court Order			Court Order		
Incarcerated			Incarcerated		
Alternative S	149	77%	Alternative S	78	78%
On-Line Sch.	39	20%	On-Line Sch.	19	19%
Regular Sch	5	3%	Regular Sch	3	3%
Private Sch			Private Sch		
Sch Out of St			Sch Out of St		
Worked FT			Worked FT		
Worked PT			Worked PT		
No Response			No Response		
Hospitalized			Hospitalized		
Suburban Dis			Suburban Dis		
Total	193	100%	Total	100	100%

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative, or Board Rules 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 FY 2021 budget for the Department of Student Services.

Committee's Recommendation

Your Committee recommends that the Board adopt the following resolution:

RESOLVED, That for the 2020-21 school year, student expulsions from the Milwaukee Public Schools shall be ordered by an Independent Hearing Officer; and be it FURTHER RESOLVED, That the Administration implement the behavior reassignment option, whenever possible; and be it

FURTHER RESOLVED, That the same due process procedures as were used in 2019-20 be followed when hearing all cases of student expulsions; and be it

FURTHER RESOLVED, That the Independent Hearing Officer may impose one or more early reinstatement conditions under which a student who is expelled from school may be reinstated to school before the end of his or her expulsion. The reinstatement condition may be a condition a student is required to meet before he or she may be granted reinstatement, or a condition that the pupil is required to meet after his or her early reinstatement. The early reinstatement conditions must be related to the reasons for the student's expulsion and be stated in the expulsion order; and be it

FURTHER RESOLVED, That the Independent Hearing Officer in all expulsion cases provide educational services to expelled students at an MPS alternative/partnership school or online academic support; and be it

FURTHER RESOLVED, That the expelled students shall be reinstated to the Milwaukee Public Schools through the Department of Student Services in the manner described in Wisconsin Statute 119.25.

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

* * * * *

(Item 3) Report with Possible Action Regarding the District's Multi-tiered Student-support Systems

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 the request of President Miller, this report on the district's multi-tiered student-support systems is being presented.

During the past school year, 99 school principals completed the full 16-hour Restorative Practices (RP) Professional Development (PD). During the school closure due to the COVID-19 pandemic, the RP team offered virtual circles to create a safe space for staff to discuss the impact of this unprecedented time. For 2020-21, the team will identify schools to implement school-wide restorative practices.

During 2019-20, K-8 schools continued to implement Second Step, MPS's Tier 1 SEL curriculum. In addition to curriculum implementation, integration of SEL into teaching practices PD was created and delivered to educators. The Devereaux Student Strengths Assessment (DESSA) was introduced to help plan for SEL instruction for students referred for Tier 2 or 3 intervention, as well as students in comprehensive behavior units. This tool provides information about specific SEL instructional strengths and needs.

During virtual learning, Tier 1 guidance was developed and distributed with educator self-care tips, SEL lessons for students, and daily student and adult self-care practices. Instructional packets were created and distributed at the Grab-and-Go sites, containing SEL materials for students to use independently or with their families. Virtual PD was created on supporting SEL virtually and on adult SEL and self-care.

For 2019-20, mindfulness PD was provided to staff at 42 schools, and there were three district-wide trainings. Classroom instruction was provided at 25 schools, and parent workshops were provided at 14 schools. In addition, school psychologists offered a professional learning community (PLC) that focused on the book *101 Mindful Arts-based Activities to Get Children and Adolescents Thinking.* The MPS mindfulness initiative supports staff through weekly mindful moments, mindful-moment text messages, and a monthly practice in Knowledge News.

To promote sustainability, student mentors were trained at 23 schools, allowing them to lead this work in their schools. Five schools received Mentoring for Mindful Champions training. Eight mindfulness modules were created and placed on LMS. Additional items were created to build capacity and to promote sustainability, including the Mindfulness Menu for Classrooms, the Mindfulness Menu for School-wide implementation, and the Mentoring for Mindfulness Champions Guide.

PBIS is the research-based multi-tiered system of support (MTSS) used in MPS and as part of WI DPI's Vision for RtI. Other approaches or initiatives around climate/behavior implemented through the PBIS framework include cultural responsiveness, social-emotional learning, restorative practices, and mindfulness.

The Violence Prevention Program has been training schools for over 20 years to implement peer mediation. The district provides training, but the program is led by the school. Five additional schools were trained to begin peer-mediation programs in fall 2019.

Schools provide support and interventions within the multi-tiered system of support. Tier 1 supports include staff members' classroom-management strategies supported through a school's PBIS Tier 1 Team. Tier 2 interventions include Check-In/Check-Out, Social Academic Instructional Groups, and Behavior Assessment Intervention Plans coordinated through a school's Building Intervention Team (BIT). Tier 3 interventions are primarily supported and coordinated by school psychologists and social workers and include Educational Wraparound, RENEW, and FBA/BIP.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative, or Board Rules 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 the Achievement Gap Reduction (AGR) 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 July 30, 2020, the following item was presented to the Board for consideration and possible action at its regular monthly meeting. The Board directed that the item, instead, be sent to the Committee on Student Achievement and School Innovation.

The Student Achievement Guarantee in Education (SAGE) program began in the 1996-1997 school year and was subsequently expanded in 1998-1999 and 2000-2001 due to the successes demonstrated by those schools that had begun the program in 1996. Wisconsin Statutes, Section 118.43, authorized the program, which was administered by the Department of Public Instruction (DPI).

State legislation was passed in 2015 that concluded the SAGE program and authorized the Achievement Gap Reduction (AGR) program (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 AGR:

- instructional coaching for teachers provided by a licensed teacher in grades K5 through 3rd; and
- maintenance of 18:1 or 30:2 classroom ratios in K5 and provision of professional development in small-group instruction.

The Department of Public Instruction requires schools participating in the AGR program to describe its implementation of the program and to report its objectives and success in achieving them to the school board every semester.

The Administration's report is attached to the minutes of your Committee's meeting.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative, or Board Rules 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 Implementation of the Contract with Edgenuity, Inc.

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

Edgenuity, Inc., was first awarded a contract as a result of RFP 696 for GED O2 Software Programming Services, which closed on June 18, 2010. Under this RFP, Edgenuity provided the software program Education 2020 (E2020). The term of the contract was October 1, 2010, through July 30, 2011.

The following year, a board-approved purchase order (P745978) was issued under the same bidding basis. RFP 789 for Online Credited Course for Remediation and Acceleration in Grades 6-12 closed on May 31, 2012. The contract was for one year, with two one-year options to extend, which were both exercised. The contract was in effect from October 1, 2012, through September 30, 2015.

RFP 893 for Remediation and Acceleration of Online Credited Courses for Students in Grades 6 through 12 closed on June 18, 2015. The contract was for one year with two one-year options to extend, which were both exercised. The contract was in effect from January 1, 2016, through June 30, 2019.

In 2018, a new RFP was solicited — RFP 996 for Recovery and Acceleration of Online Credited Courses for Students in Grades 6 through 12. RFP 996 closed on November 15, 2018. Edgenuity was granted a one-year contract with two one-year options to renew if certain performance metrics were met. The contract was executed for a first one-year term of July 1, 2019, through June 30, 2020. The contract was extended for a first one-year term of July 1, 2020, through June 30, 2021. One extension option remains.

In March 2019, the Board authorized a $350,000 contract for the first one-year term. In March 2020, the Board authorized an additional $350,000 contract for the second year of the contract. To date, the contract has paid out $350,000, and there is a $350,000 encumbrance remaining for 2020-21.

A summary of the services provided by the Edgenuity, Inc. program is provided below.

Summary of Services Provided by Edgenuity, Inc., to MPS Students

Edgenuity is an online curriculum and requires a licensed teacher for the course to be credit-bearing. Edgenuity allows the student to be self-paced, and depending on when the student starts and completes a course, he/she may be allowed to carry that course over to summer school or the next semester without having to start over.

Edgenuity supports students in two different ways, the first being credit recovery. A credit-recovery course is shorter because the student already has taken the course. The course's content is reviewed and modified by staff from Curriculum and Instruction. Credit recovery allows the student to demonstrate proficiency of the standards he/she previously was unsuccessful with. Students taking credit-recovery courses also can test out of units.

The second way in which Edgenuity supports students is credit acceleration, meaning that the student never had the course. This course has a full semester's worth of content, and students must complete all the work.

Students must meet the specified criteria to be enrolled.

A study of credit recovery offered through GEAR UP by the Office of Socially Responsible Evaluation in Education at UWM indicated that students who took credit recovery were more likely to pass subsequent courses in the same content area than were students who had failed but did not take credit recovery. A review of MPS's graduation data from the classes of 2017-2019 indicates that students who receive the most benefits from Edgenuity are those with disabilities, compared with their non-disabled peers, and black, Hispanic, and students of two or more races, compared with their white peers.

Milwaukee Public Schools has worked with researchers from the University of Wisconsin and Vanderbilt University to improve the use of Edgenuity. The researchers are continuing the study of Edgenuity's linking data to determine its impact on student outcomes post-high-school. In March, discussions began with researchers and Edgenuity regarding cultural relevance of digital learning and to address concerns with the course content. Currently, the parties are engaged in discussions on reviewing and revising courses to ensure cultural relevance.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative, or Board Rules Implication Statement

Administrative Policy 7.01, Teaching and Learning Goals

Fiscal Impact Statement

N/A

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(Item 6) Action on Resolution 2021R-010 by Director Miller Regarding Black Lives Matter Week of Action

Background

At its July 2020 meeting, the Board referred Resolution 2021R-010 by Director Miller to the Committee on Student Achievement and School Innovation.

> WHEREAS, In April 2015, the Milwaukee Board of School Directors adopted the Black Lives Matter resolution and followed with the Black Lives Matter at School resolutions in 2018 and 2019; and
>
> WHEREAS, The Black Lives Matter resolution identified the need to end racism and to tear down the systems of white supremacy in schooling, policing and much more; and
>
> WHEREAS, The national Black Lives Matter movement, in the past, has called for a week of "Black Lives Matter at School Week" to focus on the need to:
>
> - replace harsh zero-tolerance discipline policies, which disproportionately suspend students of color, with Restorative Justice practices;

- establish African American studies and other critical ethnic studies in all schools;
- increase the hiring, training, and support of Black teachers and other teachers of color; and
- "fund counselors, not cops;" and

WHEREAS, There has been some success in MPS with

- ending contracts with the Milwaukee Police Department;
- increased funding for counselors, social workers, nurses, psychologist and trauma care specialists;
- increased funding for ethnic studies;
- increased hiring and training of Black and Brown teachers largely through MPSU;
- expansion of training staff in Restorative Justice practices; and

WHEREAS, The progress made in the last five years since the adoption of Black Lives Matter policy is far short of the anti-racism transformation that was intended and still necessary; and

WHEREAS, A key issue needed to be addressed with MPS's Black Lives Matter work is the reduction of the disciplinary actions of suspensions and expulsions for Black and Brown students; therefore, be it

RESOLVED, That the district again hold a week of action in coordination with the national Black Lives Matter at School movement; and be it

FURTHER RESOLVED, That MPS establish a campaign for the whole year, beginning the first week of school, with the purpose of integrating the demands and actions of the Black Lives Matter at School program into every school and classroom; and be it

FURTHER RESOLVED, That MPS will reach out to other movements of people of color fighting racism, to support the week of action and year-long campaign; and be it

FURTHER RESOLVED, That the September opening week of school be done with educational antiracist, social justice activities celebrating the activists and martyrs (George Floyd, Breonna Taylor, Dontre Hamilton, Joel Acevedo, Earnest Lacy, and many more) of the fight for racial justice; and be it

FURTHER RESOLVED, That MPS aggressively expand the professional development of staff and the training of students in restorative justice practices; and be it

FURTHER RESOLVED, That discussions and trainings targeting racism are to be held at every school throughout the year to include

- creating safe spaces, community and parent involvement, and involvement of student leaders of all types;
- discussions of biases, racial micro-aggressions, fears, cultural and linguistic ignorance, and stereotypes of Black, Brown, and other youth of color;
- discussions that lead to the professional development of school staffs in methods of de-escalation, mindfulness, creating a culture of trust, and how to weave cultural relevance, ethnic studies and anti-racism into all curricular areas and grade levels in developmentally appropriate ways;
- bringing community into our schools and strengthening schools as centers of support for communities; and be it

FURTHER RESOLVED, That student voice be included in professional development sessions when feasible; and be it

FURTHER RESOLVED, That MPS practice the concept of "Intersectionality" advanced by Black Lives Matter and other leaders which identifies an intersectional approach that acknowledges systemic discrimination due to race, economic status, immigration status, gender and gender identity, sexual orientation and identity, national origin, and ability, and that this systemic discrimination impacts access to opportunity.; and be it

FURTHER RESOLVED, That an advisory committee be established of students, community, community educators, parents, teachers, and school and administrative staff to assist in planning and implementation of the national Black Lives Matter at School program; and be it

FURTHER RESOLVED, That the advisory committee emphasize participation of students in planning that includes youth groups such as Leaders Igniting Transformation (LIT), Youth Empowered in the Struggle (YES), the school-based discipline committees, etc.; and be it

FURTHER RESOLVED, That the Administration report monthly on this work to the Board through the appropriate committee.

The Administration is in agreement with the intent of the resolution and is recommending its adoption as follows:

WHEREAS, In April 2015, the Milwaukee Board of School Directors adopted the Black Lives Matter resolution and followed with the Black Lives Matter at School resolutions in 2018 and 2019; and

WHEREAS, The Black Lives Matter resolution identified the need to end racism and to tear down the systems of white supremacy in schooling, policing and much more; and

WHEREAS, The national Black Lives Matter movement, in the past, has called for a week of "Black Lives Matter at School Week" to focus on the need to:

- replace harsh zero-tolerance discipline policies, which disproportionately suspend students of color, with Restorative Justice practices;
- establish African American studies and other critical ethnic studies in all schools;
- increase the hiring, training, and support of Black teachers and other teachers of color; and
- "fund counselors, not cops;" and

WHEREAS, There has been some success in MPS with

- ending contracts with the Milwaukee Police Department;
- increased funding for counselors, social workers, nurses, psychologist and trauma care specialists;
- increased funding for ethnic studies;
- increased hiring and training of Black and Brown teachers largely through MPSU;
- expansion of training staff in Restorative Justice practices; and

WHEREAS, The progress made in the last five years since the adoption of Black Lives Matter policy is far short of the anti-racism transformation that was intended and still necessary; and

WHEREAS, A key issue needed to be addressed with MPS's Black Lives Matter work is the reduction of the disciplinary actions of suspensions and expulsions for Black and Brown students; therefore, be it

RESOLVED, That the district again hold a week of action in coordination with the national Black Lives Matter at School movement; and be it

FURTHER RESOLVED, That MPS establish a campaign for the whole year, beginning the first week of school, with the purpose of integrating the demands and actions of the Black Lives Matter at School program into every school and classroom; and be it

FURTHER RESOLVED, That MPS will reach out to other movements of people of color fighting racism, to support the week of action and year-long campaign; and be it

FURTHER RESOLVED, That ~~the September opening week of school be done with~~ throughout the school year educational antiracist, social justice activities celebrating the activists and martyrs (George Floyd, Breonna Taylor, Dontre Hamilton, Joel Acevedo, Earnest Lacy, and many more) of the fight for racial justice; and be it

FURTHER RESOLVED, That MPS aggressively expand the professional development of staff and the training of students in restorative ~~justice~~ practices; and be it

FURTHER RESOLVED, That discussions and trainings targeting racism are to be held at every school throughout the year to include

- creating safe spaces, community and parent involvement, and involvement of student leaders of all types;
- discussions of biases, racial micro-aggressions, fears, cultural and linguistic ignorance, and stereotypes of Black, Brown, and other youth of color;
- discussions that lead to the professional development of school staffs in methods of de-escalation, mindfulness, creating a culture of trust, and how to weave cultural relevance, ethnic studies and anti-racism into all curricular areas and grade levels in developmentally appropriate ways;
- bringing community into our schools and strengthening schools as centers of support for communities; and be it

FURTHER RESOLVED, That student voice be included in professional development sessions when feasible; and be it

FURTHER RESOLVED, That MPS practice the concept of "Intersectionality" advanced by Black Lives Matter and other leaders which identifies an intersectional approach that acknowledges systemic discrimination due to race, economic status, immigration status, gender and gender identity, sexual orientation and identity, national origin, and ability, and that this systemic discrimination impacts access to opportunity.; and be it

FURTHER RESOLVED, That an advisory committee ~~be established~~ of students, community, community educators, parents, teachers, and school and administrative staff ~~to~~ assist in planning and implementation of the national Black Lives Matter at School program; and be it

FURTHER RESOLVED, That the advisory committee emphasize participation of students in planning that includes youth groups such as Leaders Igniting Transformation (LIT), Youth Empowered in the Struggle (YES), the school-based discipline committees, etc.; and be it

FURTHER RESOLVED, That the Administration report monthly on this work to the Board through the appropriate committee.

Upon adoption by the Board, the Administration will begin efforts to implement the resolution for the 2020-2021 school year.

Strategic Plan Compatibility Statement

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

Statute, Administrative, or Board Rules 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 absorbed within the FY21 budget.

Implementation and Assessment Plan

Upon adoption by the Board, the Administration will begin planning for the implementation of the resolution.

Committee's Recommendation

Your committee recommends that the Board adopt Resolution 2021R-010 by Director Miller regarding Black Lives Matter Week of Action as amended below.

WHEREAS, In April 2015, the Milwaukee Board of School Directors adopted the Black Lives Matter resolution and followed with the Black Lives Matter at School resolutions in 2018 and 2019; and

WHEREAS, The Black Lives Matter resolution identified the need to end racism and to tear down the systems of white supremacy in schooling, policing and much more; and

WHEREAS, The national Black Lives Matter movement, in the past, has called for a week of "Black Lives Matter at School Week" to focus on the need to:

- replace harsh zero-tolerance discipline policies, which disproportionately suspend students of color, with Restorative Justice practices;
- establish African American studies and other critical ethnic studies in all schools;
- increase the hiring, training, and support of Black teachers and other teachers of color; and
- "fund counselors, not cops;" and

WHEREAS, There has been some success in MPS with

- ending contracts with the Milwaukee Police Department;
- increased funding for counselors, social workers, nurses, psychologist and trauma care specialists;
- increased funding for ethnic studies;
- increased hiring and training of Black and Brown teachers largely through MPSU;
- expansion of training staff in Restorative Justice practices; and

WHEREAS, The progress made in the last five years since the adoption of Black Lives Matter policy is far short of the anti-racism transformation that was intended and still necessary; and

WHEREAS, A key issue needed to be addressed with MPS's Black Lives Matter work is the reduction of the disciplinary actions of suspensions and expulsions for Black and Brown students; therefore, be it

RESOLVED, That the district again hold a week of action in coordination with the national Black Lives Matter at School movement, and that the first day of school on the traditional-start calendar be promoted as "Black to School," encouraging dress in BLM attire, and that there be a review of the BLM at School reflection questions, and that school staff begin to draft their schools' annual anti-racist action plan; and be it

FURTHER RESOLVED, That MPS establish a campaign for the whole year, beginning the first week of school, with the purpose of integrating the demands and actions of the Black Lives Matter at School program into every school and classroom; and be it

FURTHER RESOLVED, That MPS will reach out to other movements of people of color fighting racism, to support the week of action and year-long campaign; and be it

FURTHER RESOLVED, That the month of September ~~opening week of school~~ and each month of the school year be done with educational antiracist, social justice activities celebrating the activists and martyrs (George Floyd, Breonna Taylor, Dontre Hamilton, Joel Acevedo, Earnest Lacy, and many more) of the fight for racial justice; and be it

FURTHER RESOLVED, That MPS aggressively expand the professional development of staff and the training of students in restorative justice practices; and be it

FURTHER RESOLVED, That discussions and trainings targeting racism are to be held at every school throughout the year to include

- creating safe spaces, community and parent involvement, and involvement of student leaders of all types;
- discussions of biases, racial micro-aggressions, fears, cultural and linguistic ignorance, and stereotypes of Black, Brown, and other youth of color;
- discussions that lead to the professional development of school staffs in methods of de-escalation, mindfulness, creating a culture of trust, and how to weave cultural relevance, ethnic studies and anti-racism into all curricular areas and grade levels in developmentally appropriate ways;
- bringing community into our schools and strengthening schools as centers of support for communities; and be it

FURTHER RESOLVED, That student voice be included in professional development sessions when feasible; and be it

FURTHER RESOLVED, That MPS practice the concept of "Intersectionality" advanced by Black Lives Matter and other leaders which identifies an intersectional approach that acknowledges systemic discrimination due to race, economic status, immigration status, gender and gender identity, sexual orientation and identity, national origin, and ability, and that this systemic discrimination impacts access to opportunity.; and be it

FURTHER RESOLVED, That an advisory committee be established of students, community, community educators, parents, teachers, and school and administrative staff to assist in planning and implementation of the national Black Lives Matter at School program; and be it

FURTHER RESOLVED, That the advisory committee emphasize participation of students in planning that includes youth groups such as Leaders Igniting Transformation (LIT), Youth Empowered in the Struggle (YES), the school-based discipline committees, etc.; and be it

FURTHER RESOLVED, That the Administration report monthly on this work to the Board through the appropriate committee.

President Miller passed the gavel to Vice-President Báez at 8:53 P.M.

President Miller moved approval of the Committee's recommendation with amendments to the language (indicated with double underlines) as follows:

WHEREAS, In April 2015, the Milwaukee Board of School Directors adopted the Black Lives Matter resolution and followed with the Black Lives Matter at School resolutions in 2018 and 2019; and

WHEREAS, The Black Lives Matter resolution identified the need to end racism and to tear down the systems of white supremacy in schooling, policing and much more; and

WHEREAS, The 2019 resolution called for an advisory committee to advance the work which lead to a coalition of the Black Educators Caucus, Milwaukee Teachers Education Association, Metropolitan Milwaukee Alliance of Black School Educators, Milwaukee community Schools Partnership, SURJ Milwaukee, Leaders Igniting Transformation, Black and Latino Male Achievement, the Superintendent's Advisory Council, and Milwaukee Inner-City Congregations Allied for Hope which led to a successful week of action in February of 2020; and

WHEREAS, The national Black Lives Matter movement, in the past, has called for a week of "Black Lives Matter at School Week" to focus on the need to:

- replace harsh zero-tolerance discipline policies, which disproportionately suspend students of color, with a Restorative Justice practices

- establish African American studies and other critical ethnic studies in all schools
- increase the hiring, training and support of Black teachers and other teachers of color
- "fund counselors, not cops;" and

WHEREAS, There has been some success in MPS with—

- ending contracts with the Milwaukee Police Department
- increased funding for counselors, social workers, nurses, psychologist and trauma care specialists
- increased funding for ethnic studies
- increased hiring and training of Black and Brown teachers largely through MPSU
- expansion of training staff in Restorative Justice practices; and

WHEREAS, The progress made in the last 5 years, since the adoption of Black Lives Matter policy, is far short of the anti-racism transformation that was intended and still necessary; and

WHEREAS, A key issue needed to be addressed with MPS's Black Lives Matter work is the reduction of the disciplinary actions of suspensions and expulsions for Black and Brown students; therefore, be it

RESOLVED, That the district again hold a week of action in coordination with the national Black Lives Matter at School movement ~~and that the first day of school on the traditional start calendar be promoted as "Black to School,"~~ encouraging dress in BLM attire the first month of school and that there be a review of the BLM at school reflection questions and that school staff begin to draft their school's annual anti-racist action plan in a quarterly report; and be it

FURTHER RESOLVED, That MPS establish a campaign for the whole year, beginning the first week of school, with the purpose of integrating the demands and actions of the Black Lives Matter at School program into every school and classroom; and be it

FURTHER RESOLVED, That MPS will reach out to other movements of people of color fighting racism, to support the week of action and year-long campaign; and be it

FURTHER RESOLVED, That the month of September ~~opening week of school~~ and each month of the school year be done with educational antiracist, social justice activities celebrating the activists and martyrs (George Floyd, Breonna Taylor, Dontre Hamilton, Joel Acevedo, Earnest Lacy, and many more) of the fight for racial justice; and be it

FURTHER RESOLVED, That MPS aggressively expand the professional development of staff and the training of students in restorative justice practices; and be it

FURTHER RESOLVED, That discussions and trainings targeting racism are to be held at every school throughout the year to include—

- creating safe spaces, community and parent involvement, and involvement of student leaders of all types;
- discussions of biases, racial micro-aggressions, fears, cultural and linguistic ignorance, and stereotypes of Black, Brown, Indigenous, and other youth of color;
- discussions that lead to the professional development of school staffs in methods of de-escalation, mindfulness, creating a culture of trust, and how to weave cultural relevance, ethnic studies and anti-racism into all curricular areas and grade levels in developmentally appropriate ways;
- bringing community into our schools and strengthening schools as centers of support for communities; and be it

FURTHER RESOLVED, That student voice be included in professional development sessions when feasible; and be it

FURTHER RESOLVED, That MPS practice the concept of "Intersectionality" advanced by Black Lives Matter and other leaders which identifies an intersectional approach that acknowledges systemic discrimination due to race, economic status, immigration status, gender and gender identity, sexual orientation and identity, national origin, and ability, and that this systemic discrimination impacts access to opportunity.; and be it

FURTHER RESOLVED, That an advisory committee be established of students, community, community educators, parents, teachers, and school and administrative staff to assist in planning and implementation of the national Black Lives Matter at School program; and be it

FURTHER RESOLVED, That the advisory committee emphasize participation of students in planning that includes youth groups such as Leaders Igniting Transformation (LIT), Youth Empowered in the Struggle (YES), the school-based discipline committees, the ACLU youth committees, the Community Schools Youth groups, and the Superintendent's Advisory Group; with an invitation to all MPS high schools to send student representation, etc.; and be it

FURTHER RESOLVED, That the Administration report monthly on this work to the Board through the appropriate committee.

The motion passed, the vote being as follows:

Ayes — Directors Báez, Herndon, O'Halloran, Peterson, Phillips, Siemsen, and President Miller — 7.
Noes — Director Woodward — 1.
Temporarily Absent — Director Taylor — 1.

The gavel was returned to President Miller at 9:34 P.M.

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REGULAR ITEMS OF BUSINESS

(Item 1) Reports of the Board's Delegates

Director Tony Baéz, the Board's delegate to the Wisconsin Association of School Boards (WASB), provided the following report.

Attached to this report [attachment available under separate cover] is the June 2020 newsletter of the Wisconsin Association of School Boards. This newsletter is an important statement in support of the obligation of school districts to provide bilingual services.

The demographics in school districts around the state and country have changed in recent years. More districts have seen a growth in the number of children coming to school who speak little or no English. This demographic shift is occurring in school districts both large and small as well as in areas that are urban, rural, and suburban.

While many districts understand the need to meet their legal obligations to provide English-language learners with a fair and equitable access to high-quality education, I have been speaking up, strongly suggesting that we go beyond the civil rights protections and promote bilingualism for all students in the state. See my quote on the first page of this newsletter.

It is an important milestone that we are talking about bilingualism in state organizations like WASB (one of the most influential lobbying organizations in Wisconsin). Board members also receive a copy of the Racial Justice Statement by WASB.

Following, we created an Equity Task Force, of which I am a member, for the state and have discussed in the Task Force the idea of creating a "standing" Task Force on Racial Justice and Equity for the state. This newsletter is a part of the Executive Board's Commitment to equity and academic excellence for all.

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

Statute, Administrative, or Board Rules Implication Statement

Board Rule 1.28, Board Memberships

Fiscal Impact Statement

No fiscal impact.

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

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 summer of 2020 included the following:

Academic Achievement

- Addressed remotely the new educators for the high-school, middle-schools, and other early schools.
- Addressed new educators for the September opening schools.

Student, Family, and Community Engagement

- Remotely attended Library Board meetings.
- Worked with County Supervisor Nickolson and Common Council President Johnson on a statement concerning the President sending Federal agents to Milwaukee. We are also working to continue the One Milwaukee initiative.
- I have worked with parents needing assistance in getting resources of all sorts, connecting to assistance needed for their children's remote learning, and in listening to parent's valuable perspectives on moving forward in these complicated times.

Effective and Efficient Operations

- Held regular discussions, often daily, with the Superintendent on Covid-19 policy and school opening.
- I have engaged in discussion with the Superintendent and the administration on numerous topics to be considered for board policy over the school year. My starting focus has been in the following areas:
    - Black Lives Matter
    - Ethnic studies and multicultural education at all grade levels
    - Bilingualism
    - New teacher induction and support
    - MPSU as an important source for teachers of color
    - Professional Development
    - Charter policy

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

Statute, Administrative, or Board Rules Implication Statement

Board Rule 1.09, Regular Items of Business

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RESOLUTIONS

Resolution 2021R-015

By Directors O'Halloran and Peterson

WHEREAS, Indigenous Peoples' Day was first proposed in 1977 by a delegation of Native Nations to the United Nations-sponsored International Conference on Discrimination Against Indigenous Populations in the Americas; and

WHEREAS, Many communities throughout the United States including the City of Milwaukee and Milwaukee County have recognized the 2nd Monday of October as Indigenous Peoples' Day; and

WHEREAS, On October 9, 2019, Governor Tony Evers issued an executive order to rename the holiday traditionally known as Columbus Day, the second Monday of October, as Indigenous Peoples' Day in Wisconsin; and

WHEREAS The United States was built upon the genocide, removal and wars against Native peoples, along with the enslavement of millions of Africans and the annexation through war of one-third of Mexico; and

WHEREAS, Wisconsin is home to 11 federally-recognized tribes: Bad River Band of Lake Superior Chippewa, Ho-Chunk Nation, Lac Courte Oreilles Band of Lake Superior Chippewa, Lac du Flambeau Band of Lake Superior Chippewa, Menominee Tribe of Wisconsin, Oneida Nation, Forest County Potawatomi, Red Cliff Band of Lake Superior Chippewa, St. Croix Chippewa, Sokaogon Chippewa (Mole Lake), and Stockbridge-Munsee, in addition to other, non-federally-recognized tribes; and

WHEREAS, The School Board recognizes that Milwaukee was built upon land taken from the Ojibwe, Menominee, Potawatomi, and Ho-Chunk peoples; and

WHEREAS, In this time of a new awakening in the United States about the deep roots of white supremacy and systemic racism, thanks to the growth of the Black Lives Matter movement, it is important for MPS to examine all aspects of inequity, disproportionality and discrimination within our school system, in this case for Native American students; now, therefore, be it

RESOLVED That every second Monday of October will be Indigenous Peoples' Day in the Milwaukee Public Schools, and, be it

FURTHER RESOLVED, That the District shall encourage staff to use the second Monday in October as an opportunity to reflect upon how to better promote understanding by our students of the Indigenous Peoples of Wisconsin, to celebrate the thriving cultures and values of the Indigenous Peoples, and to stand in solidarity with Indigenous Peoples everywhere; and, be it

FURTHER RESOLVED, That the Board ask the Administration to have the staff of MPS's First Nations Studies Program get input from Native American community partners, staff, parents and students as to how MPS can better serve our Native American students' academic and social and emotion needs and to report back to the school board no later than the December or January board cycle with recommendations.

Referred to the Committee on Student Achievement and School Innovation

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The Board adjourned at 9:36 P.M.

JACQUELINE M. MANN, Ph.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
SEPTEMBER 24, 2020

Regular meeting of the Board of School Directors called to order by President Miller at 6:33 P.M.

Present — Directors Báez, Herndon, O'Halloran, Peterson, Phillips, Siemsen, Taylor, Woodward, and President Miller — 9.
Absent and Excused — None.

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

- Charlene Lombard, a retired teacher at Pulaski High School, who had passed away on August 26, 2020;
- Ann Cunningham, a retired principal at 35th Street School, who had passed away on August 28, 2020;
- Hans Jakobsons, a retired teacher at Sherman School, who had passed away on August 30, 2020;
- Hosea Newson, a retired teacher at Riley School, who had passed away on September 3, 2020;
- Ruby M. Jones, a Food Service Assistant-in-Charge who had passed away on September 11, 2020;
- Jamal M. Sanders, a 12th-grade student at MacDowell Montessori School who had passed away on September 14, 2020;
- Andrea Madison, a retired teacher at Groppi High School, who had passed away on September 16, 2020; and
- Kevin Love, a student of Lad Lake, formerly Washington High, who had passed away on September 22, 2020.

APPROVAL OF MINUTES

The minutes of the special and regular board meetings of August 2020 were approved as printed.

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REPORTS AND COMMUNICATIONS FROM THE SUPERINTENDENT OF SCHOOLS

(Item 1) Monthly Report of the Superintendent of Schools

Background

The Superintendent's Report is designed to provide the Milwaukee Board of School Directors and the MPS community with an update on current activities underway to support the district 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 2020

New MPS School Year Begins with Virtual Learning

Students across the city logged into computers and Chromebooks on September 1 as the 2020–21 school year began with online learning. MPS held a celebration at Siefert School to get students and families excited about learning.

At Siefert, MPS leadership, school board members, and the media gathered to help inspire students for the virtual school year. Along with Principal Wanda Varela Katz, Milwaukee Board of School Directors member Bob Peterson, and MTEA President Amy Mizialko, I shared comments. We wished students success in the new school year and reinforced MPS's commitment to a quality education for every child.

Successful learning has never been more important. We are committed to keeping our students on track and to providing necessary support. Despite the pandemic, we are striving every day to ensure that our children succeed.

MPS educators have taken part in extensive professional development to facilitate online learning and are sharing creative ideas to keep students engaged. School leaders and staff are working diligently to ensure that every student has access to education and can participate fully.

MPS has developed a School Reopening website where families can find everything they need for successful learning. Help is also available through each MPS school.

Families who still need to enroll students should contact an MPS school, visit mpsmke.com/enroll, or call the MPS enrollment hotline at (414) 267-5100.

With the school year underway, my 2020-2021 visits to both early-start and traditional-calendar schools have started. Some of the school communities I have visited thus far include Grant Gordon Learning Center, Gwen T. Jackson, Hopkins Lloyd, James Madison Academic Campus (JMAC), Lancaster, MacDowell Montessori School, Metcalfe, Milwaukee High School of the Arts, Milwaukee Marshall High School, Milwaukee School of Languages, River Trail, Starms, and Vincent High School. It was great to see staff and students engaged in learning!

MPS Expands Times and Adds Meal Sites for the 2020-2021 School Year

Following months of successful meal distribution to MPS students and families at school sites, the district updated breakfast and lunch availability for the start of the new school year. As of August 24, 2020, pickup times have expanded to run from 11:00 a.m. to 1:30 p.m., Monday through Friday. Beginning on September 1, 26 new sites opened for meal distribution.

Due to federal guidelines for school breakfast and lunch programs, only MPS students are eligible to receive meals. To pick up a meal from a Stop, Grab, & Go location, students and families need to provide the student's first and last name or student ID number, the student's school name, and the student's grade level.

Expanding our Stop, Grab, & Go locations and time will help ensure that all our students have access and flexibility to receive nutritious meals during virtual learning.

Spirit Week Activities Culminate on Third-Friday Count Day

Attendance in school is vital every day, and one of the most important days of the school year for attendance is third Friday. On the third Friday of September every year, the Wisconsin Department of Public Instruction counts all students. These numbers are used for calculating state funds that are provided to public schools.

This year's Spirit Week activities culminated on third Friday. Members of the MPS family posted photos and videos using the hashtags #MPSspiritweek and #MPSProud. The Spirit Week's daily themes and descriptions included the following:

- Mask up Monda — Photos wearing your favorite mask or face covering.
- Quaranteam Tuesday — On whom do you rely to get through the pandemic? (Photos, videos, and stories of your quaranteam!)
- Why Wednesday? — Videos on the importance of being in class every day.
- Virtual Ready Thursday — Photos/videos of students' and staffs' home workspaces.

- Fresh Photo Friday — Students logged in to their classes using favorite or customized images as profile pictures. Teachers were asked to send photos of their class showing all the profile pictures.

Visit Your Nearest Twilight Center This Fall

Twilight Centers are providing safe spaces for our young people. This fall, we invite young people to visit our seven Twilight Centers around the city on Monday, Wednesday, and Friday evenings. Twilight Centers offer opportunities for young people to safely spend time with friends though open gym shootaround (one player per hoop), board games, e-sports, snacks, art craft kits (limited time only!), and more!

Twilight Centers are free and open to both MPS and non-MPS students alike.

Between mask mandates, temperature checks, social distancing, room-capacity limits, and cleaning protocols, Milwaukee Recreation is taking every precaution so young people throughout the community can make time with their friends, interact with our staff, and find safe and fun ways to leave the house.

Locations:

- Andrew Douglas Middle School: ages 10-15
- Madison High School: ages 12-18
- North Division High School: ages 12-18
- Obama School of Career & Technical Education: ages 12-18
- Pulaski High School: ages 12-18
- South Division High School: ages 12-18
- Washington High School: ages 12-18
- Bay View High School: Closed for Twilight this fall.

Schedule:

High-school sites are open on Mondays, Wednesdays, and Fridays from 6:00 until 9:00 p.m.

Andrew Douglas Middle School is open on Mondays, Wednesday, and Fridays from 5:00 until 8:00 p.m.

Fall Twilight hours run through December 30, 2020.

Registration for Fall Programs Now Open

Registration for Milwaukee Recreation's fall programs is now open for city of Milwaukee residents!

See our Fall Recreation Guide for the full listing of fun, affordable, and accessible programs designed for every age and ability level.

Classes include dance, fitness, science, art, outdoor education, yoga, and more! Milwaukee Recreation has also unveiled its inaugural adult E-Sports leagues.

How to Register

In-person registration will not be available this season, but participants can register online, via mail, via fax, or over the phone by calling (414) 475-8180.

Visit mkerec.net/HowToRegister for more registration information.

COVID-19 Safety Measures

Safety measures will remain in effect for community center programs. Every class will be limited to nine participants or less. Masks are required for staff and participants over the age of three. Free disposable masks will be available for all participants upon request. Hand-sanitizing stations will also be available; patrons will be asked to wash their hands prior to starting each activity. All recreation staff will follow a regimented cleaning schedule.

While many programs will still be running with new social-distancing measures, several Milwaukee Recreation fall programs have been canceled, including all swim lessons and aquatics classes.

Find the updated list of canceled fall programs online.

Milwaukee Recreation continues to monitor recommended guidelines, which may result in schedule changes or cancelations of activities. Any schedule changes will be communicated to participants as soon as possible. If a class or activity is canceled due to unforeseen circumstances, a full refund will be provided.

While this is an ever-changing situation, it is the goal of Milwaukee Recreation to bring programs and services to the community in the best way possible. We look forward to seeing you at our sites soon!

Hone Your Skills at Milwaukee Recreation's Youth Sports Clinics

Due to the COVID-19 pandemic, all school-based fall Youth Sports leagues have been canceled. The decision was made to protect the safety of student- athletes, staff, and spectators.

As an alternative, the Milwaukee Recreation Youth Sports Office has created a series of instructional opportunities for students in soccer, volleyball, flag football, tennis, girls' basketball, and cross-country fun runs. Unlike the standard school sports registration process, these clinics/lessons will require students to register and pay fees individually to Milwaukee Recreation. In the event financial assistance is needed, families are encouraged to apply for an Everyone Plays! Scholarship.

Online registration and phone registrations (414-475-8410) are open! Spaces for these opportunities are limited to keep group sizes to a minimum, so registering early is strongly recommended.

Masks/face coverings are required for all participants, spectators, staff, and instructors during all Youth Sports programming. We look forward to providing safe and socially responsible sport opportunities to students this fall!

Visit our Youth Sports webpage (mkerec.net/YouthSports) to register and find details on each clinic.

Contact the Youth Sports Office at 414-475-8410 with any questions.

Take Part in Our Fall Wellness Opportunities!

Get motivated and stay energized with Milwaukee Recreation this fall through our September Yoga Challenge and free wellness classes!

September Yoga Challenge

Milwaukee Recreation is celebrating National Yoga Month by conducting a Yoga Challenge. Form a new healthful habit and build a well-rounded yoga regimen throughout September with Milwaukee Recreation!

Post a photo of yourself completing one of our listed yoga poses into our Yoga Challenge Facebook group through September 30, 2020.

For every photo you post, your name will be submitted into a raffle to win a Milwaukee Recreation Fitness Prize Pack:

- First Place: $25 Milwaukee Recreation gift card, yoga mat, and a swag bag of Milwaukee Recreation-branded items.
- Runner-Up: Yoga mat and a swag bag of Milwaukee Recreation-branded items.

Feel free to complete as many of the yoga poses as you would like — whether that is just one or all 30! Multiple entries are encouraged! The contest winner will be announced by October 5, 2020.

Contest Rules

- Each photo posted in the September Yoga Challenge Facebook group will count as one contest entry. Multiple entries are allowed and encouraged!
- Each photo posted must showcase you doing one of the yoga poses from the Yoga Challenge Card. Each photo must be a different pose — you may not post the same pose more than once. Only one post per day is allowed.

Fall Wellness Classes

Class sizes are limited to nine people to maximize social distancing. All programs are free. See online for more information on our wellness programs.

Mil"WALK"ee Walking Club

Join our walking club and explore Milwaukee with us!

Fitness in the Park Yoga

Practicing yoga outdoors has many benefits, including increasing body awareness, strength, and flexibility while connecting you deeper with nature. Join us for an outdoor yoga class that will take you through a series of poses and breath work.

Fitness in the Park Bootcamp

Join us for an outdoor bootcamp class to challenge your entire body! Each class will include some strength, cardio, and stretching exercises to give you a total body workout.

Brewers Community Foundation, American Family Insurance Donate $200,000 to Milwaukee Public Schools to Support Virtual Learning

American Family Insurance and Brewers Community Foundation made a joint $200,000 donation to Milwaukee Public Schools' #ConnectMilwaukee initiative, which will assist students in getting the tools they need for virtual learning.

The initiative will provide internet access and equipment to thousands of MPS students and families as virtual learning continues this year, according to a news release from American Family Insurance.

This is the largest corporate donation to the program and will allow #ConnectMilwaukee to surpass its original fundraising goal of $1 million. Fans who are interested in joining the effort can contribute to the Brewers Community Foundation or send money directly to MPS.

Strategic Plan Compatibility Statement

Goat 1, Academic Achievement
Goat 2, Student, Family and Community Engagement
Goat 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) Update on Legislative Matters or Related Issues Concerning Milwaukee Public Schools

Background

The updates here in writing are being provided on September 15, 2020.

Given the economic impact of the pandemic, it had been anticipated that there would be the need for a 'budget repair bill" before the end of the year. Fortunately, based on revenue figures recently reported by the Legislative Fiscal Bureau, it does not appear that a budget repair bill is needed at this time. Given the instability of the current moment, upcoming revenue estimates and fiscal year end reports will be monitored closely. As school boards head toward making their final adopted budget adjustments in October, there is no change to the second year of the state's biennial budget.

The Wisconsin State Legislature last met on April 15, 2020. A coalition of education partners have been working for weeks to move a legislative package forward that would assist school districts at this difficult time. The package includes a hold harmless student count provision. Currently, it does not appear that the legislature will meet before the end of the year.

At the federal level, while the U.S. House of Representatives successfully passed The HEROES Act several months ago, the Senate's last attempt to pass a package of their own met with failure. At the moment, it is not anticipated that an additional pandemic support package with be enacted before the end of the year. Depending on the results of the election in November, the next window of opportunity for enactment of a federal package of support could be in February, within weeks after the U.S. Presidential Inauguration.

After passage of the CARES Act, The Secretary of Education invented a rule that did not comply with statute that dictated the distribution of ESSER funds to a new category of private schools. To date, the Department of Education has been unable to defend the invented rule in court, and an injunction has been granted against it.

Strategic Plan Compatibility Statement

Goat 1, Academic Achievement
Goat 2, Student, Family and Community Engagement
Goat 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) Information and Discussion on the Legislative Interests of Wisconsin Association of School Boards (WASB),. Region 14

Background

The Wisconsin Association of School Boards (WASB) is dedicated to serving as an advocate for education and students. A non-profit organization, the WASB seeks to advance education through supporting the tradition of local school board control of the state's public schools. The WASB is a member-driven organization that supports, promotes, and advances the interests of public education in Wisconsin.

MPS is the only member of WASB Region 14.

Mr. John Ashley, Executive Director of WASB, will present a brief overview and discussion of the services which WASB offers to its member districts, particularly as they relate to Region 14.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Implication Statement

Board Governance Policy BG 2.13, Board Legislation Program

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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 2020

The Office of Accountability and Efficiency (OAE) was established to enhance transparency, oversight, and accountability to the District's financial operations; to evaluate fiscal performance; and to recommend solutions in furtherance of fiscal stewardship of Milwaukee Public Schools. Each month, the OAE's monthly report will provide a highlight of one area of the OAE's Work Plan and its progress from the previous month.

Work Plan Highlight: Principal's Landing Page

The Office of Accountability and Efficiency maintains the Principal's Landing Page dashboard, which merges data analytics and data visualization to improve the efficiency and effectiveness of the data-driven decision making of school and regional leaders.

During FY21, the OAE will be working to transition day-to-day management of the Principal's Landing page to the Department of Research, Assessment, and Data. Once transitioned, the OAE will continue to provide technical assistance and functional enhancements as needed.

Accountability and Efficiency Services

Between August 19, 2020, and September 15, 2020, Accountability and Efficiency Services fulfilled nine requests for information/research and two constituent inquiries. Additionally, Accountability and Efficiency Services completed five special projects.

During the reporting period, Accountability and Efficiency Services also continued work on the implementation of Resolution 2021R-005, Regional Equity, by beginning work on longitudinal data analysis and visualizations, developing information-gathering methods, and providing analysis of recent community demands and their intersection with historical and current MPS efforts.

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 presented its quarterly compliance performance report to the Board's Committee on Accountability, Finance, and Personnel. Highlights included:

- Fiscal Year 20 reconciliation efforts to date, which resulted in 216 contracts monitored, totaling $247 million dollars;
- approximately 68% of HUB dollars assigned were paid;
- engagement of Mission Aligned Partners providing students with virtual workforce training and employment opportunities during Safer at Home orders; and
- participation in work surrounding Resolution 2021R-008, Contractor Code of Conduct.

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

Strategic Plan Compatibility Statement

Goat 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 the following items from the Report of the Committee on Accountability, Finance and Personnel:

- Item Two, Action on Recommended Administrative Appointments, Promotions, Reassignments and Reclassifications, Salary Increases/Decreases, Limited-term Employment (LTE) Contracts Exceeding Sixty Days, which was set aside at the request of Director Báez;
- Item Ten, Action on a Follow Up to Resolution 2021R-005 by Director Woodward on Central Region Staffing, which was set aside at the request of Director Woodward.

Separate consideration was requested of the following item from the Report of the Committee on Student Achievement and School Innovation:

- Item Two, Action on Resolution 2021R-015 by Directors O'Halloran and Peterson Regarding Indigenous Peoples' Day, was set aside at the request of Director O'Halloran.

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

Present — Directors Báez, Herndon, O'Halloran, Peterson, Phillips, Siemsen, Taylor, Woodward, and President Miller — 9.
Absent and Excused — None.

REPORT OF THE COMMITTEE ON ACCOUNTABILITY, FINANCE, AND PERSONNEL

Director Philips 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 Remote Work Plan Report

Classified Personnel Transactions

Code	Name	Position	Salary	Date
New Hires				
2	Joshua Adams Washington	Building Service Helper I	$13.36/hr.	08/10/2020
2	Searra Berry	Building Service Helper I	$13.36/hr.	08/10/2020

Code	Name	Position	Salary	Date
5	Todd Borts	Building Service Helper I	$13.36/hr.	08/24/2020
2	Jessica Carter	Building Service Helper I	$13.36/hr.	08/03/2020
2	Veronica Cobb	Building Service Helper I	$13.36/hr.	08/24/2020
2	Teela Gray	Building Service Helper I	$13.36/hr.	08/10/2020
4	Martin Islas	Building Service Helper I	$13.36/hr.	08/10/2020
2	Jakobe Jones	Building Service Helper I	$13.36/hr.	08/24/2020
2	Joseph Mc Vane	Building Service Helper I	$13.36/hr.	08/03/2020
2	Shaquanna Randall	Building Service Helper I	$13.36/hr.	08/03/2020
2	Crispus Roberson	Building Service Helper I	$13.36/hr.	08/03/2020
2	Ashley Splunge	Building Service Helper I	$13.36/hr.	08/24/2020
2	Andrea Swam	Building Service Helper I	$13.36/hr.	08/24/2020
2	Earl Taylor	Building Service Helper I	$13.36/hr.	08/24/2020
2	Shainqua Winters	Building Service Helper I	$13.36/hr.	08/03/2020
2	Herbert Forbes	Boiler Attendant Trainee	$36,652.00	08/10/2020
2	La Wonder Carruthers	Children's Health Assistant	$17,918.00	08/25/2020
2	Camilia Russell	Children's Health Assistant	$17,918.00	08/25/2020
2	Tatiana Thomas	Children's Health Assistant	$17,918.00	08/25/2020
2	Lanea Thompson	Children's Health Assistant	$17,918.00	08/25/2020
3	Seng Vang	Children's Health Assistant	$17,918.00	08/25/2020
4	Thomas Courtney	IT Service Technician	$51,693.00	08/04/2020
2	Allen Alston	Para Ed Assistant	$20,779.44	08/10/2020
5	Ben Ashcraft	Para Ed Assistant	$18,642.00	08/25/2020
4	Nancy Avila Diaz	Para Ed Assistant	$18,642.00	08/25/2020
4	Julissa Aviles	Para Ed Assistant	$18,642.00	08/25/2020
2	Rodney Bailey	Para Ed Assistant	$18,642.00	08/10/2020
2	Paul Barno	Para Ed Assistant	$20,470.00	08/25/2020
5	Chelsea Bell	Para Ed Assistant	$18,642.00	08/10/2020
2	India Blunt	Para Ed Assistant	$18,642.00	08/27/2020
2	Vanessa Brown	Para Ed Assistant	$18,642.00	08/25/2020
2	Maria Caldwell	Para Ed Assistant	$18,642.00	08/25/2020
2	Lequandra Camble	Para Ed Assistant	$18,642.00	08/12/2020
2	Adrienne Davis	Para Ed Assistant	$18,642.00	08/10/2020
2	Amber Eisch	Para Ed Assistant	$18,642.00	08/25/2020
2	David Fliss	Para Ed Assistant	$18,642.00	08/25/2020
2	Mariesha Flowers	Para Ed Assistant	$18,642.00	08/25/2020
2	Rakenya Fowler	Para Ed Assistant	$18,642.00	08/25/2020
5	Taylor Gray	Para Ed Assistant	$18,642.00	08/25/2020
2	Trean Gray	Para Ed Assistant	$18,642.00	08/10/2020
2	Justin Green	Para Ed Assistant	$18,642.00	08/10/2020
5	Morgan Guenthner	Para Ed Assistant	$18,642.00	08/10/2020
5	Brian Handy	Para Ed Assistant	$18,759.84	08/25/2020
4	Brianna Hernandez	Para Ed Assistant	$18,642.00	08/25/2020
5	Milo Hill	Para Ed Assistant	$18,642.00	08/25/2020
2	Crystelle Hinton	Para Ed Assistant	$18,642.00	08/25/2020
5	Kimberly Hornaday	Para Ed Assistant	$21,156.00	08/25/2020
2	Arthelia Johnson	Para Ed Assistant	$18,642.00	08/25/2020
2	Kimla Johnson	Para Ed Assistant	$19,099.00	08/25/2020
2	Natesha Kelly	Para Ed Assistant	$18,642.00	08/10/2020
3	Hana Kim	Para Ed Assistant	$18,642.00	08/25/2020
5	Michael Kostich	Para Ed Assistant	$18,642.00	08/25/2020
2	Jack Mable	Para Ed Assistant	$18,642.00	08/10/2020
2	Lynette Mason	Para Ed Assistant	$18,642.00	08/25/2020
5	Joan Maurer	Para Ed Assistant	$18,642.00	08/28/2020
5	Fiona McGilligan	Para Ed Assistant	$18,642.00	08/25/2020
4	Caitlyn Mc Williams	Para Ed Assistant	$18,642.00	08/25/2020
2	Jacqueline Miller	Para Ed Assistant	$18,642.00	08/25/2020
2	Kelly Mitchell	Para Ed Assistant	$19,785.00	08/25/2020
2	Pauline Mitchell	Para Ed Assistant	$22,526.00	08/10/2020
4	Alcione Morrow	Para Ed Assistant	$22,526.00	08/25/2020
5	Jonah Ness	Para Ed Assistant	$18,642.00	08/13/2020
4	Hodna Nuemberg	Para Ed Assistant	$18,642.00	08/25/2020

Code	Name	Position	Salary	Date
2	Nichelle Nunn	Para Ed Assistant	$18,642.00	08/25/2020
2	JVontae Pace	Para Ed Assistant	$18,642.00	08/25/2020
4	Camille Parra	Para Ed Assistant	$18,642.00	08/25/2020
3	Htoo Paw	Para Ed Assistant	$18,642.00	08/10/2020
4	Reyes Perez	Para Ed Assistant	$20,196.00	08/25/2020
2	Dominique Pettis	Para Ed Assistant	$18,642.00	08/25/2020
5	Paige Pierzchalski	Para Ed Assistant	$18,642.00	08/25/2020
5	Melissa Pietrzak	Para Ed Assistant	$21,841.00	08/10/2020
5	Edward Possing	Para Ed Assistant	$24,857.00	08/25/2020
2	Wendelin Robinson	Para Ed Assistant	$18,642.00	08/10/2020
4	Nancy Rodriguez	Para Ed Assistant	$23,082.00	08/25/2020
5	Fatima Roudjiat	Para Ed Assistant	$19,099.00	08/26/2020
2	Tiffani Royal	Para Ed Assistant	$18,642.00	08/10/2020
2	Kim Samuels	Para Ed Assistant	$18,642.00	08/24/2020
4	Abigail Santiago	Para Ed Assistant	$18,642.00	08/20/2020
5	Linda Sawyer	Para Ed Assistant	$18,642.00	08/25/2020
5	Kimberlin Schaid	Para Ed Assistant	$22,125.84	08/25/2020
2	Tiairra Scott	Para Ed Assistant	$18,642.00	08/25/2020
2	Philip Scott Dotson	Para Ed Assistant	$18,642.00	08/10/2020
4	Kevin Solis	Para Ed Assistant	$21,750.00	08/25/2020
2	Kendra Spain	Para Ed Assistant	$18,642.00	08/25/2020
2	Jonathan Springfield Burnett	Para Ed Assistant	$18,642.00	08/25/2020
2	Craig Starks	Para Ed Assistant	$18,642.00	08/25/2020
5	Kathleen Swoboda	Para Ed Assistant	$18,642.00	08/10/2020
5	Pamela Tamadge	Para Ed Assistant	$18,642.00	08/25/2020
5	Brian Thomas	Para Ed Assistant	$18,642.00	08/10/2020
2	Shundal Tillman Jr.	Para Ed Assistant	$18,642.00	08/25/2020
4	Fernanda Torres	Para Ed Assistant	$18,642.00	08/25/2020
2	Jazmin Warner	Para Ed Assistant	$18,642.00	08/25/2020
2	Kizzy Williams	Para Ed Assistant	$18,642.00	08/17/2020
5	Hannah Zanoni	Para Ed Assistant	$18,642.00	08/25/2020
5	Kristine McEvilly	School Bookkeeper — 10-month	$37,075.00	08/20/2020
2	Raven Hampton	School Nursing Associate	$39,701.00	08/25/2020
2	Loretta Lee	School Nursing Associate	$43,247.93	08/10/2020
2	James Rimmer	School Nursing Associate	$39,701.00	08/25/2020
2	Brenda King	School Secretary I — 10-month	$28,620.83	08/03/2020
4	Jessica Ramos	School Secretary I- 10-month	$27,676.03	08/28/2020
2	Camille Cole	School Secretary I — 12-month	$31,934.13	08/06/2020
5	Maria McCutchin	School Secretary I — 12-month	$34,390.60	08/10/2020
2	Daquona McGee	School Secretary I — 12-month	$31,934.13	08/12/2020
2	Kaitlin Burnside	School Secretary I — Hourly — 10-month	$16.12/hr.	08/18/2020
5	Richard Wood	School Engineer I	$46,833.00	08/24/2020
2	Dominque Ward	Social Work Aide II	$17,859.84	08/10/2020
Promotions				
2	Cazzie Smith	Boiler Attendant Trainee	$36,652.00	08/10/2020
2	Carolyn Watson	Boiler Attendant Trainee	$39,706.00	08/10/2020
5	Gerard Darby	Boiler Attendant	$43,778.00	08/03/2020
2	Betty Ross	Boiler Attendant	$42,760.00	08/24/2020
2	Jaquetta Battle	Food Service Assistant — In Charge	$14.60/hr.	08/25/2020
2	Shaneika Battle	Food Service Assistant — In Charge	$14.60/hr.	08/10/2020
2	Laura Ruley	Food Service Assistant — In Charge	$14.60/hr.	08/25/2020
2	Ruby Jones	Food Service Assistant — In Charge	$15.62/hr.	08/25/2020
2	Tonya Smith	Food Service Assistant — In Charge	$18.67/hr.	08/25/2020
2	DeMarcus Groce	Para Ed Assistant — Parent Involvement	$18,642.00	08/25/2020
5	Shana Harvey	Para Ed Assistant	$18,642.00	08/26/2020
2	Dawn Jackson	Para Ed Assistant	$22,526.00	08/10/2020
5	Peter Leshin	Para Ed Assistant	$20,470.00	08/28/2020
2	Ashley Veasley	Payroll Assistant II	$48,004.96	08/03/2020
2	TeShae Herron	School Secretary I — 10-month	$28,620.83	08/17/2020
4	Sierra Paniagua	School Secretary I — 10-month	$24,841.64	08/17/2020
5	Theresa Placek	School Secretary I — 10-month	$25,786.44	08/03/2020

Code	Name	Position	Salary	Date
2	Kenturah Edwards	School Engineer I	$46,833.00	08/24/2020
2	Jimika Martin	School Engineer I	$47,851.00	08/24/2020
2	Raymond Moody	School Engineer I	$57,014.00	08/24/2020
2	Craig Ninham	School Engineer I	$47,851.00	08/24/2020
2	Herman Redd	School Engineer II	$52,941.00	08/24/2020
2	Timothy Salaam	School Engineer II	$53,959.00	08/24/2020
2	Katrina Gooden	School Kitchen Manager III	$35,391.00	08/10/2020
2	Barbara Bailey	Secretary II	$48,621.20	08/03/2020
2	Sandra Hucks	Social Work Aide II	$18,183.10	08/10/2020
Rehires				
2	Victoria Winston	Building Service Helper I	$13.36/hr.	08/24/2020
2	Beverly McNealey	Children's Health Assistant	$17,918.00	08/25/2020
5	Amy Mehling	Interpreter	$40,520.00	08/25/2020
5	Sara Bailey	Para Ed Assistant — Parent Involvement	$22,526.00	08/25/2020
2	Anthony Hibbler	Para Ed Assistant — Parent Involvement	$24,857.00	08/10/2020
2	Michelle Thornton	Para Ed Assistant — Parent Involvement	$20,470.00	08/25/2020
5	Katherine Valentyn	Para Ed Assistant — Parent Involvement	$30,035.00	08/25/2020
5	Jennifer Aicher	Para Ed Assistant	$22,526.00	08/26/2020
2	Geraldine Basterash	Para Ed Assistant	$22,526.00	08/10/2020
2	Levita Davis	Para Ed Assistant	$18,642.00	08/25/2020
2	Nakita Grant	Para Ed Assistant	$21,156.00	08/25/2020
2	Jeanetta Hale	Para Ed Assistant	$19,785.00	08/10/2020
2	Carl Love	Para Ed Assistant	$22,526.00	08/10/2020
5	Aaron Shayhom	Para Ed Assistant	$21,156.00	08/26/2020
5	Amy Skrbin	Para Ed Assistant	$21,841.00	08/25/2020
2	Carel Towns	Para Ed Assistant	$20,470.00	08/25/2020
2	Delia Williams	Para Ed Assistant	$19,785.00	08/10/2020
5	Cynthia Zielinski	Para Ed Assistant	$18,642.00	08/25/2020
4	Anitra Galindo	School Secretary I — 10-month	$30,510.00	08/26/2020
2	Jenise Vinson	School Secretary I — 10-month	$25,786.44	08/17/2020
4	Madeline Borges	School Secretary I — 11-month	$33,561.46	08/24/2020

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

School Support Teacher

Codes	Name	Appointment	Salary	Date
5, r	Levie, Carl W	School Support Teacher	$44,325.00	8/25/2020

Teachers

Codes	Name	Appointment	Salary	Date
5, nr	Acker, Caitlin N	Gen'l Elem & K5 — All Grades	$44,325.00	8/25/2020
5, nr	Baker, Amber	Class-size Reduction	$44,325.00	8/25/2020
2, nr	Brown, Jasper L	Gen'l Elem & K5 — All Grades	$44,325.00	8/25/2020
5, r	Bubloni, Alison M	Gen'l Elem & K5 — All Grades	$44,325.00	8/25/2020
4, r	Cardona, Oliver L	AMP Music	$44,325.00	8/25/2020
3, nr	Chung, Bryan	Music	$44,325.00	8/25/2020
2, r	DeJohnett, Paige D	Gen'l Elem & K5 — All Grades	$44,325.00	8/25/2020
5, nr	Diderrich, Mary	Gen'l Elem & K5 — All Grades	$44,325.00	8/25/2020
5, r	Doody, Erin L	Gen'l Elem & K5 — All Grades	$44,325.00	8/25/2020
5, nr	Doyle, Timothy	AMPHPE	$47,583.00	8/25/2020
5, r	Drana, Janney	Gen'l Elem & K5 — All Grades	$44,325.00	8/25/2020

Codes	Name	Appointment	Salary	Date
5, nr	F erry, Matthew	AMPHPE	$50,943.00	8/25/2020
5, r	Francis, Madison	AMP Music	$44,325.00	8/25/2020
5, nr	George, Kari L	Gen'l Elem & K5 — All Grades	$62,244.00	8/25/2020
5, nr	George, Nathan D	AMPHPE	$62,244.00	8/25/2020
5, nr	Grant, Daniel J	Spec Ed Multi-categorical	$66,978.00	8/25/2020
2.r	Gray, Kellesha S	Spec Ed Multi-categorical	$44,325.00	8/25/2020
5, nr	Hahn, Megan R	Gen'l Elem & K5 — All Grades	$44,325.00	8/25/2020
5, nr	Haley, Taylor	AMPHPE	$50,841.00	8/25/2020
2, r	Ham, Deneitra J	Gen'l Elem & K5 — All Grades	$52,470.00	8/28/2020
5, nr	Hauner, Jenna L	Kindergarten (four-year-olds)	$50,841.00	8/25/2020
5, nr	Hemze, Erin M	Gen'l Elem & K5 — All Grades	$44,325.00	8/25/2020
5, nr	Houlihan, Daniel E	Hearing Impaired	$65,196.00	8/25/2020
5, nr	Krafcheck, Calvin	AMPHPE	$44,325.00	8/25/2020
3, nr	Kue, Bianca J	AMP Music	$49,212.00	8/25/2020
5, r	Lane, Katherine R	AMP Music	$44,325.00	8/25/2020
5, nr	Lyons, Haley J	Art	$54,099.00	8/25/2020
4, nr	Macadaeg, Anthony F	AMPHPE	$49,212.00	8/25/2020
5, nr	Moczulewski, Rebecca L	Art	$52,470.00	8/25/2020
4, r	Mora, Eva M	Music	$44,325.00	8/25/2020
3, r	Moua, Bao Y	Gen'l Elem & K5 — All Grades	$52,470.00	8/25/2020
5, r	Nell, Grace	Gen'l Elem & K5 — All Grades	$49,161.00	8/25/2020
5, r	Papa, Geralynne S	Gen'l Elem & K5 — All Grades	$55,728.00	8/25/2020
5, nr	Pfaff, Brittany	AMP Music	$50,841.00	8/25/2020
5, r	Plummer, Kathleen	Kindergarten (four-year-olds)	$52,470.00	8/25/2020
l, nr	Prag, Alexis	Gen'l Elem & K5 — All Grades	$62,244.00	8/25/2020
5, nr	Radomsky, Caroline M	Gen'l Elem & K5 — All Grades	$44,325.00	8/25/2020
5, nr	Rhea, Joshua	AMPHPE	$44,325.00	8/25/2020
5, nr	Riesch, Casey E	Gen'l Elem & K5 — All Grades	$44,325.00	8/25/2020
5, r	Ronk, Matthew R	Art	$49,212.00	8/25/2020
5, r	Ryan, Carly	Gen'l Elem & K5 — All Grades	$44,325.00	8/25/2020
5, nr	Ryan, Emily	Multicategorical Comp. Sen	$44,325.00	8/25/2020
5, nr	Schumacher, Melissa LeeAnn	Spec Ed Multi-categorical	$49,212.00	8/25/2020
4, r	Segovia Van Berkel, Lucia V	Gen'l Elem & K5 — All Grades	$44,325.00	8/25/2020
5, nr	Sterling, Angela	SAGE	$62,244.00	8/25/2020
5, nr	Tranel, Andy	AMPHPE	$66,978.00	8/25/2020
5, nr	Ullmann, Lauren	AMPHPE	$44,325.00	8/25/2020
5, r	Weber, Lisa	AMP Art	$58,069.00	8/25/2020

School Counselors

Codes	Name	Appointment	Salary	Date
2, r	Joy, Jaleesa S	Guidance	$54,506.00	8/25/2020
2, nr	Levy, Aryahna S	Guidance	$47,379.00	8/25/2020
5, nr	Stewart, Melissa L	Guidance	$66,978.00	8/25/2020

Speech Pathologists

Codes	Name	Appointment	Salary	Date
5, r	Finch, Anna S	Speech Pathology	$49,887.00	8/25/2020
5, r	Sampson, Bridget	Speech Pathology	$49,887.00	8/25/2020
5, nr	Zavitz, Elizabeth A	Speech Pathology	$49,887.00	8/13/2020

School Social Workers

Codes	Name	Appointment	Salary	Date
5, nr	Bochler, Allie K	Gen'l Elem & K5 — All Grades	$55,639.00	8/17/2020
2, nr	Greer, Bonness	Social Work	$55,639.00	8/25/2020
2, r	Knox, Shafeanta S	School Social Work	$55,639.00	8/17/2020
4, r	Lamers Hernandez, Sandra L	Social Work	$59,203.00	8/17/2020
5, r	Laux Kocis, Brianna R	School Social Work	$55,639.00	8/17/2020
5, nr	Morrison, Kristi L	Social Work	$55,639.00	8/24/2020
5, r	Post, Kailee	Social Work	$55,639.00	8/17/2020
2, r	Redd, Shameka	Social Work	$55,639.00	8/17/2020

Codes	Name	Appointment	Salary	Date
5, r	Schorse, Sara	School Social Work	$55,639.00	8/17/2020
2, r	Taylor, Terri Denise	School Social Work	$55,639.00	8/17/2020

School Social Workers, Early Start

Codes	Name	Appointment	Salary	Date
5, r	Haug, Megan	School Social Work	$60,984.00	8/17/2020
5, r	Shannon, Jorie	School Social Work	$55,639.00	8/17/2020
5, nr	Stengard, Bryann A	School Social Work	$55,639.00	8/3/2020

Occupational Therapist

Codes	Name	Appointment	Salary	Date
5, nr	Ganshirt, Jaclyn	Therapist — Occupational	$52,861.00	8/25/2020

Teachers, Early Start

Codes	Name	Appointment	Salary	Date
5, nr	Andrews, Alexa L	Music	$44,325.00	8/10/2020
5, r	Bartel, John	Social Studies	$52,470.00	8/10/2020
5, r	Beams, Mark	Mathematics	$44,325.00	8/10/2020
5, nr	Becker, Hannah M	English	$49,161.00	8/10/2020
5, nr	Berube, Sara L	English as a Second Language	$49,212.00	8/17/2020
5, nr	Buck, Andrew Clinton	AMP Music	$57,357.00	8/10/2020
2, r	Carson, Amanda	Gen'l Elem & K5 — All Grades	$44,325.00	8/10/2020
5, nr	Danahey, Michael	Spec Ed Multi-categorical	$44,325.00	8/10/2020
5, r	Duerst, Logan P	Social Studies	$50,943.00	8/10/2020
5, r	Fish, Nicholas C	English as a Second Language	$49,212.00	8/17/2020
5, r	Gorecki, Laura J	Social Studies	$59,851.00	8/10/2020
5, r	Groeschl, Greg	Science	$66,978.00	8/10/2020
5, r	Hannan, Jeff A	Social Studies	$58,069.00	8/10/2020
5, r	Harvey, Lauren M	English as a Second Language	$52,470.00	8/17/2020
2, r	Hilmes, Christian L	Social Studies	$44,325.00	8/10/2020
3, nr	Jan, ShaunL	Science	$44,325.00	8/10/2020
5, nr	Keller, Gillian	Cat Math Mid	$44,325.00	8/10/2020
2, r	Kitchens, Antonio	Specialty Program Implementor	$44,325.00	8/10/2020
3, nr	Korthals, Grace E	Social Studies	$44,325.00	8/10/2020
5, r	Lenczner Bagdasarian, Alec D	Science	$44,325.00	8/10/2020
2, r	Madison, Natalie X	Spec Ed Multi-categorical	$44,325.00	8/10/2020
5, r	Meldman, Rebecca L	Bilingual Education	$44,325.00	8/10/2020
2, r	Myers, LaKeshia N	Foreign Language	$63,414.00	8/10/2020
5, r	Osiecki, Leah N	Social Studies	$44,325.00	8/10/2020
5, nr	Retterath, Matthew T	English as a Second Language	$44,325.00	8/10/2020
2, r	Rose, Ebony	Social Studies	$56,288.00	8/10/2020
2, r	Sampson, Chiaka A	Science	$66,978.00	8/10/2020
3, r	Sayarath, Tony T	Mathematics	$44,325.00	8/10/2020
5, nr	Schulz, Devin Russell	Social Studies	$44,325.00	8/24/2020
5, nr	Spoerk, Mark J	MACHINE SHOP	$66,978.00	8/17/2020
2, nr	Stokes, Calla M	Gen'l Elem & K5 — All Grades	$44,325.00	8/25/2020
5, r	Thies, Kimberly Beth	English	$66,978.00	8/10/2020
5, r	Voith, Anne C	Foreign Language	$44,325.00	8/10/2020
2, nr	Webb, Anita Reketti	SAGE	$44,325.00	8/10/2020
5, r	Wellens, Austin M	Social Studies	$44,325.00	8/10/2020
5, nr	Youngbauer, Kayce A	SAGE	$44,325.00	8/10/2020

School Counselor, Early Start

Codes	Name	Appointment	Salary	Date
5, r	Lockwood, Kelly L	Guidance	$72,323.00	8/24/2020

Speech Pathologist, Early Start

Codes	Name	Appointment	Salary	Date
4, r	Zuniga Solarte, Carolina	Speech Pathology	$60,954.96	8/11/2020

School Psychologists

Codes	Name	Appointment	Salary	Date
4, r	Espinosa, Yajaira	C.S. — Psychological Services	$57,141.00	8/17/2020
5, nr	Gransee, Glenna	C.S. — Psychological Services	$57,141.00	8/17/2020
5, nr	Morgan, Scott A	C.S. — Psychological Services	$83,272.00	8/17/2020
2, r	Shelboume, Fada C	C.S. — Psychological Services	$57,141.00	8/17/2020

Physical Therapist

Codes	Name	Appointment	Salary	Date
5, nr	Schaefer, Benjamin	Therapist — Physical	$51,009.00	8/25/2020

Intern Teachers

Codes	Name	Appointment	Salary	Date
2, r	Allen, Lakeisha M	SAGE	$43,537.00	8/25/2020
5, r	Bate, Kristen	AMP Music	$43,537.00	8/25/2020
2, r	Brewer, Kayla	Early Childhood — Spec Ed	$43,537.00	8/25/2020
2, r	Christian Winters, Shirlyn F	Gen'l Elem & K5 — All Grades	$43,537.00	8/25/2020
5, nr	Cole, Amy L	Multicategorical Comp. Sen	$43,537.00	8/25/2020
4, r	Couto, Peter	Gen'l Elem & K5 — All Grades	$43,537.00	8/25/2020
5, nr	Darmedru, Christopher	Gen'l Elem & K5 — All Grades	$43,537.00	8/25/2020
5, nr	F ahey, Jackson	AMP Music	$43,537.00	8/25/2020
2, r	Garner, Sara D	Early Childhood — Spec Ed	$43,537.00	8/25/2020
5, nr	Hamiel, Patrick M	Spec Ed Multi-categorical	$43,537.00	8/25/2020
5, r	Heinrich, Meaghan	AMP Music	$44,325.00	8/25/2020
5, nr	Jenovai, Karen M	Early Childhood — Spec Ed	$43,537.00	8/25/2020
5, nr	Lloyd, Rebecca	AMP Art	$43,537.00	8/25/2020
5, r	Marcheschi, Michael T	Gen'l Elem & K5 — All Grades	$43,537.00	8/25/2020
2, r	McBride, Aneka	Gen'l Elem & K5 — All Grades	$43,537.00	8/25/2020
5, r	Moore, Emily	Regular (five-year-old) Kindergarten	$43,537.00	8/25/2020
2, r	Odunna, Ijeoma J	Spec Ed Multi-categorical	$43,537.00	8/25/2020
4, r	Perez, Reyes J	AMPHPE	$43,537.00	8/25/2020
5, nr	Rate, Rebecca L	Gen'l Elem & K5 — All Grades	$43,537.00	8/25/2020
4, nr	Valentin, Kristin M	AMP Music	$43,537.00	8/25/2020
5, r	Vlaj, Maggie N	Gen'l Elem & K5 — All Grades	$43,537.00	8/25/2020

Permit Teachers

Codes	Name	Appointment	Salary	Date
2, r	Branch, Angela T	SAGE	$43,537.00	8/25/2020
5, nr	Hemp, Robert B	Gen'l Elem & K5 — All Grades	$43,537.00	8/24/2020
5, nr	Riche, Jordan D	Health & Phy Ed	$43,537.00	8/24/2020
4, nr	Schmid, Samantha C	Multicategorical Comp. Sen	$43,537.00	8/28/2020
5, r	Solveson, Christine M	Foreign Language	$43,537.00	8/10/2020

Codes	Counts				
	Teachers	SSWs	Psychologists	Other	Total
1 Native American	1	0	0	0	1
2 African American	19	4	1	2	26
3 Asian/Oriental/Pacific Islander	6	0	0	0	6
4 Hispanic	8	1	1	1	11
5 White	77	8	2	7	94
6 Other	0	0	0	0	0
7 Two or More Ethnic Codes	0	0	0	0	0
Male	40	0	1	1	42
Female	71	13	3	9	96

nr Non-resident
r Resident

Leaves of Absence

	Present Assignment	Effective From
Illness Leave, August 2020		
Jaclyn Ganshirt	Occupational Therapy	8/24/2020

Report on Certificated Resignations and Classified Retirements

Certificated Resignations

Reason	Yrs Svc	Code	Name	Position	Location	Date
Retire	30.8	5	Nancy Beitzel	Teacher	Story	10/24/2020
Retire	18.0	5	Cynthia Blaser	Teacher	Central Svcs	08/12/2020
Personal	6.0	7	Gina Jensen	Teacher	Meir	08/06/2020
Retire	22.3	5	Donald Byrne	Teacher	Humboldt Park	06/12/2020
Retire	35.0	5	Brenda Fogel	Spec Ed Sup	Central Svcs	11/30/2020
Personal	4.0	4	Virginia Gomez Arroyo	Teacher	Fratney	08/14/2020
Other Dist	1.0	5	Tyler Haim	Teacher	Gaenslen	08/10/2020
Personal	2.0	5	Lisa Holewa	Teacher	Craig	08/05/2020
Personal	16.0	5	Janet Kalmer	Teacher	Pratt	08/16/2020
Other Dist	7.0	5	Kristina Lak	Teacher	Meir	08/12/2020
Other Dist	1.9	2	Britney Melvin	Teacher	Dr. King Elem	07/31/2020
Retire	26.0	5	Dena Radtke	Manager II	Central Svcs	09/11/2020
Personal	0.1	5	Aaron Reese	Speech Path	Bethune	08/24/2020
Personal	2.6	2	Valencia Robinson	Teacher	Obama SCTE	08/06/2020
Personal	6.9	6	Megan Shepard Smith	Teacher	Washington	08/07/2020
Other Dist	4.0	7	Alison Simons	Teacher	Milw Sign Lang	08/07/2020
Other Dist	2.7	2	Athena Thierry	Teacher	Cass	06/29/2020
Retire	21.3	5	Michael Wall	Teacher	Grant	08/11/2020
Other Dist	7.0	5	Casey Wey	Teacher	Allen Field	08/04/2020
Other Dist	3.0	5	Nathan Wichert	Teacher	Rufus King HS	08/05/2020

Classified Retirements

Reason	Yrs Svc	Code	Name	Position	Location	Date
Retire	6.3	5	Mary Balistreri	Secretary	Washington HS	08/06/2020
Retire	20.4	5	Arleen Brumirski	Acctg Asst	Finance Dept	08/07/2020
Retire	29.9	2	Julia Cooper Felts	Para	North Division	08/03/2020
Retire	2.4	5	Lori Eshleman	Secretary I	Neeskara	08/13/2020
Retire	17.8	5	Amy Fritz	Para	MacDowell	08/21/2020
Retire	23.9	5	Kay Gajewski	FSA In Chg	Garland	08/21/2020
Retire	23.5	2	Mark Gray	Engineer I	Barton	08/07/2020
Retire	37.9	5	Anthony Mane	Para	Parkside	08/03/2020
Retire	25.2	2	Joseph Peterson	Boiler Att	North Division	08/21/2020
Retire	32.6	2	Zelner Richards	Para	Riverwest	08/04/2020
Retire	45.3	2	Glover Warfield Jr	Para	Marshall	08/03/2020

Affirmative Action Report

The Affirmative Action monthly personnel transaction report for August 2020 is attached to the ,inutes of your Committee's meeting. This is an informational item, and no action is required.

Remote Work Plan Report

Below is the Remote Work Plan Report for September 2020. This is an informational item, and no action is required.

Total Remote Work Forms That have been received by 9/10/2020, by Office*	
Office	Total Forms Submitted
Academics	499
Accountability & Efficiency	6
Board Governance	1
Communications & School Performance	85
Finance	95

Total Remote Work Forms That have been received by 9/10/2020, by Office*	
Office	Total Forms Submitted
Human Resources	7
School Administration	11
School based	3,889
Superintendent	2
Total Received	4,595

*All district staff have been directed to maximize the amount of remote work consistent with the Board's action.

Fiscal Impact Statement

Authorized expenditures were previously approved in the FY21 budget.

Implementation and Assessment Plan

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

Committee's Recommendation

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

Adopted 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.

				Salary		
Codes	Name	Appointment	Assignment	Sched	Range	Amount
2, nr	Felicia Saffold	Senior Director, Curriculum and Instruction	Office of the Chief of Academics	03	16A	$110,000
5, nr	Kelly Bolin	Manager I, Financial Reporting	Office of the Chief of Finance	03	11A	$96,227
2, r	Brian Terrell	Manager I, Financial Planning	Office of the Chief of Finance	03	11A	$94,500
5, nr	Katie Skudlarczyk	Talent Management Specialist I	Office of the Chief of Human Resources	03	08A	$81,002
2, r	Cynthia Bush	Assistant Principal I — Sherman	Office of the Chief of School Administration	03	10C	$76,057
5, r	Adrianne Beck	Associate I, Compensation	Office of the Chief of Human Resources	03	03A	$57,825
2, r	Ashley LaMar	Benefits Associate I	Office of the Chief of Human Resources	03	03A	$48,916

Recommended Reassignments

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

Codes	Name	Appointment	Assignment	Salary Sched	Range	Amount
2, r	Nicole Kirksey Davis	Assistant Principal — Morse	Office of the Chief of School Administration	03	11C	$92,438
2, r	Leslie White	Assistant Principal I — Manitoba	Office of the Chief of School Administration	03	10C	$89,420

Recommended LTE Contracts (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	Per-hour Wage	Dates
2, r	LaWanda Baldwin	Comptroller Transition	Office of the Chief of Finance	$50.00	07/20/20-01/20/21
5, r	Susan Apps	Administrator Coaching & Mentoring Program	Office of the Chief of School Administration	$40.00	07/01/20-12/31/20
5, r	Patricia Engbring	Administrator Coaching & Mentoring Program	Office of the Chief of School Administration	$40.00	07/01/20-12/31/20
5, r	Jordan Fishman	Assistant Principal Coaching & Support	Office of the Chief of School Administration	$40.00	07/13/20-12/13/20
5, r	Joseph Hartlaub	Administrator Coaching & Mentoring Program	Office of the Chief of School Administration	$40.00	07/01/20-12/31/20
5, nr	David Hetzer	Hotspot Support & Deployment	Office of the Chief of Communications & School Performance	$40.00	08/10/20-02/09/21
2, r	Payton Anderson	Regional Attendance Support Liaison	Office of the Chief of School Administration	$30.00	08/10/20-12/31 /20
4, r	Ruth Aviles	Induction Specialist	Office of the Chief of Academics	$30.00	07/01/20-12/30/20
5, nr	Mae Beard	Induction Specialist	Office of the Chief of Academics	$30.00	07/01/20-12/30/20
5, r	Doris Bisek	Induction Specialist	Office of the Chief of Academics	$30.00	07/01/20-12/30/20
5, nr	Walter Boyer	Male Vocal Music Instructor	Office of the Chief of School Administration	$30.00	08/10/20-12/23/20
5, r	Heidi Bukowski	Induction Specialist	Office of the Chief of Academics	$30.00	07/01/20-12/30/20
5, r	Michele Butz	Montessori Support	Office of the Chief of School Administration	$30.00	09/01/20-03/01/21
5, r	Geoffrey Carter	Induction Specialist	Office of the Chief of Academics	$30.00	07/01/20-12/30/20
2, r	Gloria Cervantes	Regional Attendance Support Liaison	Office of the Chief of School Administration	$30.00	08/10/20-12/31 /20
5, r	David Chilinski	Trade & Tech Teacher	Office of the Chief of School Administration	$30.00	09/01/20-02/26/20
2, r	Jackie Day	Regional Attendance Support Liaison	Office of the Chief of School Administration	$30.00	08/10/20-12/31 /20
2, r	Jennie Dorsey	Induction Specialist	Office of the Chief of Academics	$30.00	07/01/20-12/30/20
2, r	Kimberly Eubanks	Regional Attendance Support Liaison	Office of the Chief of School Administration	$30.00	08/10/20-12/31 /20
2, nr	Sarita Felder	Induction Specialist	Office of the Chief of Academics	$30.00	07/01/20-12/30/20
2, nr	Dyanna Ferguson	Regional Attendance Support Liaison	Office of the Chief of School Administration	$30.00	08/10/20-12/31 /20
5, nr	Margaret Foerg	Induction Specialist	Office of the Chief of Academics	$30.00	07/01/20-12/30/20

Codes	Name	Position	Assignment	Per-hour Wage	Dates
2, r	Willie Fuller	Induction Specialist	Office of the Chief of Academics	$30.00	07/01/20-12/30/20
5, r	Dale Garman	Regional Attendance Support Liaison	Office of the Chief of School Administration	$30.00	08/10/20-12/31 /20
5, nr	Christopher Geiser	Accompanist	Office of the Chief of School Administration	$30.00	08/10/20-12/23/20
4, r	Juan Guzman	DJ Club Advisor	Office of the Chief of School Administration	$30.00	08/10/20-12/23/20
5, r	Deon Haith	Induction Specialist	Office of the Chief of Academics	$30.00	07/01/20-12/30/20
5, nr	Linda Hake	Induction Specialist	Office of the Chief of Academics	$30.00	07/01/20-12/30/20
2, r	Mary Ann Hall	Regional Attendance Support Liaison	Office of the Chief of School Administration	$30.00	08/10/20-12/31 /20
2, r	Karen Hampton	Regional Attendance Support Liaison	Office of the Chief of School Administration	$30.00	08/10/20-12/31 /20
2, r	Heather Harper	Induction Specialist	Office of the Chief of Academics	$30.00	07/01/20-12/30/20
2, r	Janie Hatton	Induction Specialist	Office of the Chief of Academics	$30.00	07/01/20-12/30/20
2, r	Mary Henry	Induction Specialist	Office of the Chief of Academics	$30.00	07/01/20-12/30/20
2, r	Joyce Hopson	Regional Attendance Support Liaison	Office of the Chief of School Administration	$30.00	08/10/20-12/31 /20
2, r	Justine Hutchins	Induction Specialist	Office of the Chief of Academics	$30.00	07/01/20-12/30/20
5, r	Debbie Karow	Induction Specialist	Office of the Chief of Academics	$30.00	07/01/20-12/30/20
5, r	Robin Kitzrow	Induction Specialist	Office of the Chief of Academics	$30.00	07/01/20-12/30/20
5, nr	Joan Kuehl	Induction Specialist	Office of the Chief of Academics	$30.00	07/01/20-12/30/20
5, r	Nicholas Lang	Percussion Instructor	Office of the Chief of School Administration	$30.00	08/10/20-12/23/20
4 , nr	Diane Ludwig	Induction Specialist	Office of the Chief of Academics	$30.00	07/01/20-12/30/20
2, r	Mondell Mayfield	Induction Specialist	Office of the Chief of Academics	$30.00	07/01/20-12/30/20
2, r	Gloria McGee	Regional Attendance Support Liaison	Office of the Chief of School Administration	$30.00	08/10/20-12/31 /20
5, r	Therese Meurer	Induction Specialist	Office of the Chief of Academics	$30.00	07/01/20-12/30/20
2, r	Charlotte Patterson	Induction Specialist	Office of the Chief of Academics	$30.00	07/01/20-12/30/20
2, r	Nobie Reed	Regional Attendance Support Liaison	Office of the Chief of School Administration	$30.00	08/10/20-12/31 /20
2, r	Valerie Rivas	Regional Attendance Support Liaison	Office of the Chief of School Administration	$30.00	08/10/20-12/31 /20
2, r	Brenda Robinson	Induction Specialist	Office of the Chief of Academics	$30.00	07/01/20-12/30/20
2, r	Kelvin Robinson	Induction Specialist	Office of the Chief of Academics	$30.00	07/01/20-12/30/20
4, r	Aida Roman Cortes	Regional Attendance Support Liaison	Office of the Chief of School Administration	$30.00	08/10/20-12/31 /20
5, r	Cindy Shields	Induction Specialist	Office of the Chief of Academics	$30.00	07/01/20-12/30/20
2, r	Zechariah Simmons	Radio Reagan Advisor	Office of the Chief of School Administration	$30.00	08/10/20-12/23/20

Codes	Name	Position	Assignment	Per-hour Wage	Dates
2, r	Janice Smith	Regional Attendance Support Liaison	Office of the Chief of School Administration	$30.00	08/10/20-12/31 /20
5, r	Carol Stein	MYP/CP Program Support	Office of the Chief of School Administration	$30.00	07/01/20-12/31/20
2, r	Lavonda Stewart-Whitley	Regional Attendance Support Liaison	Office of the Chief of School Administration	$30.00	08/10/20-12/31 /20
5, r	Lauren Vey	Induction Specialist	Office of the Chief of Academics	$30.00	07/01/20-12/30/20
5, r	Robin Waeltz	Induction Specialist	Office of the Chief of Academics	$30.00	07/01/20-12/30/20
5, r	Christine Wilkinson	New Montessori Teacher Mentor	Office of the Chief of School Administration	$30.00	08/17/20-02/17/21
2, r	Nadine Williams	Regional Attendance Support Liaison	Office of the Chief of School Administration	$30.00	08/10/20-12/31 /20
2, r	Ouida Williams	Induction Specialist	Office of the Chief of Academics	$30.00	07/01/20-12/30/20
2, r	Ouida Williams	Regional Attendance Support Liaison	Office of the Chief of School Administration	$30.00	08/10/20-12/31 /20
5, r	John Zablocki	Induction Specialist	Office of the Chief of Academics	$30.00	07/01/20-12/30/20
5, nr	Jessica Das	Dietitian Associate	Office of the Chief of Finance	$26.72	07/13/20-01/13/21
4, r	Maria Navarro	Human Resources Assistant	Office of the Chief of Human Resources	$25.00	04/22/20-10/22/20
5, r	Lisa Mahan	ESL Support	Office of the Chief of School Administration	$20.00	08/10/20-02/10/21
2, nr	Kennedi Adams	Office Support	Office of the Chief of School Administration	$15.00	09/01/20-03/01/21

Codes

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

Fiscal Impact Statement

Authorized expenditures were previously approved in the FY21 budget.

Director Báez moved to

1. approve the Committee's recommendation; and
2. direct the Office of Accountability and Efficiency to conduct an analysis of the hiring diversity of LTE contracts and all contracted staff. Said analysis is to be inclusive of the number of people of color applying and the number of people of color selected for contracted services and identification of the hinderances to contract attainment.

The motion passed, the vote being as follows:

Ayes — Directors Báez, Herndon, O'Halloran, Peterson, Phillips, Siemsen, Taylor, Woodward, and President Miller — 9.
Noes — None.

* * * * *

(Item 3) 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 and Cumulative Purchases in Excess of $50,000; Report on Contract Modifications; Report on Contracts under $50,000 and Cumulative Total Report; Report on Monthly Grant Awards; Acceptance of Donations

Purchases

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 previously-used 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 by 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 first option year for the contract.

The total cost of the contract in the first extension year will not exceed $1,274,250.10

Budget Code: Varies by ordering location..... $1,274,250.10

Prime Contractor Information
- Certified HUB Contractor?.....No
- Total # of Employees 125
- Total # of Minorities..... 77
- Total # of Women 27

HUB Participation
- Required .....NA
- Proposed.....NA
- $ Value .....NA

Student Engagement (hours per 12-month contract)
- Paid Student Employment-hour Commitment 400
- Student Career-awareness Commitment..... 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.

Contract: C028286
Gabriel, Roeder, Smith & Company (GRS)

On February 28, 2019, the Administration requested authorization to enter into a contract with Gabriel, Roeder, Smith & Company (GRS) for pension actuarial services. Additional funds in the amount of $75,000 are now necessary to increase the contract due to the formation of the MPS Pension Plan and Retirement Benefits Taskforce that explored several new retirement-plan design options. Per direction of the MPS Pension Plan and Retirement Benefits Taskforce, GRS analyzed several plan options and provided the district the cost impact under each scenario.

Original Contract Amount	$ 73,875.00
Increase	$ 75,000.00
Adjusted Contract Amount	$ 148,875.00

Report on Contract Modifications

The Administration is reporting contract modifications to contracts that were previously approved by the Board.

Contract: B0001356
Land O' Lakes, Inc.

On June 25, 2020, the Administration was authorized by the Milwaukee Board of School Directors to enter into a first extension of a blanket contract with Land O' Lakes, Inc., to provide finished food products. The vendor's business-entity name was listed incorrectly on the board item as Land O' Lakes. The Administration has verified the vendor name with the vendor's W-9, and the contract shall be executed with the business name listed as Land O' Lakes, Inc.

Contract: C028635
Brink's, Incorporated

On July 30, 2020, the Administration was authorized by the Milwaukee Board of School Directors to enter into a first extension of a blanket contract with Dunbar Armored, Inc., to provide armored car services. Due to a company acquisition, the vendor's business-entity name that was listed on the contract, and approved by the Board, differs from that listed on the vendor's W-9. The Administration has corrected the vendor's name for the execution copy of the contract to match the vendor's W-9, which is listed as Brink's, Incorporated.

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 multiple vendors for products related to the COVID-19 pandemic. Due to the emergency nature of these procurements, these purchases were not previously approved by the Board.

Vendor	PO Number	PO Total	Description of Goods	Procurement Basis
US Cellular	P932703	$10,709.49	Wi-Fi Hotspots for Online Learning	ETB
Kajeet, Inc.	P932708	$810,195.10	Wi-Fi Hotspots for Online Learning	ETB

Routine Monthly Reports

The report on contracts under $50,000 and cumulative total report and the report on monthly grants 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			
A.L.B.A	Zach Lindow Insurance Agency, Inc.	$150.00	Art Support Donation
King High School	Kidz 4 Causes	$125.00	Speech Donation
King High School	Kidz 4 Causes	$125.00	Debate Donation
King High School	Greater Milwaukee Foundation, Inc.	$847.00	Scholarship Donation
Milw. School of Languages	Greater Milwaukee Foundation, Inc.	$960.00	General School Donation
North Division High School	Gina Jorgensen	$157.00	Art Portfolio Donation
	Total Monetary Donations	*$2,364.00*	
Non-monetary Donations			
Marshall High School	Laura Narton	$250.00	Ping Pong Table
School Nutrition	Hunger Task Force	$2,250.00	250 Nutrition Education Material Bags
Financial Services	Molina Healthcare of Wisconsin	$750.00	150 Face Masks
	Total Non-monetary Donations	*$3,250.00*	

Location	Donor	Amount	Gift or Purpose
Total Value for September 2020		$5,614.00	

Fiscal Impact Statement

This item authorizes expenditures as indicated.

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

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

* * * * *

(Item 4) Action on the Award of Professional Services Contracts

RFP 989 Authorization to Extend a Contract with National Vision Administrators, LLC, to Provide Vision Benefits

The Administration is requesting authorization 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 employees includes, but is not limited to, a 100%-covered eye examination and 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 over 82,000 provider locations combined. For MPS 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.

This second contract extension will run from January 1, 2021, through December 31, 2021, with the same terms and rates.

The total cost of the contract term will not exceed $820,000.

Budget Code: DWC-0-0-EMB-DW-EMDI .(Medical Insurance — District-Wide) $820,000

Prime Contractor Information
- Certified HUB Contractor? ..... No
- Total # of Employees 100
- Total # of Minorities 47
- Total # of Women 71

HUB Participation
- Required ..... NA
- Proposed $2,293
- $ Value $2,293

Student Engagement (hours per 12-month contract)
- Paid Student Employment-hour Commitment 300
- Student Career-awareness Commitment 10

Strategic Plan Compatibility Statement

Goat 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 3.09, Purchasing and Bidding Requirements

Fiscal Impact Statement

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

Implementation and Assessment Plan

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

Committee's Recommendation

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

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

* * * * *

(Item 5) Action on the Award of Exception-to-Bid Contracts

Exception 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.

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 are directed to use the primary contractor, but, in the cases where the primary contractor is unable to provide the service for that particular date and time, they can 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)).

The initial contracts ran from October 1, 2019, through July 31, 2020, with the option of two additional one-year extensions at MPS's discretion. Based on the contractors' achievement of those performance metrics, the parties now mutually agree to extend the contract for the first one-year term. As such, the contracts will be extended for the first additional one-year term, from October 1, 2020, through June 30, 2021.

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, LP

HUB Participation
Required 10%
Proposed 10%
$ Value $10,000

Student Engagement (hours per 12-month contract)
Paid Student Employment-hour Commitment 300
Student Career-awareness Commitment 10

First Student, Inc.

HUB Participation
Required 10%
Proposed 10%
$ Value $10,000

Student Engagement (hours per 12-month contract)
Paid Student Employment-hour Commitment 300
Student Career-awareness Commitment 10

UW-Madison Authorization to Enter into a Blanket Agreement with Complete Office of Wisconsin, Inc., dba Emmons Business Interiors, for Education, Classroom Miscellaneous Support Furniture and Related Products

The Administration requests authorization to enter into a blanket agreement with Complete Office of Wisconsin, Inc. dba Emmons Business Interiors ("Emmons Business Interiors") for office, storage, and multi-purpose furniture for school purchasing across the District as manufactured by HON Office.

In accordance with Administrative Policy 3.09(7)(e)(1)(a), the district has not directly engaged in a competitive procurement process for these supplies. Instead, these supplies will be obtained pursuant to the cooperative purchasing agreement with UW-Madison, contract 18-5665. The product categories afforded under this cooperative blanket agreement shall include:

- office partitions and desks
- task seating and stacking chairs
- file cabinetry and other storage solutions
- conference room tables and chairs
- technology and training tables
- soft seating solutions.

This blanket agreement shall run from October 1, 2020, through September 30, 2023. 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 using services $1,000,000

HUB Participation
Required 0%
Proposed 0%
$ Value ..... NA

Student Engagement (hours per 36-month contract)
Paid Student Employment-hour Commitment 900
Student Career-awareness Commitment 30

UW-Madison Authorization to Enter into a Blanket Agreement with Duet Resource Group, Inc., for Education, Classroom Miscellaneous Support Furniture and Related Products

The Administration requests authorization to enter into a blanket agreement with Duet Resource Group, Inc., ("Duet") for furniture as manufactured by Palmer Hamilton and Krueger International (KI).

In accordance with Administrative Policy 3.09(7)(e)(1)(a), the district has not directly engaged in a competitive procurement process for these supplies. Instead, these supplies will be obtained pursuant to the cooperative purchasing agreement with UW-Madison, contract 18-5665. The product categories afforded under this cooperative blanket agreement shall include:

- Palmer Hamilton lunch room tables with attached seating
- Palmer Hamilton multipurpose tables and chairs
- Palmer Hamilton maker space furniture and storage products
- Palmer Hamilton/KI technology and training tables
- KI classroom tables, desks and seating products.

This blanket agreement shall run from October 1, 2020, through September 30, 2023. The total estimated cost of materials purchased under this agreement will not exceed $2,000,000. 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 using services $2,000,000

HUB Participation
Required 0%
Proposed 0%
$ Value ..... NA

Student Engagement (hours per 36-month contract)
Paid Student Employment-hour Commitment 900
Student Career-awareness Commitment 30

AEPA Bid — Authorization to Enter into a Blanket Agreement with School Specialty, Inc., for Furniture, Classroom Instructional Solutions and School Supplies

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

In accordance with Administrative Policy 3.09(7)(e)(1)(a), the district has not directly engaged in a competitive procurement process for these supplies. Instead, these supplies will be obtained pursuant to the cooperative purchasing agreement with the Association of Cooperative Purchasing Agencies (AEPA), Bid #IFB 018-D and Bid #IFB 019-E. The benefits afforded under this cooperative blanket agreement shall include:

- 35% off list price for supply items
- multiple-tiered discounts off list price on furniture
- free shipping on orders of $49.00 or more for supply items; and
- shipping and freight charges are FOB destination; freight has been included in the offered discounts. Inside delivery $45 and liftgate $69.

This blanket agreement shall run from October 1, 2020, through September 30, 2023. The total estimated cost of materials purchased under this agreement will not exceed $5,000,000. 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 using services $5,000,000

HUB Participation
Required 0%
Proposed 0%
$ Value ..... NA

Student Engagement (hours per 36-month contract)
Paid Student Employment-hour Commitment 900
Student Career-awareness Commitment 30

U.S. Communities — Authorization to Enter into a Blanket Agreement with Virco, Inc., for Education, Classroom Miscellaneous Support Furniture and Related Products

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

In accordance with Administrative Policy 3.09(7)(e)(1)(a), the district has not directly engaged in a competitive procurement process for these supplies. Instead, these supplies will be obtained pursuant to the cooperative purchasing agreement with Omnia Partners/U.S. Communities Cooperative piggyback with the Prince William County Public Schools, VA R-TC-18004. The product categories afforded under this cooperative blanket agreement shall include:

- freestanding classroom & school furniture

- seating/chairs
- storage
- technology support furniture
- library furniture
- science laboratory furniture
- early childhood furniture
- audio/visual furniture
- art instructional furniture
- educational office furniture
- soft seating
- music furniture & storage
- special education furniture.

This blanket agreement shall run from October 1, 2020, through September 30, 2023. The total estimated cost of materials purchased under this agreement will not exceed $3,000,000. 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 using services $3,000,000

HUB Participation
Required 0%
Proposed 0%
$ Value ..... NA

Student Engagement (hours per 36-month contract)
Paid Student Employment-hour Commitment 900
Student Career-awareness Commitment 30

Exception Authorization to Issue Purchase Orders to Gateway Education Holdings LLC, D/B/A Savvas Learning Company LLC; Follett School Solutions, Inc.; and Textbook Warehouse LLC for Student Textbooks

The Administration is requesting authorization to issue purchase orders to Gateway Education Holdings LLC, D/B/A Savvas Learning Company LLC ("Savvas"); Follett School Solutions, Inc.; ("Follett") and Textbook Warehouse LLC ("Textbook Warehouse") for previously-adopted student textbooks.

The purchases are needed to relieve textbook shortages district-wide. Schools have been purchasing student textbooks from their local budget for the past five years. The Administration has deemed it necessary to order centrally for the schools and has achieved deeper savings to the District through the bulk orders. The Administration is seeking approval to purchase board-adopted student textbooks for remote learning across the District.

The exception from the requirement of a competitive procurement process for these purchases have been granted on the basis of continuity of goods (Administrative Policy 3.09(7)(e)(1)(b)(iv)).

The total cost of the goods purchased will not exceed $2,468,004.31, and shall be distributed as follows:

Gateway Education Holdings LLC, D/B/A Savvas Learning Company LLC $70,809.14
Follett School Solutions, Inc. $37,993.33
Textbook Warehouse LLC $2,359,201.84

Budget Code: GEN-0-0-INV-DW-EXTB (Textbooks) $2,468,004.31

Gateway Education Holdings LLC, D/B/A Savvas Learning Company LLC

HUB Participation
Required 0%
Proposed 0%
$ Value ..... N/A

Student Engagement (hours per 12-month contract)
Paid Student Employment-hour Commitment 0
Student Career-awareness Commitment..... 0

Follett School Solutions, Inc.

HUB Participation
Required 0%
Proposed..... 0%
$ Value .....N/A

Student Engagement (hours per 12-month contract)
Paid Student Employment-hour Commitment 0
Student Career-awareness Commitment..... 0

Textbook Warehouse LLC

HUB Participation
Required 0%
Proposed..... 0%
$ Value .....N/A

Student Engagement (hours per 12-month contract)
Paid Student Employment-hour Commitment 0
Student Career-awareness Commitment..... 0

Exception Authorization to Issue a Purchase Order to Discovery Education, Inc., for Discovery Education Social Studies Middle School

The Administration requests authorization to issue a purchase order to Discovery Education, Inc., (Discovery Education") for digital licenses for the product Discovery Education Social Studies Middle School.

Discovery Education provides teachers and students with high-quality virtual activities aligned to the Wisconsin Social Studies Standards and social studies content for grades 6-8 in 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. 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 that help bridge gaps between traditional print resources and current virtual social studies learning and information. The licenses will be for all middle-school students in grades 6-8.

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)). Discovery Education is the proprietary owner, creator, and producer of Discovery Education Science and is the sole distributor of the product in Wisconsin.

The total cost of the goods purchased from Discovery Education will not exceed $173,268.

Budget Code: GEN-0-I-CR1-DW-ESWRCOVD (CARES Act Software)..... $173,268

HUB Participation
Required 0%
Proposed..... 0%
$ Value .....N/A

Student Engagement (hours per 12-month contract)
Paid Student Employment-hour Commitment 0
Student Career-awareness Commitment..... 10

Strategic Plan Compatibility Statement

Goat 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 summarized below and as indicated in the attachments to the minutes of your Committee's meeting.

- Durham Schools Services, LP ($100,000) and First Student, Inc. ($100,000) for Field Trip Transportation Services, varies by location using services $200,000
- Complete Office of Wisconsin, Inc., for Education, Classroom Miscellaneous Support Furniture and Related Products, varies by location using services $1,000,000
- Duet Resource Group, Inc., for Education, Classroom Miscellaneous Support Furniture and Related Products, varies by location using services $2,000,000
- School Specialty, Inc., for Education, Classroom Miscellaneous Support Furniture and Related Products, varies by location using services $5,000,000
- Virco, Inc., for Education, Classroom Miscellaneous Support Furniture and Related Products, varies by location using services $3,000,000
- For Student Textbooks, GEN-0-0-INV-DW-EXTB:
  - Gateway Education Holdings LLC, D/B/A Savvas Learning Company LLC $70,809.14
  - Follett School Solutions, Inc. $37,993.33
  - Textbook Warehouse LLC.....$2,359,201.84

  Total.....$2,468,004.31
- Discovery Education, Inc., for Social Studies Middle School, GEN-0-I-CR1-DW-ESWRCOVD $173,268

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.

Adopted with 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 Extend a Contract with The Hays Group of Wisconsin, LLC, dba Hays Companies of Wisconsin, for Employee Benefits Broker/Consultant Services

Background

The Administration is requesting authorization to waive the three-year term limits of Administrative Policy 3.09(9)(e) and to extend its contract with The Hays Group of Wisconsin, LLC, dba Hays Companies of Wisconsin ("Hays"), for employee benefits broker/consultant services to the Office of Human Resources on an as-needed basis.

Hays will provide strategic planning and design for health and benefits plans; assist with compliance issues related to employee benefits; serve as MPS's broker for health and benefit plans; and work to communicate with and educate MPS employees on benefit plans.

Hays was chosen pursuant to RFP 955, which closed on September 26, 2017. In December 2017, the Board approved a contract with Hays with an initial term running from January 1, 2018, through December 31, 2020. The Board also approved one additional two-year option to extend if certain performance metrics codified in the contract were met. Hays has met the performance metrics for the initial term; therefore, MPS is exercising the two-year renewal option. This renewal term will run from January 1, 2021, through December 31, 2022.

The total cost of the contract in this first extension term will not exceed $300,000.

Strategic Plan Compatibility Statement

Goat 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: OBA-0-0-EMB-DW-ECTS. (Employee Benefits — Contracted Services) $300,000

Prime Contractor Information
- Certified HUB Contractor? ..... No
- Total # of Employees 800
- Total # of Minorities 40
- Total # of Women 400

HUB Participation
- Required 3%
- Proposed 3%
- $ Value $9,000

Student Engagement (hours per 24-month contract)
- Paid Student Employment-hour Commitment 600
- Student Career-awareness Commitment 20

Implementation and Assessment Plan

Upon approval by the Board, the extension 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 extension with The Hays Group of Wisconsin, LLC, dba Hays Companies of Wisconsin, as set forth in the attachments to the minutes of your Committee's meeting.

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

* * * * *

(Item 7) Action on Request to Waive Administrative Policy 3.09(9)(e) and to Extend a Contract with EdTech Strategies, LLC, for E-Rate Consulting Services

Background

The Administration is requesting authorization to waive the three-year term limits of Administrative Policy 3.09(9)(e) and to extend its contract with EdTech Strategies, LLC, ("EdTech") for E-Rate consulting

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 2019, MPS has received funding commitments of over $88 million dollars from this program.

EdTech was selected through an open competitive procurement, RFP 898, which closed on August 10, 2015. The original contract provided for two one-year options to extend upon mutual agreement. Given EdTech's extensive knowledge of the District's internal processes and procedures regarding E-Rate and the associated financial risk of switching to a new consultant, in April 2018, the Board extended the contract for an additional year (October 1, 2018, through September 30, 2019), with the possibility of an additional one-year term thereafter. MPS exercised the fourth option year for the contract and will be soliciting a formal Request for Proposal in 2020; therefore, MPS is seeking authorization for a fifth, and final, extension term.

This contract extension will run from October 1, 2020, through December 31, 2020. The total cost of the contract in this extension term will not exceed $70,614.99.

Strategic Plan Compatibility Statement

Goat 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: PIN-0-0-TLN-DW-ETEL (Purchased Services — Contract Services)..... $70,614.99

HUB Participation
Required 0%
Proposed 0%
$ Value ..... N/A

Student Engagement (hours per three-month contract)
Paid Student Employment-hour Commitment 0
Student Career-awareness Commitment 0

Implementation and Assessment Plan

Upon approval by the Board, the extension 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 extension with EdTech Strategies, LLC, as set forth in the attachments to the minutes of your Committee's meeting.

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

* * * * *

(Item 8) Action on Monthly Facilities Matters: FMS Award of Construction Contract and Professional Services Contract

Construction Contracts

Electrical Upgrades

Burnham Playfield

Prime Contractor
WIL-Surge Electric, Inc.
13201 West Silver Spring Road
Butler, WI 53007

Low Bidder, Base Bid of $169,410.00

HUB Participation
- Certified HUB Vendor? ..... No
- Total # of Employees 25
- Total # of Minorities 5
- Total # of Women 1
- Required 15%
- Submitted 16.7%
- $ Value $28,411.50

COIN
- Required 0%

Student Engagement (hours required)
- Paid Employment 100
- Career-education Activity 10

Funds are available for the electrical upgrades project from account code STS 00 RFI B2 ECNC (Project No. 6681). The project start date is scheduled for September 25, 2020, and completion date is December 30, 2020.

Total construction contract dollars awarded $169,410.00
Total dollars HUB participation $28,411.50
% of HUB participation 16.77%
% Minority employees within company 20%
% Women employees within company 0.04%

Professional Services Contracts

RFP 6554 Building System Upgrades at Milwaukee Parkside School of the Arts

A request for Proposal (RFP) was issued by Facilities and Maintenance Services to obtain a firm to provide design services for the building system upgrades at Milwaukee Parkside School of the Arts.

Selected firm: Foundation Architects, LLC

Budget Code: SCS 00 UTL DW ECTS $182,896.00

Contract Period: September 25, 2020-August 20, 2022 Budget

Strategic Plan Compatibility Statement

Goat 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 contract requested $169,410.00
Total Professional Services Contract Requested $182,896.00

Implementation and Assessment Plan

Upon the Board's approval, the construction contract and professional services contract as attached to the minutes of your Committee's meeting shall be executed.

Committee's Recommendation

Your Committee recommends that the Board approve the construction contract and professional services contract as attached to the minutes of your Committee's meeting.

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

* * * * *

(Item 9) Action on a Request to Approve a Revised Third Amendment to the Lease Agreement with Greater Holy Temple Christian Learning Center, Corp., at the 76th Street School Property Located at 5575 North 76th Street

Background

In May 2008, the Board entered into a lease agreement with Greater Holy Temple Christian Learning Center, Corp., for the facility located at 5575 North 76th Street. In March 2015, the Board authorized a lease amendment that extended the lease term through June 30, 2017. The Board approved a second amendment to the lease agreement in May 2017 to extend the term through June 2020. The Board approved a third amendment to the lease agreement in June 2020 to extend the lease term from July 1, 2020, through June 30, 2023. In August 2020, Greater Holy Temple Christian Learning Center, Corp., requested a revision to the third amendment which modifies the term from a three-year term commitment to a one-year term commitment, with two consecutive options to extend the term of the lease for a period of one year each.

The Administration is requesting approval of the proposed revised third amendment to the lease agreement with Greater Holy Temple Christian Learning Center, Corp., that will extend the lease term from July 1, 2020, through June 30, 2021, with two consecutive options to extend the term of the lease for a period of one year each.

The lease rent revenue shall be as follows:

July 1, 2020-June 30, 2021 ..... $592,479.00
July 1, 2021-June 30, 2022 ..... $604,329.00
July 1, 2022-June 30, 2023 ..... $616,415.00

Strategic Plan Compatibility Statement

Goat 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 a period of three years is $1,813,223.00.

Implementation and Assessment Plan

Upon the Board's approval, the attached Revised Third Amendment to the Lease Agreement between Milwaukee Public Schools and Greater Holy Temple Christian Learning Center, Corp., shall be executed.

Committee's Recommendation

Your Committee recommends that the Board approve the Third Amendment to the Lease Agreement with Greater Holy Temple Christian Learning Center, Corp. as attached to the minutes of your Committee's meeting.

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

* * * * *

(Item 10) Action on a Follow up to Resolution 2021R-005 by Director Woodward on Central Region Staffing

Background

On June 25, 2020, Resolution 2021R-005 was introduced and referred to the Committee on Accountability, Finance and Personnel.

WEREAS, In response to the COVID-19 pandemic, the Milwaukee Public Schools (MPS) has the responsibility to provide an environment that addresses the safety concerns of our students, staff, and families; and

WHEREAS, In August of 2017, the Milwaukee Board of School Directors adopted Administrative Policy 1.06, Equity in MPS, which states, in part:

> (a)The Milwaukee Board of School Directors is committed to the success of every student, regardless of race, ethnicity, family economics, mobility, gender identity, sexual orientation, disability, or initial proficiencies. The Board holds itself and all district and school-site decision makers, faculty, and support staff accountable for building a district-wide culture of equity.

and

WHEREAS, The principals, teachers, and staff of the schools in MPS's Central Region — which encompasses the 53205, 53206, 53208, 53210 ZIP Codes among others — are committed to providing quality educational opportunities to their students, who are some of the most vulnerable children not only in the city or state, but in the country; and

WHEREAS, Schools in the Central Region — specifically the schools in the 53206 ZIP Code, have historically been understaffed, and the vacancy rate in this region remains one of the highest in the school district; and

WHEREAS, The schools in the Central Region experience a high rate of staff absenteeism among teachers, which is detrimental to our day-to-day instruction and to the safety and wellbeing of our staff and students; and

WHEREAS, Substitute teachers historically have been reticent to accept positions in this Region, especially in the schools located in ZIP Codes 53205, 53206, 53208, and 53210; and

WHEREAS, If school buildings are to be reopened for either in-person or physically- distanced learning during the COVID-19 crisis, MPS must ensure that all schools have reduced student-to-adult ratios; and

WHEREAS, As the MPS community comes together to move forward in its efforts to support equity, the unique needs of the Central Region must be a major focus both during and after the COVID-19 crisis; now, therefore, be it

RESOLVED, That the MPS Office of Human Resources is hereby directed to give priority in filling vacancies to the schools in the Central Region; and be it

FURTHER RESOLVED, That substitute teachers shall be assigned as "floaters" at specific schools in the Central Region — i.e., they shall be required to work at their assigned schools for a specified period of time to ensure that there are sufficient adults in each school to provide the required supervision; and be it

FURTHER RESOLVED, That the current paraprofessionals assigned to schools in the Central Region shall be offered 40-hour-per-week positions, which will allow them to be in the school buildings for more hours in order to reduce the student-to-adult ratios; and be it

FURTHER RESOLVED, That Central Office staff be assigned specifically to assist in Central Region schools on a day-to-day basis; and be it

FURTHER RESOLVED, That Central Region schools shall be given priority in developing partnerships which will ensure that these schools will have additional adults to support them; and be it

FURTHER RESOLVED, That MPS shall give priority to filling vacancies in the Central Region and to providing extra staffing support to the specialist that works with the Central Region, including diverting Central Services staff from other responsibilities as needed to support this work; and be it

FURTHER RESOLVED, That MPS shall offer develop incentives for teachers who select and commit to three-year assignments in the Central Region; and be it

FURTHER RESOLVED, That MPS shall strive to ensure that 80% of the incentivized positions in the Central Region will be filled by teachers of color; and be it

FURTHER RESOLVED, That a portion of the funding allocated to strengthen MPSU (Milwaukee Public Schools University) shall be used to support paraprofessionals who are serving in the Central Region in getting certified as teachers; and be it

FURTHER RESOLVED, That the Administration shall present its analysis of, and recommendations regarding, this Resolution at the Milwaukee Board of School Directors' regular meeting of July 2020.

At the July 30, 2020 meeting of the Milwaukee Board of School Directors, the Board discussed the resolution. At the time of this discussion, the Milwaukee Board of School Directors directed the Administration to provide additional analysis relative to Central Region staffing.

Costs associated with implementing the first and second Further Resolved portions of the resolution are $1.9 million for 36 FTE substitute floaters to be assigned to specific Central Region Schools. It would be approximately $3.1 million to offer 74 FTE Central Region paraprofessionals 40-hour-per-week positions.

If this model were to be implemented across the Comprehensive Support and Improvement (CSI) schools, the cost for substitute floaters would be $2.95 million. The cost of increasing paraprofessionals to 40 hours per week across the CSI schools would be $6.25 million.

It is important to note that funding was set aside through the referendum that can be used to focus on recruitment efforts. Additionally, the district will be able to provide extra staffing support through the newly-hired Talent Management positions.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 3.01, Annual Operating Budget

Fiscal Impact Statement

N/A

Committee's Recommendation

Your Committee recommends that the Board approve Resolution 2021R-005, with the second-to-last Resolved to be struck as below:

~~FURTHER RESOLVED, That a portion of the funding allocated to strengthen MPSU (Milwaukee Public Schools University) shall be used to support paraprofessionals who are serving in the Central Region in getting certified as teachers~~…

Director Woodward moved to approve the resolution.

Director Peterson substituted a motion, to

1. send the resolution back to committee; and
2. direct the MPS Administration to form a taskforce to review possible revisions in current policies or procedures to increase the recruitment and long-term stability of employees working in hard-to-staff schools. The work is to include, but not be limited

to, the current school-transfer-and-interview processes, possible incentives, and the need to ensure that building leaders are collaborative and practice shared leadership. Such a taskforce should include representatives from all stakeholder groups, including staff, parents, and students and all bargaining units and staff and principals from CSI schools. Recommendations should be brought back to the Board in a timely manner. The Superintendent should give updates starting in October at all regular board meetings.

The motion passed, the vote being as follows:

Ayes — Directors Báez, Herndon, O'Halloran, Peterson, Phillips, Siemsen, Taylor, Woodward, and President Miller — 9.
Noes — None.

* * * * *

(Item 11) Report with Possible Action on Vendors' Compliance with Contract Requirements for Historically Underutilized Business (HUB), Communities in Need (COIN), and Student Engagement 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

Contract Compliance Services is providing its quarterly update regarding contractors' and vendors' performance concerning Administrative Policies 3.10, Historically Underutilized Business Program (HUB), and 3.13, Communities in Need Initiative (COIN), and student-engagement initiatives. Moreover, these figures capture historical performance benchmarks to guide future participation assignments and programming considerations affecting equity efforts for economic- and workforce-development opportunities.

Fiscal Year 20 Update

- FY20 reconciliations underway
- 215 contracts monitored, totaling $247,699,326
- $170,956,506 dollars monitored, with a HUB assignment valued at $18,934,156
- Total contract dollars monitored increased from prior fiscal year
- $12.8 million dollars paid to HUB firms to date
- We are surveying HUB firms to gather data concerning COVID-19 impacts

Fiscal Year Comparison of Contract Dollars Monitored in Millions of Dollars

	FY14	FY15	FY16	FY17	FY18	FY19	FY20*
Total HUB Dollars Assigned	$9	$17	$13	$20	$25	$15	$13
Total HUB Dollars Paid	$19	$21	$26	$26	$26	$23	$8
Total Invoiced Dollars Paid	$91	$105	$110	$163	$125	$143	$148
Total Contract Dollars with HUB	$82	$113	$122	$164	$167	$160	$171
Total Dollars Monitored	$111	$137	$133	$188	$216	$205	$247

*To date

FY20 Contract Category Award Overview in Millions of Dollars

Design	$1	Goods & Services	$13	Title I	$21
Professional Services	$2	Textbooks	$14	Nutrition	$31
Janitorial	$3	Temporary Staffing	$14	Benefits	$37
CLC	$4	Technology	$15	Transportation	$68
Student Development	$7	Construction	$18		

Communities in Need (COIN)

- District's annual goal: 25%
- FY20 COIN performance to date: 20%
- Increased site visits surveying workplace culture
- 13 skilled trades represented at varying classification levels
- Apprentice-readiness training piloted prior to Safer at Home order at participating schools
- Identify training pathways for individuals at least 18 years old who are interested in skilled-trades careers
- Collaborative home-building efforts underway within the 53206 ZIP code, engaging students, community stakeholders, and mission-aligned industry partners to enhance neighborhood education and workforce and economic-development impact

General Construction Project Workforce Hours

	Percent of Completed Workforce Hours						
	FY14	FY15	FY16	FY17	FY18	FY19	FY20*
Non-COIN	57%	73%	76%	78%	74%	82%	80%
COIN	43%	27%	24%	22%	26%	18%	20%

*To date

Student Engagement

- Student Employment: Continue to engage Mission Aligned Partners to enhance opportunities for students
  - — Implemented tiered model design
  - — School-based internship opportunities
  - — Remote-based internship opportunities
  - — 153 contracts assigned employment requirements
  - — Anticipate approximately 328 student internship opportunities available upon FY20 reconciliation

Student Employment Performance Overview

Student Wages Earned in Thousands of Dollars

FY15	$217	FY17	$435	FY19	$396
FY16	$328	FY18	$476	FY20*	$247

*To date

Student Employment Hours in Thousands of Hours

	FY15	FY16	FY17	FY18	FY19	FY20*
Assigned	20	31	39	43	36	22
Completed	21	31	40	46	48	50

*To Date

Career Education

- Engaged students virtually
- Improved contract remediation plans
- Fall 2020 virtual job-readiness training session
- Increased outreach to Mission Aligned Partners
- Contract hours assigned decreased slightly

Career Education-hour Performance

	FY16	FY17	FY18	FY19	FY20*
Assigned	17	18	22	22	21
Completed	20	12	16	18	11

*To date

Next Steps

- Participate within Resolution 2021R-008, Contractor Code of Conduct
- Continue participation within City of Milwaukee's disparity study
- Exploration of an MPS disparity study as a future budget consideration
- Facilitate COIN focus group surrounding procedural considerations
- Review annual goals for HUB and COIN
- Convene Mission Aligned Partners.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 3.10, Historically Underutilized Business Program

Fiscal Impact Statement

NA

Implementation and Assessment Plan

NA

* * * * *

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 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. Some of the changes 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 seclusion or restraint is used on a student with a disability within the same school

year, and requiring each governing body to submit an annual report to the Department of Public Instruction by December 1.

To ensure compliance with Wisconsin Statute 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 five years, all principals, school leaders, and special education supervisors received in-services on the requirements of WI Statute 118.305;
- the district's mechanism for recording incidents of seclusion and restraint has been significantly enhanced by the Infinite Campus Student Information System;
- during the 2019-2020 school year, the Administration directed schools to submit restraint and seclusion data in accordance with WI Statute 118.305;
- a total of 441 students, including 251 with disabilities, were involved in 753 incidents of restraint during the 2019-2020 school year;
- a total of 79 students, including 56 with disabilities, were involved in 91 incidents of seclusion during the 2019-2020 school year; and
- during the 2018-19 school year, there were a total of 1,021 incidents of restraint/seclusion.

A breakdown of incidents of seclusion and restraint by school is provided in the attachments to the minutes of your Committee's meeting.

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 8.28, Student Discipline

Fiscal Impact Statement

No fiscal impact.

* * * * *

(Item 2) Report with Possible Action on Services Provided to Students with Disabilities in the Least Restrictive Environment (LRE)

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

Background

Least restrictive environment (LRE) is one of the most significant components in the 2004 Individuals with Disabilities Education Act (IDEA). It requires, 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.

Administration's Report

1. 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.

2. There are 17 performance indicators that help steer states to develop State Improvement Plans that target special education:

Indicator #1, Graduation Rates
Indicator #2, Drop-Out Rates
Indicator #3, Assessments
Indicator #4, Suspension/Expulsion
Indicator #5, Educational Placement, Ages 6-21
Indicator #6, Educational Placements, Ages 3-5
Indicator #7, Preschool Outcomes
Indicator #8, Parent Involvement
Indicator #9, Inappropriate Identification in Special Education
Indicator #10, Inappropriate Identification in Specific Disabilities Categories
Indicator #11, Timely Evaluation
Indicator #12, Preschool Transition Part C, Part B
Indicator#13, Transition Goals, Ages 16 and over
Indicator #14, Post-school Outcomes
Indicator #15, Resolution Sessions
Indicator #16, Mediation
Indicator #17, State Systemic Improvement Plan

LRE for Higher Outcomes

3. As part of the LRE's focus on increasing academic and behavioral outcomes for students with disabilities, the Department of Specialized Services reports to the Administration quarterly the number of students who are receiving special education services in the least restrictive environment (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

4. 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 SA	Percent of students ages 6 through 21 with IEPs served inside the regular class 80% or more of the day
Indicator SB	Percent of students ages 6 through 21 with IEPs served inside the regular class less than 40% of the day
Indicator SC	Percent of students ages 6 through 21 with IEPs served in separate schools, residential facilities, or homebound/hospital placements.

5. 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 speech and language services.

	5A	5B	5C
State of Wisconsin's Target	70.00%	7.90%	0.9S%
MPS May 2020	78.98%	16.36%	0.37%
MPS August 2020*	79.23%	17.08%	0.31%

*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

Goat 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

* * * * *

(Item 3) Action on the Submission of the End-of-year Report to the Office of Civil Rights (OCR)

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 alignment with our ongoing work to improve disciplinary practices, to provide supports for students, and to engage staffs, students, and community voice, an end-of-year report was submitted to The Office for Civil Rights on July 1, 2020. Attached to the minutes of your Committee's meeting is the official report as submitted

Also attached to the minutes of your Committee's meeting is a presentation provided by the Administration and summarized below.

The extent of disproportionality is as follows:

- 79% of all behavior referrals were written for Black students;
- 80% of all suspensions were of Black students;
- of all suspensions applied, Black students received suspensions averaging 0.15 day longer than their White peers;
- 753 teachers wrote 75% of their referrals for Black students; and
- 142 administrators assigned 75% of suspensions for Black students.

To date, the district has made significant progress relative to the ten items in the report. The following is a summary of the steps which the district has taken cumulatively since the start of the resolution, as well as an outline of the research-based plan being implemented going forward. Specifically, the district has

- developed additional school resources;
- facilitated professional development;
- engaged staff, students, and the community; and
- supported school teams.

Next steps include:

- implement best practices;
- facilitate antiracist classroom communities;
- coach school teams; and
- support administrators

Strategic Plan Compatibility Statement

Goat 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 recommends that:

1. the Board support the interventions and practices in the OCR Report of July 2020 and require all MPS staff to make a concerted effort to significantly dismantle systems of racial and ethnic disproportionality and inequality;
2. the Administration report monthly to the Board on the progress of the plan put forward in the July 1, 2020, report to the Office of Civil Rights (OCR);
3. the monthly report include the steps taken in each area outlined in the OCR report, with benchmarks and timelines; and
4. the Administration develop a monthly report on referrals, demarcating suspensions and expulsions resulting from those referrals, to the Board similar to the 24 areas in the OCR report spelled out in section "e," titled "The analysis for behavior data for the 2019-2020 school year." The areas reported monthly shall give an overall district summary of referrals, suspensions, and expulsions — including comparison of Black, Latino/a, Indigenous, Asian, and White students — along with a breakdown for each school, including non-instrumentality charter schools.

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

* * * * *

REPORT OF THE COMMITTEE ON STUDENT ACHIEVEMENT AND SCHOOL INNOVATION

Director Báez 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 2021R-011 by Director Miller Regarding the Black Renaissance and Resilience, from Tulsa to Milwaukee Project

Background

At its meeting on July 30, 2020, the Milwaukee Board of School Directors referred Resolution 2021R-011 by Director Miller to the Committee on Student Achievement and School Innovation. The Resolved portion of the resolution reads:

> RESOLVED That Milwaukee Public Schools (MPS), in partnership with America's Black Holocaust Museum, Marquette University's Center for Urban Research, Teaching & Outreach (CURTO) and the Community Schools Partnership supports the project "Black Renaissance and Resilience, From Tulsa to Milwaukee" to present Milwaukee's students and communities with the history of Greenwood alongside the history of Milwaukee's Black communities; and be it
>
> FURTHER RESOLVED, That exchanges with organizations and individuals in Tulsa will be part of this work, that MPS will participate in the creation and presentation of panels, videos, slide shows, workshops, and that curriculum will be offered for the coming year leading to the Centennial on May 31, 2021 and; be it

FURTHER RESOLVED, That professional development related to the implementation of this project shall be offered to MPS staff.

The Administration is in agreement with the resolution and is recommending its adoption. Once adopted, the Administration will begin the planning to implement the resolution in partnership with America's Black Holocaust Museum, Marquette University's Center for Urban Research, Teaching & Outreach (CURTO), and the Community Schools Partnership.

Strategic Plan Compatibility Statement

Goat 1, Academic Achievement
Goat 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 adoption by the Board, the Administration will begin implementing Resolution 2021R-011.

Committee's Recommendation

Your committee recommends that the Board adopt Resolution 2021R-011 by Director Miller.

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

* * * * *

(Item 2) Action on Resolution 2021R-015 by Directors O'Halloran and Peterson Regarding Indigenous Peoples' Day

Background

At its meeting on August 27, 2020, the Milwaukee Board of School Directors referred Resolution 2021R-015 by Directors O'Halloran and Peterson to the Committee on Student Achievement and School Innovation. The Resolved portion of the resolution reads:

RESOLVED That every second Monday of October will be Indigenous Peoples' Day in the Milwaukee Public Schools, and;

BE IT FURTHER RESOLVED, That the District shall encourage staff to use the second Monday in October as an opportunity to reflect upon how to better promote understanding by our students of the Indigenous Peoples of Wisconsin, to celebrate the thriving cultures and values of the Indigenous Peoples, and to stand in solidarity with Indigenous Peoples everywhere and;

BE IT FURTHER RESOLVED, That the Board ask the administration to have the staff of MPS's First Nations Studies Program get input from Native American community partners, staff, parents and students as to how MPS can better serve our Native American students' academic and social and emotion needs and to report back to the school board no later than the December or January board cycle with recommendations.

The Administration is in agreement with the intent of the resolution to celebrate Indigenous Peoples' Day in the Milwaukee Public Schools and is recommending its adoption.

Strategic Plan Compatibility Statement

Goat 1, Academic Achievement
Goat 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 absorbed within the FY21 budget.

Implementation and Assessment Plan

Upon adoption by the Board, the Administration will begin planning for the implementation of the resolution.

Committee's Recommendation

Your Committee recommends that the Board adopt Resolution 2021R-015 by Directors O'Halloran and Peterson.

Director Peterson moved approval of the resolution. The motion passed, the vote being as follows:

Ayes — Directors Báez, Herndon, O'Halloran, Peterson, Phillips, Siemsen, Taylor, Woodward, and President Miller — 9.
Noes — None.

* * * * *

(Item 3) Action on Resolution 2021R-007 by Director Baéz and Miller

Background

At its meeting on July 30, 2020, the Milwaukee Board of School Directors referred Resolution 2021R-007 by Directors Báez and Miller to the Committee on Student Achievement and School Innovation.

WHEREAS, In 2014-15, the United States' Office for Civil Rights (OCR), having completed a biennial data-collection review and subsequent investigation, found that MPS had a significant disproportionality in the number of African American students who had received disciplinary referrals, suspensions, and other disciplinary actions; and

WHEREAS, In response to the OCR's findings, the district assured the OCR that it would take action to comply with the Title VI of the Civil Rights Act of 1964, 42 U.S.C. 2000d (Title VI), and its implementing regulation, 34 C.F.R. Part 100, which prohibit discrimination based on race, color, or national origin by a recipient of federal financial assistance; and

WHEREAS, Administrative Policy 1.06, Equity in MPS, section (1), Background, states

> (a) The Milwaukee Board of School Directors is committed to the success of every student, regardless of race, ethnicity, family economics, mobility, gender identity, sexual orientation, disability, or initial proficiencies. The Board holds itself and all district and school-site decision makers, faculty, and support staff accountable for building a district-wide culture of equity.
>
> (b) The Board acknowledges the need to address the impact of inequities in the city of Milwaukee and the state of Wisconsin. Accordingly, the Board acknowledges that these inequities have a long-standing impact on access and opportunity for our students, families, staff, and community… ;

and

WHEREAS, As stated in Administrative Policy 8.32, Student Expulsions, section (2), "Expulsion of a student from school is a very drastic step, one which the Board hopes shall be rarely necessary in the Milwaukee Public Schools"; and

WHEREAS, Other than in situations that involve acts of violence and use or possession of weapons or use of drugs, students are better served in the long term by interventions, not by suspension or expulsion; and

WHEREAS, When compared with school districts of comparable size and demographics, MPS has failed to make significant strides in the reduction of disciplinary actions and expulsions, especially those of African American and Latino students, the most disproportionately affected, with 2019-20 figures showing that African American students continue to make up the vast majority of those expelled at 77%, followed by Hispanics at 17%, with Asians and Whites at 3% each and Native Americans at 0; and

WHEREAS, In MPS schools that emphasize restorative justice practices and trauma-related staff over disciplinary referrals, suspensions, and expulsions, data show that for other offenses (those unrelated to weapons or drugs), suspensions went down by nearly half; and

WHEREAS, Although the Administration over the years has worked to develop alternatives to suspension and expulsion of students, unless the District constantly strives to do all in its power to reduce suspensions and expulsions of its students, it is shirking its legal and moral responsibility to provide its students with the best educational opportunities possible; and

WHEREAS, Some districts no longer suspend students below the sixth grade or who are younger than 12 years in age while in MPS, in 2019-20, the percentage of students under 12 who were expelled nearly doubled; and

WHEREAS, If a school or administrator continually resorts to suspension or expulsion, rather than to less severe responses to behavioral issues, it may indicate a need for intervention with the administration of the school as much as with its students; and

WHEREAS, Families, as well as schools, need to take responsibility for and be involved in the behavior and discipline of their children and must work with their schools to encourage a climate of mutual respect, safety, wellbeing, trust, and learning; and

WHEREAS, Similar to other major urban school districts, some MPS students and families are victims of racism and racial segregation, poverty, and other social economic inequalities; and

WHEREAS, To counter systemic inequities, MPS continues to reaffirm its commitment to social and economic justice, and to the struggles that improve our lives. MPS wants to go beyond the traditional struggles for equity, and re-affirms its anti-racism stance in all functions of the organization and the community in which we live; and

WHEREAS, MPS is very cognizant of what academics have termed "stereotype threats," a condition that often contributes to how African American and other students of color respond in a society plagued by racism and inequality, and stands against all practices that add the violence and its related consequences; and

WHEREAS, The District must maximize the work of the school discipline committees to engage with school staff, parents, and students in the exploration of practices of intervention and reduction in disciplinary incidents; now, therefore, be it

RESOLVED, That suspensions and expulsions shall be tools of last resort in the reduction of disciplinary problems and shall be considered only when all other options have been exhausted; and be it

FURTHER RESOLVED, That the Milwaukee Board of School Directors directs the Administration to continually revisit its vision and policies in regard to reducing suspensions and expulsions; and be it

FURTHER RESOLVED, That the Administration explore further opportunities to train school staffs, parents, and students in cultural awareness, conflict resolution, violence prevention, restorative justice, tolerance for divergent viewpoints, etc.; and be it

FURTHER RESOLVED, That school staffs and students institute school-wide workshops and orientations for all incoming students to discuss with them acceptable conduct, resources available, restorative justice, what to do when they need to talk to a professional, etc. — whatever may curtail the need to suspend or expel; and be it

FURTHER RESOLVED, That when a student is referred to the school's office for disciplinary action, the first response shall be to seek interventions and attempts to change the student's conduct, not to default to suspension or expulsion; and be it

FURTHER RESOLVED, That the District shall suspend no student below the sixth grade or under the age of 12; and be it

FURTHER RESOLVED, That a disciplinary referral of a student to a contracted school or other alternative program or service shall not be considered an expulsion, but a transfer to a setting that will more appropriately address the student's needs; and be it

FURTHER RESOLVED, The Administration shall develop, or partner with community educators and non-profits community-based organizations on interventions for parents and guardians to address and to mitigate student disciplinary issues; and engage the Milwaukee community on efforts to dismantle the structural conditions created by racism that breed conflict between children and adults; and be it

FURTHER RESOLVED, That the Administration shall develop a process, to include appropriate benchmarks and reasonable measurements, to monitor the rates of suspension and expulsion within each school, and if a pattern of excessive use of either appears, to investigate and, when necessary, to provide assistance in reducing disciplinary issues and professional development in alternate means of discipline; and be it

FURTHER RESOLVED, That the Administration shall include the implementation and the results of this monitoring-and-intervention process monthly and in its annual report to the Board.

At its meeting on August 27, 2020, the Board set aside this item for additional consideration. The Board took action to send this item back to the Committee on Student Achievement and School Innovation for additional discussion.

The Administration is in agreement with Resolution 2021R-007 and is recommending its adoption as amended below.

WHEREAS, In 2014-15, the United States' Office for Civil Rights (OCR), having completed a biennial data-collection review and subsequent investigation, found that MPS had a significant disproportionality in the number of African American students who had received disciplinary referrals, suspensions, and other disciplinary actions; and

WHEREAS, In response to the OCR's findings, the district assured the OCR that it would take action to comply with the Title VI of the Civil Rights Act of 1964, 42 U.S.C. 2000d (Title VI), and its implementing regulation, 34 C.F.R. Part 100, which prohibit discrimination based on race, color, or national origin by a recipient of federal financial assistance; and

WHEREAS, Administrative Policy 1.06, Equity in MPS, section (1), Background, states

> (a) The Milwaukee Board of School Directors is committed to the success of every student, regardless of race, ethnicity, family economics, mobility, gender identity, sexual orientation, disability, or initial proficiencies. The Board holds itself and all district and school-site decision makers, faculty, and support staff accountable for building a district-wide culture of equity.
>
> (b) The Board acknowledges the need to address the impact of inequities in the city of Milwaukee and the state of Wisconsin. Accordingly, the Board acknowledges that these inequities have a long-standing impact on access and opportunity for our students, families, staff, and community… ;

and

WHEREAS, As stated in Administrative Policy 8.32, Student Expulsions, section (2), "Expulsion of a student from school is a very drastic step, one which the Board hopes shall be rarely necessary in the Milwaukee Public Schools"; and

WHEREAS, Other than in situations that involve acts of violence and use or possession of weapons or use of drugs, students are better served in the long term by interventions, not by suspension or expulsion; and

WHEREAS, When compared with school districts of comparable size and demographics, MPS has failed to make significant strides in the reduction of disciplinary actions and expulsions, especially those of African American and Latino students, the most disproportionately affected, with 2019-20 figures showing that African American students continue to make up the vast majority of those expelled at 77%, followed by Hispanics at 17%, with Asians and Whites at 3% each and Native Americans at 0; and

WHEREAS, In MPS schools that emphasize restorative justice practices and trauma-related staff over disciplinary referrals, suspensions, and expulsions, data show that for other offenses (those unrelated to weapons or drugs), suspensions went down by nearly half; and

WHEREAS, Although the Administration over the years has worked to develop alternatives to suspension and expulsion of students, unless the District constantly strives to do all in its power to reduce suspensions and expulsions of its students, it is shirking its legal and moral responsibility to provide its students with the best educational opportunities possible; and

WHEREAS, Some districts no longer suspend students below the sixth grade or who are younger than 12 years in age while in MPS, in 2019-20, the percentage of students under 12 who were expelled nearly doubled; and

WHEREAS, If a school or administrator continually resorts to suspension or expulsion, rather than to less severe responses to behavioral issues, it may indicate a need for intervention with the administration of the school as much as with its students; and

WHEREAS, Families, as well as schools, need to take responsibility for and be involved in the behavior and discipline of their children and must work with their schools to encourage a climate of mutual respect, safety, wellbeing, trust, and learning; and

WHEREAS, Similar to other major urban school districts, some MPS students and families ~~are victims of~~ live in communities that are underserved due to systemic racism and racial segregation, poverty, and other social economic inequalities; and

WHEREAS, To counter systemic inequities, MPS continues to reaffirm its commitment to social and economic justice, and to the struggles that improve our lives. MPS wants to go beyond the traditional struggles for equity, and re-affirms its anti-racism stance in all functions of the organization and the community in which we live; and

WHEREAS, MPS is very cognizant of what academics have termed "stereotype threats," a condition that often contributes to how African American and other students of color respond in a society plagued by racism and inequality, and stands against all practices that add the violence and its related consequences; and

WHEREAS, The District must maximize the work of the school discipline committees to engage with school staff, parents, and students in the exploration of practices of intervention and reduction in disciplinary incidents; now, therefore, be it

RESOLVED, That suspensions and expulsions shall be tools of last resort in the reduction of disciplinary problems and shall be considered only when all other options have been exhausted; and be it

FURTHER RESOLVED, That the Milwaukee Board of School Directors directs the Administration to continually revisit its vision and policies in regard to reducing suspensions and expulsions; and be it

FURTHER RESOLVED, That the Administration explore further opportunities to train school staffs, parents, and students in cultural awareness, conflict resolution, violence prevention, restorative justice, tolerance for divergent viewpoints, etc.; and be it

FURTHER RESOLVED, That school staffs and students institute school-wide workshops and orientations for all incoming students to discuss with them acceptable conduct, resources available, restorative justice, what to do when they need to talk to a professional, etc. — whatever may curtail the need to suspend or expel; and be it

FURTHER RESOLVED, That when a student is referred to the school's office for disciplinary action, the first response shall be to seek interventions and attempts to change the student's conduct, not to default to suspension or expulsion; and be it

FURTHER RESOLVED, That ~~the District shall suspend~~ as of January 1, 2021, no student below the sixth grade ~~or under the age of 12~~ shall be suspended. School communities shall develop alternative interventions to suspension based on restorative and racial anti-discriminatory practices that deal with disruptive behavior in school. School communities shall submit these alternative intervention plans to their Regional Superintendent or designee by December 1, 2020. If a student is under the age of 12 and exhibits behavior that presents an imminent danger to the physical, emotional, or mental safety of specific students and staff, the Regional Superintendent or designee or the Department of Student Services will assist with his/her temporary removal from the building and may seek appropriate interventions as informed by the school plan; and be it

FURTHER RESOLVED, That a disciplinary referral of a student to a contracted school or other alternative program or service shall not be considered an expulsion, but a transfer to a setting that will more appropriately address the student's needs; and be it

FURTHER RESOLVED, The Administration shall develop, or partner with community educators and non-profits community-based organizations on interventions for parents and guardians to address and to mitigate student disciplinary issues; and engage the Milwaukee community on efforts to dismantle the structural conditions created by racism that breed conflict between children and adults; and be it

FURTHER RESOLVED, That the Administration shall develop a process, to include appropriate benchmarks and reasonable measurements, to monitor the rates of suspension and expulsion within each school, and if a pattern of excessive use of either appears, to investigate and, when necessary, to provide assistance in reducing disciplinary issues and professional development in alternate means of discipline; and be it

FURTHER RESOLVED, That the Administration shall include the implementation and the results of this monitoring-and-intervention process monthly and in its annual report to the Board.

Strategic Plan Compatibility Statement

Goat 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 8.17, Student Rights, Responsibilities, and Discipline

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

Upon adoption by the Board, the Administration will begin implementing the resolution.

Committee's Recommendation

Your Committee recommends adopting the original Resolution 2021R-007, with the resolved portions to be modified as follows:

RESOLVED, That suspensions and expulsions shall be tools of last resort in the reduction of disciplinary problems and shall be considered only when all other options have been exhausted; and be it

FURTHER RESOLVED, That the Milwaukee Board of School Directors directs the Administration to continually revisit its vision and policies in regard to reducing suspensions and expulsions; and be it

FURTHER RESOLVED, That interventions and practices, presented in the OCR Report of July 2020, be used by all MPS staff to make a concerted effort to significantly dismantle systems of racial and ethnic disproportionality and inequality; and be it

FURTHER RESOLVED, That the Administration explore further opportunities to train school staffs, parents, and students in a total change in the mindset that drives school suspensions, and in cultural awareness, conflict resolution, violence prevention, restorative justice, tolerance for divergent viewpoints, etc.; and that the school improvement plans of each school specifically address how the school community proposes to engage in alternatives to suspensions; and be it

FURTHER RESOLVED, That school staffs and students institute school-wide workshops and orientations for all incoming students to discuss with them acceptable conduct, resources available, restorative justice, what to do when they need to talk to a professional, etc. — whatever may curtail the need to suspend or expel; and be it

FURTHER RESOLVED, That as is currently stated in policy when a student is referred to the school's office for disciplinary action, the first response shall be to seek interventions and attempts to change the student's conduct, not to default to suspension or expulsion; and be it

FURTHER RESOLVED, That "chronic disruption" – described nationally as "willful defiance", defined as "disrupting school activities or otherwise willfully defying the valid authority of school staff" shall not constitute grounds for suspension, for fifth grade and below, unless clear interventions have been employed and documented and there is notification to the Regional Superintendent or designee, resulting in a suspension and resulting in meeting with the student's guardian (s); and be it

~~FURTHER RESOLVED, That the District shall suspend no student below the sixth grade unless a student exhibits behavior that presents an imminent danger to the physical, emotional, or mental safety of specific students and staff, and with the approval of the Regional Superintendent or designee or under the age of 12; and be it~~

FURTHER RESOLVED, That a disciplinary referral of a student to a contracted school, ~~or other~~ alternative program, or appropriate placement including but not limited to online educational services shall not be considered an expulsion, but a reassignment, unless required by State statute ~~transfer to a setting that will more appropriately address the student's needs~~; and be it

FURTHER RESOLVED, The Administration shall develop, or partner with community educators and non-profits and worked community-based organizations on interventions for parents and guardians to address and to mitigate student disciplinary issues; and engage the Milwaukee community on efforts to dismantle the structural conditions created by racism that breed conflict between children and adults; and be it

FURTHER RESOLVED, That the Administration shall ~~develop a~~ continue its current process, to include appropriate benchmarks and reasonable measurements, to monitor the rates of suspension and expulsion within each school, and if a pattern of excessive use of either appears, to investigate and, when necessary, to provide assistance in reducing disciplinary issues and professional development in alternate means of discipline; and be it

FURTHER RESOLVED, And that the administration will develop a monthly report on referrals, demarcating suspensions and expulsions resulting from those referrals, to the Board similar to the 24 areas in the OCR report spelled out in section "e" titled "The analysis for behavior data for the 2019-2020 school year." The areas reported monthly will give an overall district summary of referrals, suspensions and expulsions--including comparison of Black, Latino/a, Asian and white students--along with a breakdown for each school, including non-instrumentality charter schools; and be it

FURTHER RESOLVED, That the Administration shall ~~include~~ continue the implementation and the results of this monitoring-and-intervention process monthly and in its annual report to the Board; and be it

FURTHER RESOLVED, That this resolution will be implemented starting in January with the 2nd semester of the 2020-2021 school year and any necessary policy changes are to be brought to the Board for approval, prior to the January 2021 implementation.

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

* * * * *

(Item 4) Report with Possible Action Regarding the Annual Workforce-readiness Update for the 2019-2020 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 2019 meeting of the Committee on Student Achievement and School Innovation. Since that time, Career and Technical Education (CTE) has continued to build and to improve the infrastructure and to put systems in place to expand workforce readiness throughout the district in 2020-2021 and beyond. The following are highlights from the 2019¬2020 school year.

Administration's Report

- All 7th-grade classrooms were scheduled to visit local industry partners as part of the Council of Small Business Executive's (COSBE's) Be the Spark program. Despite the pandemic, 1,254 students were able to attend the tours.
- Each high school continued to have one main point of contact, which we call "Career Champions," to coordinate communication and work-based learning activities with CTE.
- CTE provided its "Playbook for Career Champions" to all high schools, along with professional development (PD) for all Career Champions and College and Career Center's planning assistants. The Playbook and PD are intended to ensure efficient communication and coordination between the schools and CTE to continue growing the number of internships and youth apprenticeships for our students.
- An Employer Playbook was developed to provide employers with a guide on how to provide high-quality work-based learning opportunities for students.
- CTE utilized an online application system for all potential youth apprentices, making the process easier and more efficient for students and CTE.
- CTE worked in close collaboration with the College and Career Center's staff, who regularly assisted students with resumes, job searches, and job applications.
- CTE provided work-readiness sessions for all high schools to prepare students for internships and youth apprenticeships. A total of 1,067 students participated in work-readiness sessions during 2019-2020.
- A job board for students was updated weekly throughout the school year and was available on the CTE website and on all high-school websites.
- CTE held the 3rd annual all-district job fair at UW-Milwaukee on March 13, 2020. A total of 632 students from 21 high schools attended. 75 employers participated in the event.
- An informational session was held in December for approximately 100 students and family members to learn about and to apply for internships and youth apprenticeships.

- At least 1,884 students had some sort of work experience in the 2019-2020 school year, including students who worked in summer 2019. This number includes experiences such as the 2019 summer employment through the Mayor's Earn & Learn Program, School-to-Work Program, youth apprenticeships, and internships.
- All students who successfully complete a youth apprenticeship receive one (1) credit per semester. Students who participate in internships may also receive between 1/4 and one (1) credit per semester, depending on the number of hours worked.
- The 2020 summer work experience totals will be included in the 2021 report to the Board of Directors.

Because our students' current school environment is virtual, plans to offer work-readiness and work-based learning experiences for students require virtual components. These include:

— virtual field trips with COSBE for our 7th-grade students;
— a video for students that explains youth apprenticeships, internships, and next steps to become better prepared for work opportunities;
— two online curricula to provide our students with work-readiness sessions; and
— a Google Classroom, which contains employability resources for our students who have applied for youth apprenticeships and internships.

- Schedules have been created to provide students with monthly mock interview sessions and panel discussions with industry partners covering different career pathways.

Strategic Plan Compatibility Statement

Goat 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 7.01, Teaching and Learning Goals

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(Item 5) Report with Possible Action on Comprehensive School Counseling Program 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

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 to be provided to the Board of Directors.

Administration's Report

The comprehensive school counseling program is closely aligned with the Academic and Career Planning (ACP) process, which is a statewide requirement. During the 2019-2020 school year, the comprehensive school counseling program implemented and collaborated on a number of activities and strategies to increase post-secondary outcomes for students in Milwaukee Public Schools. The activities implemented in 2019-2020 for improving post-secondary outcomes included the following:

1. School Counseling Curriculum — grades K5-12
2. ACP School Teams and School Plans — all schools
3. ACP Conferences — grades 5, 7, 9, 11
4. Dream Big Career Fair — grades 8
5. Job Fair — students over 16
6. M-cubed University of Wisconsin-Milwaukee visits — grade 9
7. Virtual College Conversations — grades 9-11
8. College Application Week — grade 12

9. FAFSA Campaign — grade 12
10. Cash for College Campaign — grade 12
11. Virtual Decision Day — grade 12.

The 2019-2020 school year was also the second year of the United Negro College Fund's (UNCF's) Empower Me Tour (EMT) coming to Milwaukee. More than 1,200 high-school seniors attended, resulting in on-site college admission offers and scholarship offers totaling $11,000,000.

As a result of the pandemic, school counselors will implement a virtual school-counseling program across all grades K though 12. School counselors' tasks have been prioritized to address other program areas such as individual and small-group student support. In the spring of the 2019-2020 school year, college-planning services were provided virtually and will continue in the same format until students return to school.

As result of the referendum increasing school counseling's FTEs, a number of elementary, middle, and high schools will have increases in school counseling services.

Strategic Plan Compatibility Statement

Goat 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 7.32, Comprehensive School Counseling Program

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(Item 6) Update with Possible Action on ACCESS for ELLs® 2019-20 Results

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

Federal and state laws require that students identified as English Learners (ELs) be assessed to determine their progress to become English Language Proficient. ACCESS for ELLs® is the assessment used annually to measure this growth. All ELs, including those who receive special education services, are required to participate. ELs recognized under the Individuals with Disabilities Education Act (IDEA; 2004) as having a significant cognitive disabilities and who are expected to participate in the Wisconsin Alternate Assessment are eligible to take the Alternate ACCESS for ELLs in place of the ACCESS for ELLs®. Growth in English language proficiency is now a metric in the determination of federal identification of schools under the Every Student Succeeds Act (ESSA).

In addition to meeting statutory accountability, the results are used for planning and instructional purposes. ACCESS for ELLs® serves as the single most psychometrically valid and reliable measure of a student's English Language Proficiency.\

The presentation attached to the minutes of your Committee's meeting reviews the distribution of EL students in the district by region, schools, grade levels, and race/ethnicity.

* * * * *

(Item 7) Report with Possible Action on Academic Standards

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

Background

As required by the Wisconsin Department of Public Instruction, a notice identifying the academic standards adopted by the school board is included as an item on the Board's agenda at the start of the school year.

Administration's Report

The academic standards addressed in this report are:

1. Common Core State Standards (CCSS)

On September 27, 2012, the Milwaukee Board of School Directors received a report on the Common Core State Standards (CCSS) and the 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 for instruction in the classroom and professional development for teachers and principals.

2. The Common Core Essential Elements (CCEE)

The Common Core Essential Elements (CCEE) were developed to provide students with 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.

3. Career and Technical Education Standards

In September 2013, the Wisconsin Department of Public Instruction released Career and Technical Education Standards that are being used in our setting high expectations for students to be prepared for college and career. These standards are developed in grade bands PK-5, 6-8, 9-12 and 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.

4. Wisconsin Model Early Learning Standards (WMELS)

On May 27, 2014, the Board supported two initiatives aligned to the Wisconsin Model Early Learning Standards (WMELS) plan and testing. The WMELS stresses the importance of creating a base of child-initiated and teacher-initiated activities. These standards reflect the belief that children should be provided with opportunities to explore and to apply new skills through child-initiated and teacher-initiated activities and through interactions with peers, adults, and materials.

5. Next Generation Science Standards

In November 2017, the Wisconsin Department of Public Instruction adopted the Next Generation Science Standards. These standards 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.

6. Standards for Social Studies

In 2018, the Wisconsin Department of Public Instruction adopted Standards for Social Studies. These standards provide a foundation of what students should know and be able to do at the appropriate grade levels.

7. Common Core State Standards for World Languages

On June 3, 2019, the Wisconsin Department of Public Instruction reaffirmed the Common Core State Standards for World Languages, which were developed to parallel the English language arts and the development of bilingualism and biliteracy.

8. Wisconsin Standards for English Language Arts (ELA)

On May 27, 2020, the Wisconsin Department of Public Instruction adopted the Wisconsin Standards for English Language Arts (ELA). The standards have been revised to provide a framework for what students need to know at the respective grade levels.

9. Wisconsin Academic Standards

Per the Wisconsin Department of Public Instruction, all academic areas not covered by CCSS and CCEE and WMELS are covered by Wisconsin Academic Standards. See list below:

- 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

Goat 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 7.01, Teaching and Learning Goals

Fiscal Impact Statement

N/A

* * * * *

REGULAR ITEMS OF BUSINESS

(Item 1) Reports of the Board's Delegates

President Miller gave an opportunity for delegates to present their reports. None were given.

* * * * *

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

Background

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 September 2020 included the following:

Academic Achievement

Met or had conversations with individuals or groups on:

- Black Lives Matter at Schools
- ASC and MTEA's Leadership.

Effective and Efficient Operations

Meet with the Superintendent and Board Clerk regularly for information sharing and to ensure that the Board's operations continue during COVID-19.

Followed up with the City Attorney's Office on a meeting with board members.

Received legislative updates from the Governor Tony Evers and state legislators.

Student, Family and Community Engagement

Met (virtually) or held conversations with school and community groups.
Took part in meetings of the Milwaukee Library Board as the Board's delegate

In Recognition of Community School Coordinators Week (September 21-25, 2020)

Community School Coordinators are essential to the success of Community Schools, through creating, strengthening, and maintaining the bridge between the school and community. Community School Coordinators facilitate and provide leadership for the collaborative process of operationalizing the Milwaukee Community Schools Partnership's three guiding practices of Shared Leadership, Equity and Cultural Relevance.

Community Schools are an effective, evidence-based, and equity-driven strategy for school improvement included under section 4625 of the Elementary and Secondary Education Act of 1965 (20 U.S.C. 7275), as added by section 4601 of the Every Student Succeeds Act (Public Law 114–95; 129 Stat. 2029).

The Milwaukee Community Schools Partnership has 12 Community Schools across the city where Community School Coordinators work to identify local priorities through a community-engaged assessment process, mobilize community assets, develop intentional partnerships, engage diverse voices in decision making, and advocate for culturally responsive and restorative practices that allow all students to learn and communities to thrive.

Milwaukee Public Schools joins in the national recognition of Community School Coordinators through Coordinators Appreciation Week 2020 and acknowledges the Community Schools model as a transformational strategy for educational equity.

I would like to specifically thank the Community School Coordinators working with Milwaukee Public Schools.

Bradley Tech High School	Dom Portis
Browning Elementary	Gianna DeLoney
Hopkins Lloyd Community School	Glenn Carson
James Madison Academic Campus	Samantha Garrett
Lincoln Avenue School	Regina Stieber
Longfellow School	Nora Godoy- González
North Division High School	Lateff Alston
South Division High School	Francisco Sanchez
Washington High School	Briana Fox
Westside Academy	Jennifer Langoehr
Zablocki Elementary	Ludys Ebratt

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

Statute, Administrative Policy, or Board Rule Statement

Board Rule 1.17, President's Duties and Powers; *Ex Officio* Membership

* * * * *

The meeting adjourned at 9:16 P.M.

JACQUELINE M. MANN, Ph.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
OCTOBER 7, 2020

Special meeting of the Board of School Directors called to order by President Miller at 5:34 p.m.

Present — Directors Báez, Herndon, O'Halloran, Peterson, Phillips, Taylor, Woodward, and President Miller — 8.
Absent and Excused — Director Siemsen — 1.

The Board Clerk read the following call of the meeting:

October 1, 2020

To the Members of the Board of School Directors:

At the request of President Larry Miller, a special meeting of the Milwaukee Board of School Directors will be held at 5:30 p.m. on Wednesday, October 7, 2020. Board members will meet in person at 5225 W. Vliet Street, Milwaukee; however, due to the contingencies of the COVID-19 pandemic, MPS buildings are closed to the public. No public testimony will be taken at this meeting.

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

The purpose of this meeting is to confer with legal counsel concerning strategy with respect to litigation in which the Milwaukee Board of School Directors is or is likely to become involved.

Pursuant to Wisconsin Statutes, Section 19.85(g), the Board may retire to executive session for the purpose of conferring with legal counsel who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved. The Board will reconvene in open session to take any action on matters discussed in executive session, if necessary.

JACQUELINE M. MANN, PH.D.
Board Clerk

Director Baéz moved to retire to executive session, pursuant to Wisconsin Statutes, §19.85(1)(g). The motion passed, the vote being as follows:

Ayes — Directors Báez, Herndon, O'Halloran, Peterson, Phillips, Taylor, Woodward, and President Miller — 8.
Noes — None — 0.

The Board retired to executive session at 5:43 P.M.

The Board adjourned from executive session at 7:11 P.M.

JACQUELINE M. MANN, Ph.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
OCTOBER 22, 2020

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

Present — Directors Báez, Herndon, O'Halloran, Peterson, Taylor, and President Miller — 6.
Absent and Excused — Directors Phillips, Siemsen, and Woodward — 3.

The Board Clerk read the following call of the meeting:

October 21, 2020
REVISED

To the Members of the Board of School Directors:

At the request of President Larry Miller, a special meeting of the Milwaukee Board of School Directors will be held at from 5:30 to 7:30 p.m. on Thursday, October 22, 2020. Board members will meet in person at 5225 W. Vliet Street, Milwaukee; however, due to the contingencies of the COVID-19 pandemic, MPS buildings are closed to the public. No public testimony will be taken at this meeting.

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

The purpose of this meeting is to consider, and possibly to take action on, a resolution authorizing retention of counsel and commencement of litigation against responsible defendants concerning e-cigarette vaping in Milwaukee Public Schools and to confer with legal counsel regarding litigation in which the Board is or is likely to be involved.

Pursuant to Wisconsin Statutes, Section 19.85(1)(g), the Board may retire to executive session for the purpose of conferring with legal counsel who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved.

The Board will reconvene in open session to take any action on matters discussed in executive session, if necessary.

JACQUELINE M. MANN, PH.D.
Board Clerk

Director Peterson moved to retire to executive session, pursuant to Wisconsin Statutes, §19.85(1)(g). The motion passed, the vote being as follows:

Ayes — Directors Báez, Herndon, O'Halloran, Peterson, Taylor, and President Miller — 6.
Noes — None — 0.

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

The Board reconvened in open session at 6:53 p.m.

Director Peterson moved that the Milwaukee Board of School Directors enter into a contingent attorney-fee agreement with Keller Rohrback and MWH Law Group, with authority to pursue all legal recourse that the Board may have with respect to claims against JUUL and Altria, along with any other responsible potential defendants.

The motion passed, the vote being as follows:

Ayes — Directors Báez, Herndon, O'Halloran, Peterson, Taylor, and President Miller — 6.
Noes — None — 0.

The Board adjourned at 6:55 P.M.

JACQUELINE M. MANN, Ph.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
OCTOBER 27, 2020

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

Present — Directors Báez, Herndon, O'Halloran, Peterson, Phillips (5:37 p.m.), Siemsen (5:37 p.m.), Taylor (6:11 p.m.), Woodward, and President Miller — 9.
Absent — None.

The Board Clerk read the following call of the meeting:

October 23, 2020
REVISED

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Larry Miller, the following meeting is scheduled to take place, for the consideration of the item of business stated in this notice. This meeting will be held virtually. MPS buildings are closed to the public.

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 meeting. The deadline to register is 3:00 p.m. on October 27, 2020.

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. Written comments received before 3:00 p.m. on October 27, 2020, 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

SPECIAL BOARD MEETING
5:30 p.m., Tuesday, October 27, 2020

1. Action on a Request for Authorization to Seek Educator Effectiveness and Personnel Evaluation Waivers for the 2020-2021 School Year from the Wisconsin Department of Public Instruction as a Result of the COVID-19 Pandemic
2. Action on the Phased-in MPS School Reopening Plan for the 2020-2021 School Year
3. Action on a Request to Approve the 2020-21 (FY21) Proposed Fall Budget Adjustments to the Adopted FY21 Budget

JACQUELINE M. MANN, PH.D.
Board Clerk

(Item 1) Action on a Request for Authorization to Seek Educator Effectiveness and Personnel Evaluation Waivers for the 2020-2021 School Year from the Wisconsin Department of Public Instruction as a Result of the COVID-19 Pandemic

Background

Milwaukee Public Schools uses the Educator Effectiveness System for professional growth and evaluation. The Educator Effectiveness System identifies specific criteria for best practices in teaching (teachers) and leadership of schools (principals and assistant principals).

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 that the Wisconsin Educator Effectiveness System be the specific process by which all Wisconsin districts meet the requirements listed in PI 8 for principals and teachers.

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 student learning, and to increase opportunities for the children whom they serve through a variety of options. As a result, 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. The Administration is seeking the Board's authorization to seek waivers from the DPI for Educator Effectiveness and Personnel Evaluation for the 2020-2021 school year via submission of the COVID-19 District Flexibility Application.

During the 2019-2020 school year, the statewide alteration of school calendars as a result of the COVID-19 pandemic caused disruption to the Educator Effectiveness Cycle. Based on this, the district applied for and received a waiver of the Wisconsin Educator Effectiveness System for the 2019-2020 school year.

The statewide alteration of school calendars in 2019-2020, the current virtual learning model being implemented in Milwaukee Public Schools, and continued uncertainty associated with the COVID-19 pandemic have compounded the impact on the Educator Effectiveness System for professional growth and evaluation for the 2020-2021 school year.

Due to the continued and unexpected impacts as a result of the COVID-19 pandemic, the Administration is requesting that the Board authorize the Administration to seek waivers from the Educator Effectiveness and Personnel Evaluation from the Wisconsin Department of Public Instruction for the 2020-2021 school year.

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 6.01, General Personnel Policies

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

Upon approval by the Board, the Administration will submit a request for waivers of the Educator Effectiveness and Personnel Evaluation from the Wisconsin Department of Public Instruction.

Administration's Recommendation

The Administration recommends that the Board authorize the Administration to seek waivers of the Educator Effectiveness and Personnel Evaluation from the Wisconsin Department of Public Instruction as a result of the COVID-19 pandemic for the 2020-2021 school year.

Director Peterson moved to approve the Administration's recommendation. The motion passed, the vote being as follows:

Ayes — Directors Báez, Herndon, O'Halloran, Peterson, Phillips, Siemsen, Taylor, and President Miller — 8.
Temporarily Absent — Director Woodward — 1.
Noes — None — 0.

* * * * *

(Item 2) Action on the Phased-in MPS School Reopening Plan for the 2020-2021 School Year

Background

In May, June, and July 2020, the Administration shared with the Milwaukee Board of School Directors preliminary and updated plans associated with the reopening of school for the 2020-2021 school year. Due to the fluid nature and the need for flexibility during the pandemic, the plans continue to be further refined to best support the health and safety of our community.

Early on in the process, the Administration convened work groups to address different areas of consideration for school reopening: health and safety, academics, school operations, communications, professional development, and classroom and schoolwide supports. The work groups include teachers, school leaders, other staff, MTEA representatives, students, parents, and community members. The groups continue to meet to plan for the schools' reopening.

The Administration continues to take into account the feedback from the work groups, parents, students, and staff while reviewing and considering guidance from various entities such as the Council of the Great City Schools and other school districts, as well as local and state guidance.

The full Roadmap to Readiness Update has been provided under separate. The update provides information for moving into Phase 2. This phase will be structured for hybrid learning, which will include a blended learning model whereby students are divided into three cohorts: Two cohorts will alternate on-campus learning days with at-home learning days. The third cohort will be for students who wish to continue full-time at-home learning.

In addition to the new learning models, the update provides additional details on Phase 2. The protocols for personal protective equipment are described and include mask wearing, hygiene practices that will be stressed, and enhanced cleaning strategies. Protocols for proper distancing have also been developed for student transportation, meal times, and use of shared technology devices. There will also be new protocols and restrictions on visitors, gatherings, and after-school and extracurricular events.

In addition, the update describes how the district will respond to symptomatic individuals, positive cases, and contact tracing. Use of student exclusion and isolation rooms is also detailed. The update also describes parent and family supports, as well as staff readiness efforts.

Roadmap to Readiness 2020-21 Update

Guiding Principles

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

Academic Expectations: Hybrid Model

	Monday	Tuesday	Wednesday	Thursday	Friday
Cohort A	On-site, in-person learning	On-site, in-person learning	At-home, remote learning	At-home, remote learning	At-home, remote learning
Cohort B	At-home, remote learning	At-home, remote learning	At-home, remote learning	On-site, in-person learning	On-site, in-person learning
Cohort C (Full Virtual)	At-home, remote learning	At-home, remote learning	At-home, remote learning	At-home, remote learning	At-home, remote learning

Academic Expectations

Core Instruction

- MPS Standard of Care
- Maximize Small-group Instruction
- ln-person Virtual Instruction
- Formative and Summative Assessments
- Grading/Credit Attainment

Technology

- Ensuring schools have a Chromebook available for each student so devices do not need to be brought to and from school.
- Continuing to process connectivity requests for hotspots.
- Testing various camera solutions for instruction.
- Purchasing additional touchscreen Chromebooks for younger students' use in school.
- Continuing to create support documentation and training opportunities in virtual tools for teachers.

Parental Support

- Phase-2 Learning Modules
- Diverse Family Support
- Parent Survey
- CLC/Camps — Learning Labs

Health and Safety

- Physical Distancing
- Masks/Face Coverings
- Cleaning and Disinfecting
- Hygienic Practices
- Symptomatic Individuals

Transportation

- Limited Capacity
- Assigned Seating
- Required Masks
- Safety Precautions

To accomplish social distancing to allow for one student per seat, every other seat, the following number of students will be able to ride the bus:

Rated Capacity	Number of Students
34	6
52	9
66	11
70-74	12
78	13
84	14

To decrease social distancing to allow for one student per seat, not skipping any seats, the following number of students will be able to ride the bus:

Rated Capacity	Number of Students
34	12
52	18
66	22
70-72	24
78	26
84	28

Neither of these scenarios accounts for sharing of seats by family members who reside in the same household. Households would and should share seating — up to three students in the respective seat — thereby slightly increasing the average capacity for student transportation.

School Nutrition

- Meal sites continue to support students
- Individually-packaged meals when possible
- Meals served in the classroom
- Safety measures in place

Building Readiness

- All sites checked and ready to open
- Cleanliness and ventilation
- Signage for safe practices
- PPE/Sanitation Stations
- Deep cleaning every Wednesday

Classroom and School-wide Supports

Social Emotional Learning

- Embedded teaching of social emotional skills
- Community building .
- Re-introduction to the physical building
- Support staff
- Self-care and mental health

Special Populations

- Students with disabilities
- English-language learners
- Newcomers

Extracurricular Activities

- Athletics
- School Clubs
- Student Groups

Estimated Financial Implications

Technology purchases	$ 26,367,272
Personal protection equipment and sanitation	$ 14,020,222
Additional staff coverage	$ 7,953,659
Translation, interpretation, advertising, and signage	$ 2,500,000
Total Estimated Cost	$ 50,841,153

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 MPS School Reopening Plan will follow Administrative Policy 3.09 in seeking the Board's approval.

Implementation and Assessment Plan

Upon approval by the Board, the Administration will begin plans to implement Phase 2.

Administration's Recommendation

The Administration recommends that the Board approve the implementation of Phase 2, with the hybrid model of education to begin in January 2021 for all MPS schools.

The gavel was passed to Vice-President Baez at 8:14.

President Miller moved that

1. the Board support the continued development of a forward-moving Phase II reopening plan;
2. the Administration engage the community in discussion and survey on a more stringent gating criteria for reopening;
3. the Board reconvene after January 18, 2021, to evaluate the pandemic and to get an update on the Roadmap to Readiness; and
4. the Superintendent update the Board on the planning process in November and December of 2020.

The motion passed, the vote being as follows:

Ayes — Directors Báez, Herndon, O'Halloran, Peterson, Phillips, Siemsen, Taylor, Woodward, and President Miller — 9.
Noes — None — 0.

The gavel was returned to President Miller at 8:34 p.m.

* * * * *

(Item 3) Action on a Request to Approve the Proposed 2020-21 (FY21) Fall Budget Adjustments to the Adopted FY21 Budget

Background

The Wisconsin Department of Public Instruction (DPI) certified school district's aid amounts and updated the district's revenue-limit worksheet on October 15, 2020. 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 2020-21 budget as adopted by the Milwaukee Board of School Directors (Board) on May 28, 2020.

Attachment 1 to this item, provided under separate cover, summarizes the recommended fall changes to the budget adopted in May 2020, 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. 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, §§ 119.46 and 119.48, prior to the adoption of the City's budget in November 2020.

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 ~~$1,059,393,719~~ $1,062,557,424 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]~~ $24,958,272 will be required for the operation of the Milwaukee Parental Choice Program; and that ~~$ [AMOUNT TO BE DETERMINED]~~ $251,155,664 will be required for the operations of the Milwaukee Public Schools and that a total of ~~$ [AMOUNT TO BE DETERMINED]~~ $276,113,936 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.

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 ~~$6,637,203~~ $5,762,395 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, ~~$5,511,274~~ $4,636,466 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.

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 ~~$32,708,590~~ $34,708,590 will be required for the maintenance of playgrounds, recreation centers, and similar activities during the 2021 Fiscal Year, and that ~~$25,225,000~~ $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.

In accordance with Board Rule 1.14(3)(g) a recorded affirmative vote of two-thirds of the Board's membership shall be necessary to: request tax funds or the sale of bonds for the purpose of school construction.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 3.01, Annual Operating Budget

Fiscal Impact Statement

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 $1,343,360,782, based upon current law and revenue-limit calculations.

Implementation and Assessment Plan

Upon the Board's approval, the adjustments will be made to the 2020-21 budget.

Administration's Recommendation

The Administration recommends the Board adopt the fall budget changes as proposed and that the revised annual budgetary resolutions be adopted.

Director Peterson moved approve of the FY21 proposed fall budget adjustments to the adopted FY21 budget and resolutions for the School Operations and Extension Funds 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 $1,062,557,424 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 $24,958,272 will be required for the operation of the Milwaukee Parental Choice Program; and that $251,155,664 will be required for the operations of the Milwaukee Public Schools and that a total of $276,113,936 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.

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 $5,762,395 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, $4,636,466 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.

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 $34,708,590 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 Báez, Herndon, O'Halloran, Peterson, Phillips, Siemsen, Taylor, Woodward, and President Miller — 9.
Noes — None — 0.

The Board adjourned at 9:10 p.m.

JACQUELINE M. MANN, Ph.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
OCTOBER 29, 2020

Regular meeting of the Board of School Directors called to order by President Miller at 6:41 p.m.

Present — Directors Báez, Herndon, O'Halloran, Peterson, Phillips, Siemsen, Taylor, Woodward, and President Miller — 9.
Absent and Excused — None.

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

- Marissa Otto, a student set to attend Hamilton High School, who had passed away on September 19, 2020;
- Anthony Nowak, a retired plumber from the physical plant's plumbing shop, who had passed away on September 24, 2020;
- Maureen Smith, a teacher at Whitman School, who had passed away on September 26, 2020;
- Valerie Pogue, a retired paraprofessional from Bay View Middle and High School, who had passed away on September 27, 2020;
- Duane Riehle, a retired school engineer from Ninety-Fifth Street School, who had passed away on October 1, 2020;
- Nequesia Terrell, a student at Milwaukee High School of the Arts, who had passed away on October 3, 2020;
- Luz C. Hernandez, a retired paraprofessional from Allen-Field Elementary School, who had passed away on October 5, 2020;
- Lem Bonds, a retired school safety assistant from Burbank School, who had passed away on October 6, 2020;
- Kathleen Liebner, a retired school secretary from Webster, who had passed away on October 11, 2020;
- Darryl Thomas, Jr., a student at Groppi High School, who had passed away on October 13, 2020;
- Brayan Anguian Perez, a student at Hamilton High School, who had passed away on October 17, 2020;
- Sydney Wright, a student at North Division High School, who had passed away on October 20, 2020;
- David J. Miller, a retired school engineer from Morgandale Elementary School, who had passed away on October 25, 2020;
- James W. Coady, a retired math teacher and track coach from Pulaski High School, who had passed away on October 25, 2020;
- Linda Betancourt, a teacher from Mitchell School, who had passed away on October 26, 2020;
- Anthony Wingo, a student at Bradley Tech High School, who had passed away on October 28, 2020;
- Malik Warren, a student at North Division High School, who had passed away on October 28, 2020; and
- Carlos Plata-Diaz, former student at Lincoln Avenue who had passed away in October.

APPROVAL OF MINUTES

The minutes of the special and regular board meetings of September 2020 were approved as printed.

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REPORTS AND COMMUNICATIONS FROM THE SUPERINTENDENT OF SCHOOLS

(Item 1) Monthly Report of the Superintendent of Schools

Background

The Superintendent's Report is designed to provide the Milwaukee Board of School Directors and the MPS community with an update on current activities underway to support the district 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

United Way of Greater Milwaukee & Waukesha County Sets $55 million Campaign Goal

During the month of September, the United Way of Greater Milwaukee & Waukesha County kicked off its 2020-2021 Community Campaign with a goal of raising $55 million. As part of this community effort, Milwaukee Public Schools kicked off its 2020 MPS Combined Giving Campaign. The MPS campaign started on October 12, 2020, and will run through November 13, 2020. The MPS community has been especially generous through this important effort that provides funding to over 200 health-and-human-services agencies in our community: Last year, we raised nearly $200,000 and remained the number-one educational unit (K-12 through higher education) throughout Metro Milwaukee. In just the first week of this year's campaign, we raised $24,301!

Thank you to all who have donated so far. Your contributions make a positive impact within our community.

October Is Time to Thank a Principal

This month is National Principals Month. Each October, the National Association of Secondary School Principals, the National Association of Elementary School Principals, and the American Federation of School Administrators honors 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, to school staff, and to 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, family engagement, a wide range of students' needs, transportation, extracurriculars, and minor emergencies. Very often, the principal is the first person in the door in the morning and the last person to leave at night.

Virtual learning during the pandemic has brought new challenges to all our principals, who are working to support students, families, and staff as they navigate at-home learning. In MPS, we are hearing that virtual learning is working — but that principals miss seeing students and staff each day. Yet they

persevere and rise to the challenge of keeping education on pace until students and teachers can safely return to classrooms.

MPS is grateful for the dedication and commitment of our school leaders, especially during this everchanging school year.

MPS Families Can Pick up Free Fresh Produce Each Thursday in October

During October, Milwaukee Public Schools offered families free weekly produce bags at MPS Stop, Grab, and Go locations. Produce bags were provided during regular meal-distribution hours (11:00 a.m. through 1:30 p.m.) by the MPS Department of Nutrition Services through a grant from the United States Department of Agriculture's Fresh Fruit and Vegetable Program (FFVP). The FFVP is designed to promote healthful eating. It encourages adults to be role models for children by trying new fruits and vegetables together.

The FFVP's produce bags celebrated four cultures through food: Hispanic, European, Asian, and African American. Each produce bag offered fresh fruits and vegetables from around the world, nutrition facts, and ethnic recipes.

Milwaukee Public Schools Receives Donation of Backpacks and School Supplies for Students

Milwaukee Public Schools announced the donation of 4,000 backpacks, courtesy of Educators Credit Union and assembled and delivered by Beyond Vision. These backpacks, stuffed with school supplies from BestEd, have been donated for MPS students who are experiencing homelessness.

Last school year, MPS's Homeless Education Program (HEP) identified 5,008 students experiencing homelessness within the district. HEP works with community partners such as Educators Credit Union, BestEd, and Beyond Vision, who offers a variety of career opportunities for the blind and visually impaired, to provide these students with supplies and to remove barriers that prevent full participation in school.

The donation from Educators Credit Union is worth $80,000, which includes the backpacks and supplies for students. We thank our partners and our staff who continue to support our students.

MPS Celebrates 15 Years of AEDs Saving Lives in Schools

Milwaukee Public Schools is celebrating AEDs — automated external defibrillators, also known as AEDs — which are portable devices capable of starting a person's heart during an episode such as a heart attack. MPS has had AEDs in schools for 15 years.

AEDs are easy to use and can be operated with little or no training. Since AEDs have been placed in MPS schools, nine lives have been saved — two children and seven adults — including one in 2019.

MPS placed AEDs in schools through the HeartSafe Schools program. The program, in partnership with Children's Wisconsin, the Milwaukee Fire Department, and Project ADAM, places AEDs, provided professional development for district staff, and offers drills to keep schools prepared for emergencies.

In 2005, the first AEDs in MPS were installed at Bradley Tech and Washington High Schools, the only locations with full-time nurses. Within two years, with assistance from the Wisconsin Masonic Foundation and other fundraising efforts, AEDs were placed in every MPS school. MPS currently has 225 AEDs throughout the district, with at least one in each of 156 school sites.

In MPS, 22 CPR/AED instructors provide professional development to Code Blue teams, the name for first responders in the school setting. Every year, at least 70 CPR classes are provided to MPS staff, and the school Code Blue teams' leaders run at least four drills per school year to monitor reaction time and to increase chances of survival. All MPS safety assistants are also certified via the Heart Saver CPR/AED Program.

The goal for MPS is to have all sites designated as HeartSafe Schools, meaning that a cardiac plan is in place and a knowledgeable team of community members and professional staff are ready to respond with up-to-date equipment. AEDs for MPS cost just under $700 for a new unit and around $150 to maintain per school year. From the program's inception until now, the Wisconsin Masonic Foundation has provided the funds to replace 23 aging-out AEDs in MPS buildings. Currently, 195 AEDs are aging out and will need replacement.

The MPS HeartSafe Schools program has been represented at multiple national conferences as a model of a high-quality AED program in an urban school district.

Virtual Enrollment for MPS High Schools and Middle Schools Is Open September 26-November 1, 2020

Enrollment for MPS high schools and middle schools for Fall 2021 opened on September 26 and will continue through November 1, 2020. Families are encouraged to research schools, to attend virtual open-house events, to learn about programs and transportation, and to find the best fit for their students' needs, such as bilingual programs, art, music, college prep, career pathways, special education, and more.

Enrolling during the Early Admissions timeframe improves the chances of students getting their first-choice schools. Families of students applying for schools with selection requirements must submit required information by the November 1 deadline.

All enrollment activities will be conducted virtually this year due to building closures during the pandemic.

For more information on enrollment, call the district enrollment office at (414) 475-8448, email the enrollment manager at spidelmg@milwaukee.k12.wi.us, or visit our enrollment Frequently Asked Questions page.

We Energies Information Sessions for Youth Apprentices and Interns

We Energies is looking for students to train as line mechanic or gas technician interns, or as natural-gas-design youth apprentices. These opportunities allow students to get paid while still in high school.

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.

Natural Gas Design Engineer Youth Apprenticeship

Work 900 paid hours and learn 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.

For more information on these opportunities, contact Tamera Coleman at colemat@milwaukee.k12.wi.us and complete the We Energies Internship application by November 2, 2020, at mpsmke.com/we-energiesapp.

Design Engineer Youth Apprentice

For more information on this opportunity, contact Terri Salzer at salzertj@milwaukee.k12.wi.us and fill out the Wisconsin Youth Apprentice application at mpsmke.com/yaapp.

Completing the Free Application for Federal Student Aid (FAFSA)

High-school seniors should begin the process of applying for financial aid for college. The first step is to fill out the Free Application for Federal Student Aid (FAFSA). This application, which determines eligibility for grants and loans, is used by colleges across the country to develop each student's financial-aid package.

MPS has College and Career Centers in 20 high schools to help students fill out the FAFSA, to explore colleges, to write essays, and to complete college applications. Virtual access varies by school. MPS students can contact any College and Career Center to get the help they need from a college and career advisor. For more information about College and Career Centers' locations, hours, and services, visit the MPS College and Career Centers page.

College Goal Wisconsin is offering free virtual sessions so students can receive information and assistance in completing the FAFSA. Students can register at https://collegegoalwi.org/register/ to sign up for November 4 or November 11.

FAFSA for the 2020-21 school year opened on October 1, and more money is sometimes available to early applicants. Students who wish to fill out the FAFSA should visit this website to avoid being charged a fee: https://studentaid.ed.gov/sa/fafsa.

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) Action on the Election of a Delegate to the Wisconsin Association of School Boards (WASB)

The Board postponed consideration of this item until its regular meeting in November 2020.

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(Item 2) Update on Legislative Matters or Related Issues Concerning Milwaukee Public Schools

Background

The updates here in writing are being provided on the morning of Tuesday, October 20, 2020. Given the rapid speed with which policy is changing in the midst of the COVID pandemic, revisions and further updates will be provided at the convening of the Board's meeting at the end of October.

Two weeks from the election and with COVID-19 infection rates spiking in the state and across the country, negotiations over the next round of needed federal stimulus funding continue to be stalled. Speaker Nancy Pelosi has stated that October 20 is the final deadline date to come to terms on a fiscal package before the general election.

The Wisconsin State Legislature has not met since April 15, 2020.

It is anticipated that the Wisconsin Department of Public Instruction will introduce its public-instruction budget request for the upcoming biennium in the first weeks of November. The funding situation for education and for the state in general is highly fluid and will change significantly if federal stimulus funds are secured. It is clear that near-term, significant federal stimulus policy will be needed to support the economy and K-12 education. The Department of Public Instruction's budget proposal will likely be introduced in a context in which federal dollars have not been secured. That context, and the potential budget for K-12 education, could significantly change by February, 2021.

Over the past few months, the Evers administration has done significant work to limit spending and to reduce costs in order to avoid the need for a budget-repair bill. Those efforts have helped to protect school districts from cuts that could have otherwise occurred with a budget-repair bill. Revenue updates will continue to provide information as to whether a repair bill will be needed as we enter the last half of the fiscal year.

Due in large part to the influence of the pandemic, public schools' enrollment levels are down by roughly 21,000 students, compared with what would otherwise have been expected based on data from prior years. Over the next several years, the fiscal consequences of this undercount will be massive, and it is anticipated that a large majority of those students will, in fact, return to school. 21,000 students suddenly absent from count records is the rough equivalent of the entire school district of Green Bay (21,865 students in FY19), Kenosha (21,404 students in FY19), or Racine (19,590 students in FY19) simply disappearing for an entire year.

In blunt, revenue-limit financial terms, 21,000 students multiplied by an average revenue limit per-pupil of $10,677 (FY19) equals $224,217,000. The reverberations of the precise financial impact will play

out over the next several years if not attended to by the state. Wisconsin's school-finance system is simply not designed to the overwhelming impact of a pandemic, and state assistance will be needed.

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

Monthly Report

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.

Work Plan Highlight: Requests for Information/Research

The Office of Accountability and Efficiency routinely receives requests for information, including research requests. Examples include requests for sending and receiving reports, employee demographics reports, and vendor cost/spending information.

The OAE, which had completed 48 requests for research/information in FY20, has completed 20 requests for research/information to-date in FY21.

Accountability and Efficiency Services

Between September 15, 2020, and October 20, 2020, Accountability and Efficiency Services fulfilled six requests for research/information, three constituent inquiries, and two requests for independent hearing

officer's (IHO's) assignment. Additionally, Accountability and Efficiency Services completed three special projects.

During the reporting period, Accountability and Efficiency Services also continued to work on transitioning the day-to-day management of the Principal's Landing Page to the Department of Research, Assessment, and Data. This transition will not cause any interruption in service and is anticipated to be completed by the end of 2020. Once transitioned, the OAE will continue to provide technical assistance and functional enhancements as needed.

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) continued to work collaboratively with the Administration and the Office of Board Governance on implementation of Resolution 2021R-008, regarding establishing a code of conduct for outside contractors and their employees. This work includes drafting a new administrative policy and corresponding procedure for presentation to the Board upon completion.

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

On the motion of Director Peterson, the Committees' Reports were approved, the vote being as follows:

Ayes — Directors Báez, Herndon, O'Halloran, Peterson, Phillips, Siemsen, Taylor, Woodward, and President Miller — 9.
Noes — None — 0.

REPORT OF THE COMMITTEE ON ACCOUNTABILITY, FINANCE, AND PERSONNEL

Director Philips 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 Remote Work Plan Report

Classified Personnel Transactions

Code	Name	Position	Salary	Date
New Hires				
2	Kevin Elliot	Building Service Helper I	$13.36/hr.	09/14/2020

Code	Name	Position	Salary	Date
2	Cory Jones	Building Service Helper I	$13.36/hr.	09/21/2020
2	Joseph LeBlanc	Building Service Helper I	$13.36/hr.	09/14/2020
2	John Northern	Building Service Helper I	$13.36/hr.	08/31/2020
5	John Streeter	Building Service Helper I	$13.36/hr.	09/21/2020
2	Carlton Williams	Building Service Helper I	$13.36/hr.	09/14/2020
4	Miriam Alanis Moreno	Para Ed Assistant	$18,642.00	09/10/2020
5	Anhar Aldoori	Para Ed Assistant	$18,642.00	09/10/2020
5	Riley Bina	Para Ed Assistant	$18,642.00	09/23/2020
2	India Blunt	Para Ed Assistant	$18,642.00	09/08/2020
5	Gia Bosch	Para Ed Assistant	$18,642.00	09/09/2020
4	Maggie Bowen	Para Ed Assistant	$18,642.00	09/16/2020
2	Porcha Brown	Para Ed Assistant	$21,156.00	09/09/2020
5	Jessica Cisneros	Para Ed Assistant	$18,642.00	09/03/2020
5	Mario Gasparri	Para Ed Assistant	$18,642.00	09/16/2020
5	Brian Glosson	Para Ed Assistant	$18,642.00	09/08/2020
2	K yanna Hadley	Para Ed Assistant	$18,642.00	09/03/2020
5	Maxwell Honzik	Para Ed Assistant	$18,642.00	09/03/2020
2	Doris Kirkwood	Para Ed Assistant	$22,526.00	09/21/2020
5	Tyler Lee	Para Ed Assistant	$18,642.00	09/08/2020
4	Stephanie Martinez	Para Ed Assistant	$18,642.00	09/03/2020
2	Von McDade	Para Ed Assistant	$18,642.00	09/08/2020
2	Samuel McGee	Para Ed Assistant	$18,642.00	08/31/2020
5	Roberta Morrobel	Para Ed Assistant	$18,642.00	09/03/2020
5	Lauren Orkowski	Para Ed Assistant	$18,642.00	09/01/2020
3	Eh Paw	Para Ed Assistant	$19,099.00	08/31/2020
5	Cathy Pittman	Para Ed Assistant	$18,642.00	09/08/2020
5	Heidi Schertz	Para Ed Assistant	$19,099.00	09/16/2020
2	Steve Wells	Para Ed Assistant	$18,642.00	08/31/2020
2	LaShawnda Wilkins	Para Ed Assistant	$18,642.00	09/24/2020
4	Joan Guardiola	School Bookkeeper — 10-month	$38,085.00	09/21/2020
2	Jasmine Brown	School Secretary I — 10-month	$28,620.83	09/08/2020
5	Natalie Ebert	School Secretary I — 10-month	$28.620.83	09/10/2020
4	Isabel Gallegos	School Secretary I — 10-month	$25,786.44	09/14/2020
4	Jessica Ramos	School Secretary I — 10-month	$27,676.03	08/28/2020
4	Celina Martinez	School Secretary I — 11-month	$30,443.63	09/08/2020
5	Rhonda Matthews	School Kitchen Manager I	$28,002.00	09/21/2020
2	Sedrick Washington	Truck Driver (Light)	$48,219.00	09/14/2020
Promotions				
2	Sharmeka Bell	Building Service Helper II	$35,471.00	09/21/2020
2	Lew Leach	Building Service Helper II	$37,588.00	09/21/2020
2	James Thomas	Building Service Helper II	$38,647.00	09/21/2020
2	Jeanette Brown	Boiler Attendant Trainee	$42,760.00	09/21/2020
2	Margaret Childs	School Bookkeeper — 10-month	$38,085.00	09/21/2020
3	Maivang Xiong	School Bookkeeper — 10-month	$38,085.00	09/14/2020
2	Jasmine Harland	School Secretary I — 10-month	$26,731.23	09/08/2020
2	Jeromy Savage	School Engineer I	$46,833.00	09/21/2020
4	Natalia Mendez	Secretary II	$35,985.19	09/14/2020
Rehires				
2	Precious Golden	Building Service Helper I	$13.36/hr.	09/14/2020
2	Jazmine Jones	Building Service Helper I	$13.36/hr.	09/21/2020
2	Jerrilyn Gainer	Children's Health Assistant	$18,495.00	09/21/2020
2	Monique Austin	Para Ed Assistant	$18,642.00	09/23/2020
4	Lenia Figueroa	School Secretary I — 11-month	$30,443.63	09/21/2020

Codes

1	Native American	5	White
2	African American	6	Other
3	Asian/Oriental/Pacific Islander	7	Two or More Ethnic Codes
4	Hispanic		

Certificated Appointments

Teachers

Codes	Name	Appointment	Salary	Date
5, r	Braun, Carley A	Gen'l Elem & K5 — All Grades	$44,325.00	8/25/2020
4, r	Campos, Alexandra	Gen'l Elem & K5 — All Grades	$44,325.00	8/25/2020
5, r	Christiansaon, Tim Owen	Health & Phy Ed	$66,978.00	9/14/2020
5, nr	Cook, Melissa Ruth	AMP ART	$66,978.00	9/8/2020
5, nr	Datthyn, Mark T	Bilingual Education	$62,244.00	8/28/2020
5, r	Goeden, Jessica J	Gen'l Elem & K5 — All Grades	$44,325.00	8/25/2020
4, nr	Guzman, Idalis N	SAGE	$44,325.00	8/25/2020
5, r	Lafferty, Alexandria	Gen'l Elem & K5 — All Grades	$44,325.00	8/25/2020
2, r	Martin, Tiffany R	Multicateg. Comp. SEN	$49,161.00	8/25/2020
2, r	McDowell, Ashley S	Gen'l Elem & K5 — All Grades	$49,161.00	9/14/2020
2, r	Patterson, Carmen L	SAGE	$66,978.00	9/21/2020
5, r	Pick, Tanya M	Gen'l Elem & K5 — All Grades	$47,583.00	8/25/2020
5, nr	Redford, Meghann Elizabeth	Gen'l Elem & K5 — All Grades	$54,099.00	8/25/2020
4, r	Roman, Jailene	Bilingual Education	$49,161.00	8/25/2020
5, r	Ryan, Liam T	SAGE	$49,212.00	9/9/2020
5, r	Sanfelippo, Rachel C	Day-to-day Teacher	$50,841.00	9/8/2020
5, nr	Trinkner, Lynne M	Art	$66,978.00	9/8/2020
4, r	Vasquez Espinosa, Lina Maria	Bilingual Education	$44,325.00	8/25/2020

School Social Worker

Codes	Name	Appointment	Salary	Date
2, r	Henry, Ersol L	Social Work	$73,456.00	9/14/2020

Teacher Trauma-informed Coach

Codes	Name	Appointment	Salary	Date
2, r	Sanders, Iesha	General Operations	$60,806.00	9/8/2020

Teachers, Early Start

Codes	Name	Appointment	Salary	Date
5, r	Boban, Laura	AMP Art	$65,196.00	9/8/2020
3, nr	Chong, Yat Wai Gloria	Foreign Language	$56,288.00	8/28/2020
4, r	Genao, Jazmin	Science	$45,954.00	8/28/2020
5, r	Gerard-Larson, Nicholas	Social Studies	$54,099.00	9/16/2020
5, nr	Karnitz, Megan	Gen'l Elem & K5 — All Grades	$44,325.00	8/28/2020
2, r	Knox, Sheryl L	Multicateg. Comp. SEN	$47,379.00	8/31/2020
2, r	Mbow, Maram	Mathematics	$66,978.00	8/28/2020
2, r	Mubasa, Erika R	K-8 Schools	$62,244.00	8/25/2020
4, r	Navarrete, Vicente	Social Studies	$44,325.00	8/25/2020
2, nr	Phillips-Murray, N errissa	Multicateg. Comp. SEN	$52,470.00	9/8/2020
5, r	Quirk, Justin P	Science	$60,615.00	9/14/2020
5, nr	Shaurette, Lauren	Social Studies	$44,325.00	8/28/2020
2, nr	Tatum, Jacinta	Spec Ed Multicateg.	$49,161.00	8/10/2020
5, nr	Ward, Owen	English	$44,325.00	9/21/2020
3, r	Xiong, Ka	Bilingual Education	$52,470.00	8/26/2020

School Psychologists

Codes	Name	Appointment	Salary	Date
5, r	Leppert, Jared	C.S. — Psychological Services	$64,268.00	9/16/2020
5, nr	Skaife, Lindsey	C.S. — Psychological Services	$57,141.00	9/8/2020

Permit Teachers

Codes	Name	Appointment	Salary	Date
2, r	Biles, Alethea	Kindergarten (Four-year-old)	$43,537.00	8/28/2020
2, r	Buford, Melissa A	Multicateg. Comp. SEN	$43,537.00	8/25/2020
4, r	Cortes, Ana Isabel	Sage	$43,537.00	8/25/2020
5, r	Gray, Taylor D	Spec Ed Multicateg.	$43,537.00	9/14/2020

Codes	Name	Appointment	Salary	Date
5, m	Hougard, Rebecca	Multicateg. Comp. SEN	$43,537.00	8/28/2020
5, m	Kaloti, Hanan	Spec Ed Multicateg.	$43,537.00	9/16/2020
5, r	Nuemberg, Hodna	AMP Art	$43,537.00	8/28/2020
4, r	Rodriguez, Miguel A	Gen'l Elem & K5 — All Grades	$43,537.00	8/25/2020
6, r	Torkilsen, Nickolaus J	SAGE	$43,537.00	8/28/2020

Permit Teachers, Early Start

Codes	Name	Appointment	Salary	Date
2, m	Kemp, Kiwane	Multicateg. Comp. SEN	$43,537.00	8/28/2020
5, m	Lipshutz, Brett A	Foreign Language	$43,537.00	8/26/2020
2, r	Wilks, Shamey R	Kindergarten (Four-year-old)	$43,537.00	8/28/2020

Codes

		Counts				
		Teachers	SSW	Psychologists	Other	Total
1	Native American	0	0	0	0	0
2	African American	13	1	0	0	l4
3	Asian/Oriental/Pacific Islander	2	0	0	0	2
4	Hispanic	8	0	0	0	.8
5	White	22	0	2	0	24
6	Other	1	0	0	0	1
7	Two or More Ethnic Codes	0	0	0	0	0
	Male	13	0	1	0	l4
	Female	33	1	1	0	35
nr	Non-resident					
r	Resident					

Leaves of Absence

	Present Assignment	Effective From
Illness Leave, August 2020		
Raelynn Houston	Sherman	08/24/2020
Jaclyn Ganshirt	Central Services Bldg.	08/24/2020
Illness Leave, September 2020		
Kirk Newton	King HS	09/14/2020
Illness Leave, October 2020		
Constance Millet	Marshall HS	10/06/2020
Illness Leave, January 2021		
Devan Benjamin	Metcalfe	01/04/2021
Personal Leave, November 2020		
Melissa Avery Utzinger	Allen-Field	11/16/2020

Report on Certificated Resignations and Classified Retirements

Certificated Resignations

Reason	Code	Yrs Svc	Name	Position	Location	Date
Personal	5	1.9	Kimberly Barrett	Teacher	Riverside	08/31/2020
Personal	5	17.0	Cassie Carbon Ellington	Speech Pathologist	Engleburg	08/24/2020
Personal	2	0.1	Shirlyn Christian Winters	Teacher	Story	08/28/2020
Personal	2	23.2	Ronda Davis	Teacher	Story	08/17/2020
Other Dist	5	7.0	Ericka DeShong	Teacher	Congress	08/18/2020
Other Dist	5	2.0	Shea Halula	Teacher	Holmes	08/24/2020
Personal	2	5.0	Heidi Jiles	Teacher	Bradley Tech	08/26/2020
Other Dist	5	4.0	Tanner Johnson	Teacher	Stuart	08/23/2020
Personal	5	0.9	Janet Kalmer	Teacher	Pratt	08/16/2020
Other Dist	5	3.0	Kelsey Linhart	Teacher	Victory	08/17/2020

Reason	Code	Yrs Svc	Name	Position	Location	Date
Personal	5	6.0	Debra Lopez Prado	Lib Med Spec	Trowbridge	09/08/2020
Retire	2	26.0	Stephanie McWilliams	Teacher	Riverwest	11/27/2020
Personal	5	0.1	Margaret Mulqueen	Teacher	Marshall	08/28/2020
Retire	5	33.0	Sandra Neault	Teacher	Goodrich	08/05/2020
Other Dist	5	18.0	Nina Overholser	SST	Milw Sign Lang	09/21/2020
Other Dist	5	1.0	Christopher Roeloffs	Teacher	RiverTrail	08/21/2020
Other Dist	2	3.9	Jeannette Russell	Teacher	Mitchell	08/24/2020
Retire	5	34.0	Bonnie Schmidt	Teacher	Franklin	08/31/2020
Personal	5	2.0	Jacob Schultz	Teacher	Bay View	08/10/2020
Personal	4	6.0	Lisbeth Soto	Teacher	Doerfler	09/11/2020
Personal	2	12.5	Deonte Tatum	Teacher	Vincent	09/01/2020
Personal	5	7.0	William Walker	Teacher	Rufus King MS	08/31/2020
Personal	5	14.0	Sara Wroblewski	AP	Bradley Tech	08/26/2020
Personal	2	1.1	Jeradine Young	Teacher	Jackson	09/15/2020
Other Dist	5	3.0	Tanya Young	Teacher	Kilbourn	08/17/2020
Personal	4	0.8	Kathryn Zamarron	Teacher	Manitoba	08/21/2020

Classified Retirements

Reason	Code	Yrs Svc	Name	Position	Location	Date
Retire	4	31.1	Awilda Acevedo	Trans Assoc	Transportation	09/12/2020
Retire	5	20.8	Karl Guhl	Carpenter	Carpenter Shop	09/04/2020
Retire	5	35.3	Janice Hagen	Secretary II	Alt & Voe Ed	09/18/2020
Retire	5	27.8	Dona Hutter	Para	Alcott	09/02/2020
Retire	2	18.6	John Meadows	BSHII	Washington	09/09/2020
Retire	2	30.7	Brenda Murphy	Para	Trowbridge	09/01/2020
Retire	5	24.0	Marlene Narewski	Kitchen Mgr	Morgandale	09/01/2020
Retire	5	30.9	Lisa Thoenes	Para	Grant	09/01/2020

Codes

1	Native American	5	White
2	African American	6	Other
3	Asian/Oriental/Pacific Islander	7	Two or More Ethnic Codes
4	Hispanic		

Monthly Affirmative Action Report

The Affirmative Action monthly personnel transaction report for September 2020 is attached to the minutes of your Committee's meeting. This is an informational item, and no action is required.

Remote Work Plan Report

Total Remote Work Forms Submitted by Office* That have been received by 10/12/2020	
Office	Total Form Submissions
Academics	510
Accountability & Efficiency	6
Board Governance	1
Communications & School Performance	84
Finance	114
Human Resources	7
School Administration	15
School Based	4870
Superintendent	3
Total Received	5,610

*All district staff have been directed to maximize the amount of remote work consistent with the Board's action.

Committee's Recommendation

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

Approved with the roll call vote on the Reports of the Standing Committees.

* * * * *

(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.

				Salary		
Codes	Name	Appointment	Assignment	Sched	Range	Amount
2, r	Angela Ford	Manager II, Advanced Academics	Office of the Chief of Academics	03	12A	$112,568
2, r	Celeste Ochonogor	Curriculum Specialist IV	Office of the Chief of Academics	03	11A	$105,319
2, r	Giles Patterson	Maintenance & Repair Supervisor I	Office of the Chief of School Administration	03	09A	$102,910
5, r	Janine Adamczyk	Manager I, Procurement	Office of the Chief of Finance	03	11A	$97,585
2, r	Rochelle Johnson Bent	Specialist I, Contract Law	Office of the Chief of Finance	03	08A	$95,919
2, r	Cheryl Crosby	Coordinator II, School Guidance	Office of the Chief of Academics	03	07A	$95,718
4, nr	Wigma Duellmann	Assistant Principal III, South Division	Office of the Chief of School Administration	03	12C	$91,824
5r	Jodi Haar	Coordinator I, Head Start Health	Office of the Chief of Academics	03	06A	$91,331
5r	Kendall Banaszynski	Maintenance & Repair Supervisor I	Office of the Chief of School Administration	03	09A	$80,284
4, r	Jose Medina	Assistant Principal III, South Division	Office of the Chief of School Administration	03	12C	$72,324
4, nr	Nicolette Lara	Associate II, Recreation Supervising	Office of the Chief of Finance	03	04A	$71,399
5, nr	Alicia Cano	Pension Analyst I	Office of the Chief of Human Resources	03	05A	$63,169
2, r	Latarsha Mathis-Ross	Planning Assistant III	Office of the Chief of Finance	03	02A	$58,859
5, nr	Brandon Sweet	Associate II, Recreation Supervising	Office of the Chief of Finance	03	04A	$54,000
4, r	Gerardo Mares Aguilera	Supervisory Analyst III	Office of Accountability & Efficiency	03	07A	$76,440

Recommended LTE Contracts (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 Pay	Date
1, r	Rebecca Comfort	First Nations Studies College Access	Office of the Chief of Academics	$35.00	10/01/20-04/01/21
4, r	Tatiana Joseph	District Multilingual Multicultural Liaison	Office of the Chief of Academics	$35.00	09/01/20-03/01/21

Codes	Name	Position	Assignment	Hourly Pay	Date
2, r	Shandowlyon Hendricks Williams	Adjunct Instructor	Office of the Chief of Academics	$30.00	08/17/20-02/17/21
2, r	Annette Jackson Thomas	Special Education Teacher (MPSU)	Office of the Chief of Academics	$30.00	08/01/20-02/28/21
6, r	Kathleen Krug	Academic Services to Expelled Students	Office of the Chief of School Administration	$30.00	08/24/20-01/08/21
5, r	Eric Lasin	Math Lab Support	Office of the Chief of Academics	$30.00	08/01/20-02/28/21
5, r	James Tomasello	Co-Advisor/Artist in Residence	Office of the Chief of School Administration	$30.00	08/10/20-12/23/20
5, r	Clara Tracey	Orchestra Coach	Office of the Chief of School Administration	$30.00	08/10/20-02/10/21
1, r	Carmen Williams	Science Teacher	Office of the Chief of School Administration	$30.00	08/10/20-02/10/21
5, nr	Mariella Kuehn	School Bookkeeper	Office of the Chief of Finance	$24.00	08/20/20-02/20/21
5, r	Colleen Schmitt	SEE US! Grant Secretary	Office of the Chief of Academics	$23.54	10/01/20-03/31/21

Codes

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

Approved with the roll call vote on the Reports of the Standing Committees.

* * * * *

(Item 3) 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 2021-22 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 2, 2021) for the 2021-22 school year for Ronald Wilson Reagan College Preparatory High School, Rufus King International High School (grades 9-12), and Casimir Pulaski High School. All three schools have requested early start dates for the 2021-22 school year because the post-September 1, 2021, 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 2020-21 school year, which DPI granted.

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 School, Rufus King International High School (grades 9-12), and Casimir Pulaski High School agree to pay any additional costs incurred as a result of this unique school year.

Implementation and Assessment Plan

Upon approval by the Board, the Administration will submit a request to the DPI prior to the January 1, 2021, deadline for an early start date for the 2021-22 school year for Ronald Wilson Reagan College Preparatory High School, Rufus King International High School (grades 9-12), and Casimir Pulaski High School.

Committee's Recommendation

Your Committee recommends that the Board approve this request for an early start date (no earlier than August 2, 2021) for Ronald Wilson Reagan College Preparatory High School, Rufus King International High School (grades 9-12), and Casimir Pulaski High School, and direct the Administration to submit a request to the Wisconsin Department of Public Instruction prior to the January 1, 2021, deadline for an early start date for the 2021-22 school year for Ronald Wilson Reagan College Preparatory High School, Rufus King International High School (grades 9-12), and Casimir Pulaski High School.

Approved with the roll call vote on the Reports of the Standing Committees.

* * * * *

(Item 4) Report with Possible Action on Strategies Used to Maximize Fiscal Year 2020-21 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 the expenditures for which the district has no other revenues except for local property tax and Equalization Aid. When the district increases spending in these two categories, it helps maximize the amount of State Equalization Aid the district will receive the next year.

Administrative Policy 3.11 gives the Office of Finance authorization to oversee investment decisions. The district has board-approved investment policies that include Other Post-Employment Benefits (OPEB) and the 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 2020. That investment counts toward shared costs. The shared costs then help maximize State Equalization Aid in fiscal year 2021.

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 $13,000,000 to Other Post-Employment Benefits (OPEB) and $6,000,000 to the Long-term Capital Improvement Trust Fund to increase our eligibility for State General Aid in fiscal year 2020-21 through our fiscal year 2019-20 shared costs.

* * * * *

(Item 5) Action on a Request to Carry Over FY20 School Deficit and Surplus Amounts

Background

A school leader takes the lead responsibility for spending in accordance with his/her 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 a school's spending are put in place to mitigate risk.

According to Administrative Policy 3.05, concerning schools' 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.

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 to five years. Surpluses are available to the school to use during the following year. The total deficit among schools is $864,788. About $288,263 will be paid back in the first year. $646,530 will be carried over as a surplus to be used by the school.

Amount of FY20 Budget Deficit by School to Carryover to FY21

School	FY19 Deficit	Total FY20 FA Budget	FY20 Deficit Decrease/Increase	Total Deficit	FY20 Percent of Working Budget
Alliance	−15,235	839,924	10,783	−4,452	0.53%
Auer Avenue	−56,338	657,239	52,602	−3,736	0.57%
Brown Street Academy	—	1,163,708	−228	−228	0.02%
Carson Academy	−4,290	1,586,550	−27,361	−31,651	1.99%
Milw Acad of Chinese Lang	−2,622	1,988,993	2,289	−333	0.02%
Clarke Street	—	1,026,067	−4,396	−4,396	0.43%
Clement Avenue	−6,527	1,477,045	−173	−6,700	0.45%
Andrew Douglas Middle	—	870,861	−22,734	−22,734	2.61%
Milw French Immersion	—	2,541,853	−1,363	−1,363	0.05%
Green Tree Preparatory	—	888,235	−2,482	−2,482	0.28%
Hamilton	−189,057	5,502,692	100,136	−88,921	1.62%
Hawthorne	—	1,042,144	−2,374	−2,374	0.23%
Hi-Mount	−1,437	778,329	−16,003	−17,440	2.24%
Lincoln Center of the Arts	—	2,365,976	−4,404	−4,404	0.19%
Marshall High	−149,743	3,634,707	34,945	−114,798	3.16%
Golda Meir	−91,692	4,663,321	3,631	−88,061	1.89%
Milw HS of the Arts	−150,657	3,711,812	−1,876	−152,533	4.11%
North High	−58,896	1,334,955	14,487	−44,409	3.33%

School	FY19 Deficit	Total FY20 FA Budget	FY20 Deficit Decrease/Increase	Total Deficit	FY20 Percent of Working Budget
Pulaski High	−42,133	3,507,549	8,344	−33,789	0.96%
Roosevelt Middle	—	1,535,826	−10,341	−10,341	0.67%
South Division High	−5,494	3,311,684	1,592	−3,902	0.12%
Trowbridge	−6,071	914,285	1,804	−4,267	0.47%
Vincent High	−105,937	3,007,820	−41,253	−147,190	4.89%
Wisconsin Conservatory of Lifelong Learning	—	1,450,984	−57,678	−57,678	3.98%
Wedgewood Park	—	3,436,886	−16,606	−16,606	0.48%
Schools no longer in deficit	−834,432	n/a	834,432	0.00	
Total Deficit	−1,720,561	53,239,445	855,773	−864,788	

Schools with Deficits in Excess of 3%

School	Percent	Notes
North High	3.33%	Deficit from FY19 was $58,896. School is decreasing its deficit from prior years.
Marshall High	3.16%	Deficit from FY19 was $149,743. School is decreasing its deficit from prior years.
Milw HS of the Arts	4.11%	Deficit from FY19 was $150,657. School added an additional deficit of $1,876 in purchased services and supplies.
Vincent High	4.89%	Deficit from FY19 was $105,937. School added an additional deficit of $41,253 in other wages and supplies.
Wisconsin Conservatory of Lifelong Learning	3.98%	Deficit is due to overspending

Amount of FY20 Budget Surplus by School to Carryover to FY21

School	FY20 Surplus	School	FY20 Surplus	School	FY20 Surplus
Acad of Accelerated Learning	$5,000	Eighty-First Street	$5,000	Kluge	$765
Alcott	$5,000	Elm Creative Arts	$5,000	LaFollette	$5,000
Allen-Field	$5,000	Emerson	$2,198	Lancaster	$5,000
Audubon High	$2,836	Engleburg	$5,000	Lincoln Avenue	$5,000
Audubon Tech & Comm Ctr	$2,317	Fairview	$5,000	Longfellow	$5,000
Barbee Montessori	$708	Fernwood Montessori	$1,421	Lowell International	$5,000
Barton	$59	Fifty-Third Street	$4,145	MacDowell Montessori	$894
Bay View High	$5,000	Forest Home Avenue	$4,340	Madison Academic High	$5,000
Bay View Montessori	$4,298	Fratney	$2,576	Manitoba	$3,673
Ben Franklin Elem	$5,000	Gaenslen	$3,474	Maple Tree	$2,553
Bethune Academy	$5,000	Garland	$4,607	Marvin Pratt	$5,000
Bradley Technology & Trade	$255	Goodrich	$3,454	Maryland Avenue	$2,630
Browning	$5,000	Grant	$3,916	Metcalfe	$5,000
Bruce	$5,000	Grantosa Drive	$5,000	Milw Co Youth Educ Center	$104
Bryant	$1,496	Greenfield	$5,000	Milw German Immersion	$3,458
Burbank Elementary	$5,000	Groppi High	$5,000	Milw Parkside	$3,287
Burdick	$3,613	Hampton	$5,000	Milw School of Languages	$5,000
Carver Academy	$5,000	Harford University	$911	Milw Sign Language	$5,000
Cass Street	$5,000	Hawley Environmental	$5,000	Milw Spanish Immersion	$5,000
Clemens Elementary	$1,609	Hayes Bilingual	$5,000	Mitchell	$5,000
Congress	$5,000	Holmes	$1,231	Morgandale	$5,000
Cooper	$2,222	Hopkins Lloyd	$5,000	Morse Middle	$5,000
Craig Montessori	$4,134	Humboldt Park	$5,000	Neeskara	$5,000
Curtin Leadership Academy	$5,000	Jackson	$5,000	Ninety-Fifth Street	$1,947
Doerfler	$5,000	Kagel	$5,000		
		Keefe Avenue	$5,000		
		Kilbourn	$5,000		
		King IB High	$4,662		
		King, M.L.	$5,000		

School	FY20 Surplus
Obama SCTE	$1,732
Parkview	$1,016
Project STAY High	$5,000
Reagan High	$5,000
Riley	$5,000
River Trail	$1,688
Riverside University High	$5,000
Riverwest	$2,030
Rogers Street	$5,000
Sherman Multicultrl Arts	$3,964
Siefert	$5,000
South Acceleration	$282
Starms Discovery	$2,404
Starms Early Childhood	$4,764
Story	$5,000
Stuart	$5,000
Thoreau	$23
Thurston Woods	$5,000
Townsend Street	$5,000
Transition High	$5,000
Victory	$5,000
Vieau	$5,000
Vincent Acceleration	$374
Washington Sch of Info Tech	$5,000
Westside Academy	$262
Whitman	$5,000
Whittier	$3,001
Zablocki	$5,000
Instrumentality Charter Schools	
A.L.B.A.	$118,296
Honey Creek	$102,644
I.D.E.A.L	$14,257
Total Surplus	$646,530

Implementation and Assessment Plan

Upon the Board's approval, the adjustments will be made to school budgets.

Committee's Recommendation

Your Committee recommends that FY20 school deficit and surpluses, as noted above, be carried over, and that schools with deficits from FY20 pay back the amounts within three to five years, but no later than five years.

Approved with the roll call vote on the Reports of the Standing Committees.

* * * * *

(Item 6) Action on Monthly Finance Matters: Report on Emergency Purchases Due to COVID-19 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; 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.

Contract: C029235

Walk on Water Consulting, Inc.

On January 1, 2020, the Administration requested authorization to enter into a contract with Walk on Water Consulting, Inc., for PeopleSoft support and upgrades. Additional funds in the amount of $94,000 are now necessary to increase the contract due to the contract's initially having been scheduled to be a 12-to18-month project for which the funds would span over that longer term. The project has progressed much faster than anticipated and has a "go-live" for October 2020. The funds include regular support from the contractor on routine PeopleSoft consulting work.

Original Contract Amount:	$ 198,500.00
Increase	$ 94,000.00
Adjusted Contract Amount:	$ 292,500.00

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 multiple vendors for products related to the COVID-19 pandemic. Due to the emergency nature of these procurements, these purchases were not previously approved by the Board.

Vendor	PO Number	PO Total	Description of Goods/Services	Procurement Basis
United Mailing Services	P933864	$44,043.81	Summer school mailing	ETB

Report of Revenues and Expenses

Below is a summary of Fiscal Year 2020 revenues as of June 30, 2020, for the School Operations, Categorically Aided Programs, School Nutrition Service, Construction, and Extension Funds.

				Revenues			
Fund	Amended Budget	Approved Transfers	Revised Budget	Current-month	YTD	Unrealized	Percent Realized
School Operations	$947,857,662	$2,165,828	$950,023,490	$273,541,903[5]	$965,794,340	−$15,770,850	102%
Categorically Aided	168,210,331	45,065,513[1]	213,275,843	46,294,362	163,970,045	49,305,798	77%
School Nutrition	54,929,900	250	54,930,150	5,937,198	49,738,965	5,191,185	91%
Construction	2,637,203	—	2,637,203	4,218,240[45]	9,295,641	−6,658,438	352%
Extension	32,708,590	40	32,708,630	-211,903[3]	26,321,051	6,387,579	80%
Total All Funds	$1,206,343,685	47,231,631	$1,253,575,316	$329,779,801	$1,215,120,043	$38,455,273	97%

Below is a summary of Fiscal Year 2020 expenditures and encumbrances as of June 30, 2020, for the School Operations, Categorically Aided Programs, School Nutrition Service, Construction, and Extension Funds.

Fund	Amended Budget	Approved Transfers[2]	Revised Budget	Current-month Expenditures	Expenditures & Encumbrances	YTD Unexpended Balance	Percent Expended
School Operations	$947,857,662	$34,175,569	$982,033,231	$164,866,313[4]	$992,339,043	−$10,305,812	101%
Categorically Aided	168,210,330	45,065,513[1]	213,275,843	13,392,228	213,794,186	−518,343	100%
School Nutrition	54,929,900	566,810	55,496,710	5,937,198	51,465,526	4,031,184	93%
Construction	2,637,203	55,537,290	58,174,493	7,416,306[4]	64,174,493	−6,000,000	110%
Extension	32,708,590	10,798,504	43,507,094	3,713,516	40,353,532	3,153,562	93%
Total All Funds	$1,206,343,685	$146,143,686	$1,352,487,371	$195,325,561	$1,362,126,780	−$9,639,409	101%

[1]Represents Fiscal Years 2018 and 2019 grants realized in Fiscal Year 2020, plus new grants after the adopted budget.
[2]Represents appropriations for purchases encumbered and commitments in Fiscal Year 2019.
[3]Represents net activities and events that were not conducted due to the COVID-19 shutdown.
[4]A $6 million contribution was made to the Construction Fund Trust from Construction Operations. ‘This is an eligible expenditure for shared costs which secures funding for future construction activities.
[5]Approximately $2 million of Facilities’ rent revenue was transferred from the Construction Fund to School Operations to cover FY20 tenant costs.

Routine Monthly Reports

The report on contracts awarded with a value under $50,000 and cumulative total report and the report on monthly grant awards are attached to the minutes of your Committee’s meeting. These are informational items, and no action is required.

Monthly Expenditure Control Report

The following report is submitted for the Board's information pursuant to the Milwaukee Board of School Directors' act1on of November 8, 1978. Thus report, which is presented on a budgetary basis of accounting, reflects revenues and expenditures for the period of July 1, 2019, through June 30, 2020.

School Operations Fund

Expenditures, encumbrances, and commitments through June totaled $992,339,043, or 101% of the revised budget.

District Contingent Fund

The balance at June 30, 2020, was $500,000. Fund transfers and the dates they were approved are as follows

Balance — July I, 2019.....$ 500,000
Approved Transfers
None 0
Balance — June 30, 2020.....$ 500,000

Construction Fund

Expenditures, encumbrances, and commitments through June totaled $64,174,493, or 110% of the revised budget

Extension Fund

Expenditures, encumbrances, and commitments through June totaled $40,353,532, or 93% of the revised budget.

Revenues and Expenditures, Current-year versus Three-year Average, as of June 30, 2020

	Revenues		Expenditures	
	Percent Realized		Percent Expended	
Fund	Current-Year	3-year Average	Current-Year	3-year Average
School Operations	102%	101%	101%	101%
Categorically Aided	77%	82%	100%	87%
School Nutrition	91%	100%	93%	92%
Construction	352%	112%	110%	100%
Extension	80%	88%	93%	91%

Donations

Location	Donor	Amount	Gift or Purpose
Monetary Donations			
Auer Avenue School	Mount Carmel Lutheran Church	$2,960.00	School Uniform Donation
Browning School	Direct Supply Foundation, Inc.	$4,500.00	Gym Class Donation
Congress School	General Mills/Box Tops for Education	$1.60	General School Supplies
German Immersion School	German Immersion Foundation	$2,880.00	General School Supplies
German Immersion School	Your Cause AbbVie	$12.36	General School Supplies
German Immersion School	Your Cause AbbVie	$8.24	General School Supplies
German Immersion School	Your Cause AbbVie	$8.24	General School Supplies
Goodrich School	Donors Choose	$300.00	Gift Cards for TPT Resources
Hopkins Street School	Greater Milwaukee Foundation, Inc.	$1,250.00	Honorarium Participation Donation
Hopkins Street School	Greater Milwaukee Foundation, Inc.	$1,250.00	Honorarium Participation Donation
Keefe Avenue School	YourCause, LLC.	$120.00	General School Supplies
King High School	Dawn R. Wollenzien	$15.00	Boy's Tennis Donation
King High School	Ann Marie Fabos	$100.00	Boy's Tennis Donation
Lloyd Barbee Montessori	Julie E. Toman	$200.00	General School Supplies

Location	Donor	Amount	Gift or Purpose
Morse Middle School	Richard & Nansi Hawkins	$200.00	Science Donation
Morse Middle School	Richard & Nansi Hawkins	$1,800.00	Head Phones Donation
North Division High School	Elizabeth Eiland	$100.00	Sympathy Donation
North Division High School	Donita Adams	$10.00	Sympathy Donation
North Division High School	Kenyetta Maclin	$10.00	Sympathy Donation
North Division High School	Francisca Gabriel	$20.00	Sympathy Donation
Riley School	Supporting Families Together Association (SFTA)	$150.00	Safe Place Childcare Programming Donation
Obama School	Kwik Trip, Inc.	$3.85	General School Supplies
Story School	Greater Milwaukee Foundation, Inc.	$1,250.00	General School Supplies
Trowbridge School	Sharon Cook	$200.00	Online Learning Donation
Trowbridge School	Northwestern Mutual Foundation	$500.00	General School Supplies
Trowbridge School	Jolene Plautz	$30.00	Technology for Virtual Learning
Trowbridge School	Brian And Nancy Mitchell	$100.00	Technology for Virtual Learning
Trowbridge School	Lorraine Keck	$50.00	Technology for Virtual Learning
Trowbridge School	Elaine Shanebrook	$125.00	Technology Donation
Trowbridge School	Kenneth Krei	$250.00	Technology for Virtual Learning
Trowbridge School	Roberta Drews	$250.00	Technology for Virtual Learning
Total Monetary Donations		*$18,654.29*	
Non-monetary Donations			
A.L.B.A.	Donors Choose	$255.92	Fun Foundational Reading Games
A.L.B.A.	Donors Choose	$324.15	Science Donation
Fernwood School	Donors Choose	$285.78	Stools for Lesson Table
Fernwood School	Donors Choose	$400.79	General School Supplies
Fernwood School	Donors Choose	$402.17	General School Supplies
Fratney Street School	Donors Choose	$247.60	Math Materials & Journals
Goodrich School	Donors Choose	$937.00	Picture Books
Goodrich School	Donors Choose	$801.00	General School Supplies
Goodrich School	Donors Choose	$490.58	Art Materials
Goodrich School	Donors Choose	$540.82	Art Supplies, Circuit & Supplies
Goodrich School	Donors Choose	$201.82	Workbooks for Virtual Learning
Grantosa Drive School	Donors Choose	$542.88	Books
Gwen T. Jackson School	Donors Choose	$74.49	Brother Tn-223C Printer Ink
Hartford University School	Michael Morris	$130.29	Multiplication Flash Cards
Honey Creek Elementary School	Donors Choose	$248.53	Classroom Books
King Elem School	Moncrief Game Changer, CRC.	$1,110.75	School Headphones
Marshall High School	Donors Choose	$296.33	Educational Kits & Games
Marvin Pratt	Donors Choose	$458.71	Educational Materials K3 Materials
Meir School	Donors Choose	$373.81	Materials for Virtual Learning
Milw High Sch of Arts	Donors Choose	$139.00	Speakers
Office of Finance Recreation	Good Sports, Inc.	$10,000.00	Youth Sports Equipment
Riverside High School	Donors Choose	$214.35	Masks
Riverside High School	Donors Choose	$430.00	General School Supplies
Sherman School	Bella Canvas	$503.46	Masks Donation
Trowbridge School	Donors Choose	$330.91	General School Supplies- Ms. Lencho
Trowbridge School	Donors Choose	$326.48	General School Supplies - Ms. Loomis
Trowbridge School	Donors Choose	$725.12	General School Supplies - Mr. Koney
Zablocki School	Donors Choose	$405.47	Early Childhood Learning Materials

Location	Donor	Amount	Gift or Purpose
Total Non-monetary Donations		*$21,198.21*	
Total Value for October 2020		$39,852.50	

Committee's Recommendation

Your Committee recommends that the Board accept the donations as listed, with appropriate acknowledgement to be made on behalf of the Board.

Approved with the roll call vote on the Reports of the Standing Committees.

* * * * *

(Item 7) Action on the Award of Exception-to-bid Contracts

——— Authorization to Contract with the Board of Regents of the University of Wisconsin System on Behalf of the Wisconsin Center for Educational Research (WCER) for Grant-evaluation Services

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 Wisconsin Center for Educational Research (WCER) for grant-evaluation services. Contractor will be used to provide and conduct a mixed-method evaluation featuring both qualitative and quantitative analyses by evaluators from the Wisconsin Evaluation Collaborative (WEC) 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 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 the Jacob K. Javits Gifted and Talented Students Education Program grant (Administrative Policy 3.09 (2)(c)).

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 programmatic implementation. The team will provide both formative and summative feedback to the program manager and to the programming team, with the ultimate priority of improving the implementation and impact of the initiative.

The contract will run from November 1, 2020, through September 30, 2021, (the "Initial Term") with one additional one-year option to extend.

The total cost of the contract in the Initial Term will not exceed $69,000.

Budget Code: GAT-P-S-2R1-CI-ECTS (Gifted and Talented — Contracted Services).....$69,000

HUB Participation
Required..... 0%
Proposed .....N/A
$ Value.....N/A

Student Engagement (hours per 12-month contract)
Paid Student Employment-hour Commitment 0
Student Career-awareness Commitment.....10

——— Authorization to Increase Funds for the Agreement with the Bicycle Federation of Wisconsin for Bicycle and Walking Safety Programs

The Administration is requesting authorization to increase expenditure authority for an agreement with the Bicycle Federation of Wisconsin in furtherance of a grant obtained from the State of Wisconsin's Department of Transportation. The contract coordinator and staff will teach MPS children at MPS sites how to walk and to bike safely within the school community. The coordinator will schedule and teach biking and walking units entitled "Walking Wisdom" and "Bike Driver's Ed," which include both in-class and outdoor components and rides. The contractor is working with MPS to provide virtual learning and following the CDC's guidelines for any in-person learning, including social distancing and wearing masks. The contractor

will also coordinate the repair and maintenance of a fleet of used bikes through the Valid Bike Shop Program, currently located inside North Division High School.

Due to high population density, mixed-use zoning, and schools embedded in neighborhoods, Milwaukee has a good environment for increased walking and biking. In addition, the Milwaukee Common Council recently passed the Complete Streets resolution, which was designed to make walking and biking safer and, thus, to increase the likelihood of youth needing the education in pedestrian and bike safety.

Since its inception in 2005, more than 25,000 students have participated in the program, and it has shown a 14% increase in safety knowledge. There has been an increase in walking and biking by as much as 22% in some neighborhoods.

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis that the services under this agreement are required pursuant to a grant obtained from the State of Wisconsin's Department of Transportation (Administrative Policy 3.09(2)(c)).

This current intergovernmental agreement's term runs from July 1, 2019, through June 30, 2021. While the agreement attached to the minutes of your Committee's meeting reflects two years, the Administration requests consent to implement the second year along with expenditure authorization for the State's Fiscal Year 2020-21 ("SFY20") in the amount of $205,440 to be added to this agreement for the services during this term.

Budget Code: CSV-0-S-SA1-OW-ECTS (Wellness & Prevention (Safe Routes) — Contracted Services) $164,352
GN6-0-0-AME-CI-ECTS (Wellness & Prevention (Safe Routes) — Contracted Services) $41,088

HUB Participation
Required 0%
Proposed 0%
$ Value ..... N/A

Student Engagement (hours per 12-month contract)
Paid Student Employment-hour Commitment 0
Student Career-awareness Commitment 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 WCER for Grant Evaluation Services, GAT-P-S-2RI-CI-ECTS $69,000
- Bicycle Federation of Wisconsin for Bicycle and Walking Safety Programs,
  CSV-0-S-SA1-OW-ECTS $164,352
  GN6-0-0-AME-CI-ECTS $41,088
  Total $205,440

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 on the Reports of the Standing Committees.

* * * * *

(Item 8) Action on the Award of Professional Services Contracts

RFP 1031 Authorization to Contract with the Wisconsin Conservatory of Music for Music Instruction Support

The Administration is requesting authorization to enter into a contract with the Wisconsin Conservatory of Music ("WCM") to provide music instruction support to the approximately 35 MPS schools that have vacant positions as of September 18, 2020. WCM will deliver music instruction based on the Wisconsin State Standards for Music.

Contractor was chosen pursuant to RFP 1031, which closed on September 8, 2020. The contract will run from 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 are met.

The total cost of the WCM contract in the Initial Term will not exceed $700,000.

Budget Code: IMS-0-0-IMC-DW-ECTS (Instrumental Music — Contract Services) $700,000

Prime Contractor Information
- Certified HUB Vendor? .....No
- Total # of Employees 90
- Total # of Minorities 18
- Total # of Women 44

HUB Participation
- Required..... 0%
- Proposed .....N/A
- $ Value.....N/A

Student Engagement (hours per 12-month contract)
- Paid Student Employment-hour Commitment 300
- Student Career-awareness Commitment 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:

- Wisconsin Conservatory of Music for Music Instruction Support, IMS-0-0-IMC-DW-ECTS.....$700,000

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 contracts as set forth in the attachments to the minutes of your Committee's meeting.

Approved with the roll call vote on the Reports of the Standing Committees.

* * * * *

(Item 9) Action on Monthly Facilities Matters: FMS Award of Professional Services Contract Recommendation

RFP #20010 2021 Green Infrastructure Upgrades — Academy of Accelerated Learning Elementary School, Allen-Field Elementary, Bay View Montessori Upper Campus, Escuela Fratney Two-way Bilingual Elementary, and North Division High School

A request for Proposal (RFP) was issued by Facilities and Maintenance Services to obtain a firm to provide design services for the 2021 green infrastructure upgrades at Academy of Accelerated Learning Elementary School, Allen-Field Elementary, Bay View Montessori Upper Campus, Escuela Fratney Two-way Bilingual Elementary, and North Division High School.

Stormwater Solutions Engineering, LLC, is the selected Firm.

The contract will run from October 30, 2020 through October 29, 2021.

Budget Code: Various.....$184,918.50

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

Professional services contract requested for approval:

- Stormwater Solutions Engineering, LLC, for 2021 green infrastructure upgrades at Academy of Accelerated Learning, Allen-Field School, Bay View Montessori School Upper Campus, La Escuela Fratney, and North Division High School,
  Various budget codes.....$184,918.50

Implementation and Assessment Plan

Upon the Board's approval, the professional services contract as attached to the minutes of your Committee's meeting shall be executed.

Committee's Recommendation

Your Committee recommends that the Board approve the professional services contract as attached to the minutes of your Committee's meeting.

Approved with the roll call vote on the Reports of the Standing Committees.

* * * * *

(Item 10) Action on 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 (Milwaukee Teachers' Education Association)
Bookkeepers/Accountants
Educational Assistants
Teachers.

The agreement has a term of one year (July 1, 2020, through June 30, 2021) and provides for a base-wage increase for the unit of 1.81%.

The 1.81% base wage increase was implemented July 1, 2020.

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 FY21 budget.

Committee's Recommendation

Your Committee recommends that the Board approve and adopt the collective-bargaining agreements as highlighted above.

Approved with the roll call vote on the Reports of the Standing Committees.

* * * * *

(Item 11) Action on the 2020-2021 Salary Schedules

Background

On May 28, 2020, the Board approved across-the-board increases, effective July 1, 2020. The salary schedules for 2020-2021 are provided below:

Administrators & Supervisors Salary Schedule

This group includes positions ranging from administrative assistants through cabinet level and can be either classified or certificated.

Salaries range from 200 to 260 days, as indicated by Grade:
A= 260; B = 260 @ 6 hours/day; C = 200; T = 220.

Grade	Job Title	Min	Mid	Max
00A	Assistant	$36,556	$41,093	$45,630
0lA	Assistant I	$45,384	$53,080	$60,775
02A	Assistant II, IT Technician I, Paralegal	$47,086	$56,200	$65,314
02C	Assistant II	$40,747	$48,606	$56,466
03A	Assistant Ill, Associate I, Technician I, IT Technician II, Accountant I	$48,916	$59,566	$70,217
04A	Associate II, Technician II, Accountant II, Performance Auditor I	$52,599	$64,071	$75,542
05A	Associate Ill, Analyst I, Accountant Ill	$56,502	$68,899	$81,296
06A	Coordinator I, Analyst II, Accountant IV, Performance Auditor II	$63,410	$77,370	$91,331
06C	Coordinator I, Analyst II, Accountant IV, Performance Auditor II	$54,749	$66,748	$78,748
07A	Coordinator II, Analyst Ill	$66,428	$81,073	$95,718
07C	Coordinator II, Analyst Ill	$57,332	$69,918	$82,505
08A	Coordinator Ill, Specialist I	$69,609	$84,976	$100,343
08B	Coordinator Ill, Specialist I (6 hours)	$51,473	$63,530	$75,588
08C	Coordinator Ill, Specialist I	$60,071	$73,271	$86,471
09A	Supervisor I, Specialist II	$72,997	$89,088	$105,179
09C	Supervisor I, Specialist II	$62,920	$76,767	$90,614
l0A	Supervisor II, Specialist Ill	$76,439	$93,347	$110,254
l0C	AP I - Elem, Supervisor II, Specialist Ill	$65,912	$80,434	$94,955
11A	Manager I, Specialist IV	$80,105	$97,844	$115,582
llC	AP II - MS, Manager I, Specialist IV	$69,054	$84,287	$99,520
12A	Manager II	$83,959	$102,570	$121,180
12C	Manager II, AP Ill - HS	$72,324	$88,301	$104,278
13A	Manager Ill	$88,001	$107,528	$127,056
13T	Principal I - K-6, Principal I -K-8	$83,365	$101,830	$120,295
14A	Director I, Principal I - 9-12, Principal I - K-12	$92,251	$112,739	$133,226
14T	Principal I - 6-8, Principal II -K-8	$86,761	$106,433	$126,104
15A	Director II, Comptroller, Principal II - 9-12, Principal II - K-12	$96,705	$118,204	$139,703
16A	Sr. Director, Regional Superintendent	$101,388	$123,946	$146,504
18A	Chief	$143,104	$157,159	$171,214
19A	Deputy Superintendent	$148,776	$163,393	$178,010
4R	Management Intern (2 year)	$35,716	$36,704	$37,692
	Superintendent		Contract	

Teacher Unit

Steps	Bachelor's 191 Days	Master's 191 Days	Physical Therapist 191 Days	Occupational Therapist 191 Days	Speech Language Pathologist 191 Days	Nurses 200 Days	School Social Worker 200 Days	Traveling Music Teacher 191 Days
99	$44,325	$47,379	$51,009	$47,516	$49,887	$50,905	$55,639	$22.26
1	$45,954	$49,161	$52,791	$49,298	$51,669	$52,687	$57,421	$23.19
2	$47,583	$50,943	$54,572	$51,080	$53,450	$54,468	$59,203	$24.11
3	$49,212	$52,724	$56,354	$52,861	$55,232	$56,250	$60,984	$25.04
4	$50,841	$54,506	$58,136	$54,643	$57,014	$58,032	$62,766	$25.97
5	$52,470	$56,288	$59,917	$56,425	$58,795	$59,813	$64,548	$26.89
6	$54,099	$58,069	$61,699	$58,206	$60,577	$61,595	$66,329	$27.82
7	$55,728	$59,851	$63,481	$59,988	$62,359	$63,377	$68,111	$28.74
8	$57,357	$61,633	$65,262	$61,770	$64,140	$65,158	$69,893	$29.67
9	$58,986	$63,414	$67,044	$63,552	$65,922	$66,940	$71,674	$30.60
10	$60,615	$65,196	$68,826	$65,333	$67,704	$68,722	$73,456	$31.52
11	$62,244	$66,978	$70,607	$67,115	$69,485	$70,503	$75,238	$32.45
12	$63,873	$68,759	$72,389	$68,897	$71,267	$72,285	$77,019	$33.38
13	$65,501	$70,541	$74,171	$70,678	$73,049	$74,067	$78,801	$34.30
14	$67,130	$72,323	$75,952	$72,460	$74,830	$75,848	$80,583	$35.23
15	$68,759	$74,104	$77,734	$74,242	$76,612	$77,630	$82,364	$36.16
16	$70,388	$75,886	$79,516	$76,023	$78,394	$79,412	$84,146	$37.08
17		$77,668	$81,298	$77,805	$80,175	$81,193	$85,928	
18		$79,449	$83,079	$79,587	$81,957	$82,975	$87,709	
19		$81,231	$84,861	$81,368	$83,739	$84,757	$89,491	
20		$83,013	$86,643	$83,150	$85,520	$86,539	$91,273	

Teacher "Plus" Schedules

	Bachelor's					Master's				
	1A[1]	1C[2]	1E[3]	1G[4]	2F[5]	1A[6]	1C[7]	1E[8]	1G[9]	2F[10]
	200	191	260	191	200	200	191	260	191	200
Steps	Days	Days	Days	Days	Days	Days	Days	Days	Days	Days
0	$49,030	$48,868	$54,517	$46,541	$46,414	$52,409	$52,236	$58,274	$49,748	$49,612
1	$50,832	$50,664	$56,521	$48,252	$48,119	$54,379	$54,200	$60,465	$51,619	$51,477
2	$52,634	$52,460	$58,524	$49,962	$49,825	$56,350	$56,164	$62,657	$53,490	$53,343
3	$54,436	$54,256	$60,528	$51,672	$51,531	$58,321	$58,129	$64,848	$55,361	$55,209
4	$56,238	$56,052	$62,532	$53,383	$53,237	$60,292	$60,093	$67,039	$57,231	$57,074
5	$58,039	$57,848	$64,535	$55,093	$54,942	$62,263	$62,057	$69,231	$59,102	$58,940
6	$59,841	$59,644	$66,539	$56,804	$56,648	$64,233	$64,021	$71,422	$60,973	$60,806
7	$61,643	$61,440	$68,542	$58,514	$58,354	$66,204	$65,986	$73,614	$62,844	$62,671
8	$63,445	$63,236	$70,546	$60,225	$60,059	$68,175	$67,950	$75,805	$64,714	$64,537
9	$65,247	$65,032	$72,549	$61,935	$61,765	$70,146	$69,914	$77,996	$66,585	$66,403
10	$67,049	$66,828	$74,553	$63,645	$63,471	$72,117	$71,879	$80,188	$68,456	$68,268
11	$68,851	$68,624	$76,556	$65,356	$65,177	$74,087	$73,843	$82,379	$70,327	$70,134
12	$70,653	$70,419	$78,560	$67,066	$66,882	$76,058	$75,807	$84,570	$72,197	$71,999
13	$72,454	$72,215	$80,563	$68,777	$68,588	$78,029	$77,772	$86,762	$74,068	$73,865
14	$74,256	$74,011	$82,567	$70,487	$70,294	$80,000	$79,736	$88,953	$75,939	$75,731
15	$76,058	$75,807	$84,570	$72,197	$71,999	$81,971	$81,700	$91,145	$77,810	$77,596
16	$77,860	$77,603	$86,574	$73,908	$73,705	$83,941	$83,664	$93,336	$79,680	$79,462
17	$—	$—	$—	$—	$—	$85,912	$85,629	$95,527	$81,551	$81,328
18	$—	$—	$—	$—	$—	$87,883	$87,593	$97,719	$83,422	$83,193
19	$—	$—	$—	$—	$—	$89,854	$89,557	$99,910	$85,293	$85,059
20	$—	$—	$—	$—	$—	$91,825	$91,522	$102,101	$87,163	$86,924

[1]This list includes District Mentor, Teacher Mentor, Innovation Coach, Positive Behavior, Interventions & Support, (PBIS) Coach
[2]This list includes Emp Tr Specialist, Literacy Leader, Teacher Leader, Math/Sci Spec
[3]This list includes 12-monthTeacher
[4]This list includes Orientation & Mobility Teacher
[5]This list includes Library Media Spec and Teacher Trauma Spec
[6]This list includes District Mentor, Teacher Mentor, Innovation Coach, Positive Behavior, Interventions & Support, (PBIS) Coach
[7]This list includes Emp Tr Specialist, Literacy Leader, Teacher Leader, Math/Sci Spec
[8]This list includes 12-month Teacher
[9]This list includes Orientation and Mobility Teacher
[10]This list includes Library Media Spec and Teacher Trauma Spec

*Substitute Teachers are paid $20.93/hr.

Permit/Intern Teachers — 191 days

Step	98	99	1
Salary	$43,537	$44,325	$ 45,954

New permit/intern professionals start at step 98. After one full year in that role, they will move to step 99. Upon approved DPI licensure, they will move to step 1 on the teacher schedule.

Psychologist — 200 days

Step	Salary	Step	Salary	Step	Salary	Step	Salary
99	$57,141	4	$66,644	8	$76,146	12	$85,648
1	$59,517	5	$69,019	9	$78,521	13	$88,024
2	$61,892	6	$71,394	10	$80,897	14	$90,399
3	$64,268	7	$73,771	11	$83,272	15	$92,774

Psychometric Assistant: $32.08/hr.

Original Step Placement and Onboarding Schedule

Years	Step	Years	Step	Years	Step	Years	Step	Years	Step
0	99	2	2	4	4	6	6	8	8
1	1	3	3	5	5	7	7	9	9

Years	Step
10	10
11	11
12	12

Years	Step
13	13
14	14
15	15

Years	Step
16	15
17	15
18	15

Years	Step
19	15
20	15

Paraprofessional — 187 days

	Hourly	6-hour	6.5-hour	7-hour	7.5-hour	8-hour
	Grade					
Steps	GEN 04E	GEN 4Al	GEN 4A2	GEN 4A3	GEN 4A8	GEN 4A4
99	$16.62	$18,642	$20,196	$21,750	$23,303	$24,857
1	$17.02	$19,099	$20,691	$22,283	$23,874	$25,466
2	$17.63	$19,785	$21,434	$23,082	$24,731	$26,380
3	$18.24	$20,470	$22,176	$23,882	$25,588	$27,294
4	$18.86	$21,156	$22,919	$24,681	$26,444	$28,207
5	$19.47	$21,841	$23,661	$25,481	$27,301	$29,121
6	$20.08	$22,526	$24,404	$26,281	$28,158	$30,035
7	$20.69	$23,212	$25,146	$27,080	$29,015	$30,949
8	$21.30	$23,897	$25,889	$27,880	$29,871	$31,863
9	$21.91	$24,582	$26,631	$28,680	$30,728	$32,777
10	$22.52	$25,268	$27,374	$29,479	$31,585	$33,690

Gen Ed Asst: $15/hr. Child Care Worker: $15/hr.

School Nursing Associate —189 days

7.5 Hours, Annual

		Grade			Grade			Grade			Grade
Step	Hourly	MM BlA	Step	Hourly	MM BlA	Step	Hourly	MM BlA	Step	Hourly	MM BlA
99	$23.43	$33,207	3	$25.72	$36,454	6	$28.01	$39,701	9	$30.30	$42,948
1	$24.19	$34,289	4	$26.48	$37,537	7	$28.77	$40,784	10	$31.06	$44,031
2	$24.95	$35,372	5	$27.24	$38,619	8	$29.54	$41,866			

Original Step Placement and Onboarding Schedule

Years	Step
0	99
1	1
2	2
3	2
4	3

Years	Step
5	3
6	4
7	4
8	5
9	5

Years	Step
10	6
11	6
12	7
13	7
14	8

Years	Step
15	8
16	8
17	9
18	9
19	9

Years	Step
20	10

Interpreter — 187 days

Step	Salary
99	$32,579
1	$33,903
2	$35,226

Step	Salary
3	$36,550
4	$37,873
5	$39,197

Step	Salary
6	$40,520
7	$41,844
8	$43,167

Step	Salary
9	$44,491
10	$45,815
11	$47,138

Step	Salary
12	$48,462

Original Step Placement and Onboarding Schedule

Years	Step
0	99
1	1
2	2

Years	Step
3	3
4	4
5	5

Years	Step
6	6
7	7
8	8

Years	Step
9	9
10	10
11	11

Years	Step
12	12

Children's Health Assistant — 189 days

		Annual			
		6-hour	6.5-hour	7-hour	8-hour
		Grade			
Step	Hourly	MM B9A	MM B9C	MM B9B	MM B9
99	$15.80	$17,918	$19,411	$20,905	$23,891
1	$16.31	$18,495	$20,037	$21,578	$24,661
2	$16.82	$19,073	$20,662	$22,252	$25,430
3	$17.33	$19,650	$21,288	$22,925	$26,200

		Annual			
		6-hour	6.5-hour	7-hour	8-hour
		Grade			
Step	Hourly	MM B9A	MM B9C	MM B9B	MM B9
2	$16.82	$19,073	$20,662	$22,252	$25,430
3	$17.33	$19,650	$21,288	$22,925	$26,200

		Annual			
		6-hour	6.5-hour	7-hour	8-hour
		Grade			
Step	Hourly	MM B9A	MM B9C	MM B9B	MM B9
4	$17.84	$20,227	$21,913	$23,598	$26,970
5	$18.35	$20,805	$22,538	$24,272	$27,739
6	$18.86	$21,382	$23,164	$24,945	$28,509
7	$19.36	$21,959	$23,789	$25,619	$29,279
8	$19.87	$22,536	$24,414	$26,292	$30,048
9	$20.38	$23,114	$25,040	$26,966	$30,818
10	$20.89	$23,691	$25,665	$27,639	$31,588

Original Step Placement and Onboarding Schedule

Year	Step	Year	Step	Year	Step	Year	Step	Year	Step
0	99	5	3	10	6	15	8	20	10
1	1	6	4	11	6	16	8		
2	2	7	4	12	7	17	9		
3	2	8	5	13	7	18	9		
4	3	9	5	14	8	19	9		

School Bookkeeper

	10-month		12-month	
	Hourly Rate	Annual	Hourly Rate	Annual
Step	200 Days	Grade FLT 44	260 Days	Grade FLT 43
99	$19.99	$31,976	$18.45	$38,372
1	$20.63	$33,003	$19.04	$39,600
2	$21.26	$34,013	$19.62	$40,807
3	$21.90	$35,039	$20.21	$42,035
4	$22.53	$36,049	$20.80	$43,264
5	$23.17	$37,075	$21.38	$44,471
6	$23.80	$38,085	$21.97	$45,699
7	$24.44	$39,111	$22.56	$46,927
8	$25.08	$40,121	$23.15	$48,155
9	$25.72	$41,148	$23.73	$49,362
10	$26.35	$42,157	$24.32	$50,591

Original Step Placement and Onboarding Schedule

Year	Step	Year	Step	Year	Step	Year	Step	Year	Step
0	99	5	3	10	6	15	8	20	10
1	1	6	4	11	6	16	8		
2	2	7	4	12	7	17	9		
3	2	8	5	13	7	18	9		
4	3	9	5	14	8	19	9		

Engineers — 260 days

Step	Boiler Attendant Trainee	Boiler Attendant	School Engineer I	School Engineer II	School Engineer Ill	School Engineer Ill+	School Engineer IV
99	$36,652	$41,742	$46,833	$51,923	$57,014	$61,086	$66,177
1	$37,670	$42,760	$47,851	$52,941	$58,032	$62,104	$67,195
2	$38,688	$43,778	$48,869	$53,959	$59,050	$63,122	$68,213
3	$39,706	$44,796	$49,887	$54,977	$60,068	$64,140	$69,231
4	$40,724	$45,815	$50,905	$55,996	$61,086	$65,158	$70,249
5	$41,742	$46,833	$51,923	$57,014	$62,104	$66,177	$71,267
6	$42,760	$47,851	$52,941	$58,032	$63,122	$67,195	$72,285
7	$43,778	$48,869	$53,959	$59,050	$64,140	$68,213	$73,303
8	$44,796	$49,887	$54,977	$60,068	$65,158	$69,231	$74,321
9	$45,815	$50,905	$55,996	$61,086	$66,177	$70,249	$75,339
10	$46,833	$51,923	$57,014	$62,104	$67,195	$71,267	$76,358

Original Step Placement and Onboarding Schedule

Year	Step	Year	Step	Year	Step	Year	Step	Year	Step
0	99	4	4	8	8	12	10	16	10
1	1	5	5	9	9	13	10	17	10
2	2	6	6	10	10	14	10	18	10
3	3	7	7	11	10	15	10	19	10

Year	Step
20	10

Building Service Helper (BSH) I and 1 — 260 Days

	BSH I		BSH II	
	Hourly Rate Grade		Hourly	Annual Grade
Step	FLT E9	Annual	Rate	FLT El
99	$13.36	$27,783.54	$16.54	$34,412
1	$13.87	$28,842.37	$17.05	$35,471
2	$14.38	$29,901.19	$17.56	$36,529
3	$14.88	$30,960.01	$18.07	$37,588
4	$15.39	$32,018.84	$18.58	$38,647
5	$15.90	$33,077.66	$19.09	$39,706

	BSH I		BSH II	
	Hourly Rate Grade		Hourly	Annual Grade
Step	FLT E9	Annual	Rate	FLT El
6	$16.41	$34,136.49	$19.60	$40,765
7	$16.92	$35,195.31	$20.11	$41,824
8	$17.43	$36,254.13	$20.62	$42,882
9	$17.94	$37,312.96	$21.13	$43,941
10	$18.45	$38,371.78	$21.63	$45,000

Original Step Placement and Onboarding Schedule

Years	Step
0	99
1	1
2	2
3	2
4	3
5	3

Years	Step
6	4
7	4
8	5
9	5
10	6
11	6

Years	Step
12	7
13	7
14	8
15	8
16	8
17	9

Years	Step
18	9
19	9
20	10

Safety Assistant — 187 days

Step	Hourly Rate	Annual Grade MM Q3
99	$15.53	$23,227
1	$15.91	$23,806
2	$16.50	$24,689
3	$17.09	$25,572

Step	Hourly Rate	Annual Grade MM Q3
4	$17.68	$26,456
5	$18.27	$27,339
6	$18.87	$28,223
7	$19.46	$29,106

Step	Hourly Rate	Annual Grade MM Q3
8	$20.05	$29,989
9	$20.64	$30,873
10	$21.23	$31,756

Safety Asst II: $29,114-$37,848

Original Step Placement and Onboarding Schedule

Years	Step
0	99
1	1
2	2
3	2
4	3

Years	Step
5	3
6	4
7	4
8	5
9	5

Years	Step
10	6
11	6
12	7
13	7
14	8

Years	Step
15	8
16	8
17	9
18	9
19	9

Years	Step
20	10

Food Service Assistant (FSA), School Kitchen Manager (SKM), Central Kitchen Manager (CKM) — 191 days

	FSA	FSA IC	SKM Trainee	SKM I	
	Hourly Rate Grade	Hourly Rate Grade	Hourly Rate Grade	Hourly	Annual Grade
Step	GEN BS	GEN BSA	GEN B6	Rate	FLT Bl
99	$13.17	$13.58	$13.68	$15.27	$23,335
1	$13.68	$14.09	$14.19	$15.78	$24,113
2	$14.19	$14.60	$14.70	$16.29	$24,891
3	$14.70	$15.11	$15.21	$16.80	$25,668
4	$15.21	$15.62	$15.72	$17.31	$26,446
5	$15.72	$16.13	$16.23	$17.82	$27,224

	FSA	FSA IC	SKM Trainee	SKM I	
	Hourly Rate Grade	Hourly Rate Grade	Hourly Rate Grade	Hourly	Annual Grade
Step	GEN BS	GEN BSA	GEN B6	Rate	FLT Bl
6	$16.23	$16.64	$16.74	$18.33	$28,002
7	$16.74	$17.14	$17.25	$18.83	$28,780
8	$17.25	$17.65	$17.76	$19.34	$29,557
9	$17.76	$18.16	$18.26	$19.85	$30,335
10	$18.26	$18.67	$18.77	$20.36	$31,113

Step	SKM II Hourly Rate	SKM II Annual Grade FLT Bl	SKM Ill Hourly Rate	SKM Ill Annual Grade FLT BS	CKM II Hourly Rate	CKM II Annual Grade FLT B6
99	$16.29	$24,891	$17.82	$27,224	$19.34	$29,557
1	$16.82	$25,707	$18.35	$28,041	$19.88	$30,374
2	$17.36	$26,524	$18.89	$28,857	$20.41	$31,191
3	$17.89	$27,341	$19.42	$29,674	$20.95	$32,008
4	$18.43	$28,157	$19.95	$30,491	$21.48	$32,824
5	$18.96	$28,974	$20.49	$31,308	$22.02	$33,641
6	$19.50	$29,791	$21.02	$32,124	$22.55	$34,458
7	$20.03	$30,608	$21.56	$32,941	$23.09	$35,275
8	$20.57	$31,424	$22.09	$33,758	$23.62	$36,091
9	$21.10	$32,241	$22.63	$34,574	$24.15	$36,908
10	$21.63	$33,058	$23.16	$35,391	$24.69	$37,725

Original Step Placement and Onboarding Schedule

Years	Steps	Years	Steps	Years	Steps	Years	Steps
0	99	6	4	12	7	18	9
1	1	7	4	13	7	19	9
2	2	8	5	14	8	20	10
3	2	9	5	15	8		
4	3	10	6	16	8		
5	3	11	6	17	9		

1616 — Support Staff

Step	IT Tech I 260 Days	IT Tech II 260 Days	Social Work Aide II 187 Days	Truck Driver, Inventory, Supply Clerk 260 Days	Groundskeeper 260 Days	Instrument Spec, Small Engine Mechanic 260 Days	Information Specialist 260 Days	Kitchen Driver 260 Days
99	$50,689	$51,955	$17,183	$47,280	$45,705	$41,309	$37,894	$21.39
1	$51,693	$52,985	$17,683	$48,219	$46,612	$42,136	$39,145	$21.82
2	$52,698	$54,015	$18,183	$49,157	$47,520	$42,962	$40,395	$22.25
3	$53,703	$55,045	$18,683	$50,095	$48,427	$43,788	$41,646	$22.68
4	$54,708	$56,075	$19,183	$51,033	$49,335	$44,614	$42,896	$23.10
5	$55,713	$57,105	$19,684	$51,972	$50,242	$45,440	$44,147	$23.53
6	$56,717	$58,135	$20,184	$52,910	$51,150	$46,267	$45,397	$23.96
7	$57,722	$59,165	$20,684	$53,848	$52,057	$47,093	$46,648	$24.39
8	$58,727	$60,195	$21,184	$54,786	$52,965	$47,919	$47,898	$24.82
9	$59,732	$61,224	$21,684	$55,725	$53,872	$48,745	$49,149	$25.25
10	$60,736	$62,254	$22,184	$56,663	$54,780	$49,571	$50,399	$25.68

Step	Nutrition Tech	Nutrition Tech — 6 Hours	Seasonal Laborer 260 Days	Engine Mechanic 260 Days	Auto Mechanic 260 Days	Auto Mechanic Foreman 260 Days
99	$29,733	$18,112	$16.74	$42,926	$48,523	$53,375
1	$30,606	$18,609	$17.07	$44,207	$49,969	$54,965
2	$31,479	$19,105	$17.41	$45,487	$51,415	$56,556
3	$32,352	$19,602	$17.74	$46,768	$52,860	$58,146
4	$33,224	$20,098	$18.08	$48,049	$54,306	$59,736
5	$34,097	$20,594	$18.41	$49,330	$55,752	$61,327
6	$34,970	$21,091	$18.75	$50,611	$57,198	$62,917
7	$35,843	$21,587	$19.08	$51,891	$58,644	$64,508
8	$36,715	$22,084	$19.42	$53,172	$60,089	$66,098
9	$37,588	$22,580	$19.75	$54,453	$61,535	$67,688
10	$38,461	$23,077	$20.09	$55,734	$62,981	$69,279

Original Step Placement and Onboarding Schedule

Years	Step	Years	Step	Years	Step	Years	Step	Years	Step
0	99	4	3	8	5	12	7	16	8
1	1	5	3	9	5	13	7	17	9
2	2	6	4	10	6	14	8	18	9
3	2	7	4	11	6	15	8	19	9

Years	Step
20	10

Clerical Staff (non-ASC)

Step	22C Hourly Rate	A3B 10-month Annual 200 Days	A3E Month Annual 220 Days	A3A Hourly Rate	A3A Annual 260 Days	A4E Hourly	A4E Annual 260 Days
99	$15.53	$24,841.64	$27,325.80	$15.00	$31,200.00	$16.63	$34,581.19
1	$16.12	$25,786.44	$28,365.08	$15.35	$31,934.13	$17.30	$35,985.19
2	$16.71	$26,731.23	$29,404.36	$15.94	$33,162.37	$17.98	$37,389.19
3	$17.30	$27,676.03	$30,443.63	$16.53	$34,390.60	$18.65	$38,793.19
4	$17.89	$28,620.83	$31,482.91	$17.12	$35,618.84	$19.33	$40,197.19
5	$18.48	$29,565.62	$32,522.19	$17.71	$36,847.08	$20.00	$41,601.19
6	$19.07	$30,510.42	$33,561.46	$18.31	$38,075.31	$20.68	$43,005.20
7	$19.66	$31,455.22	$34,600.74	$18.90	$39,303.55	$21.35	$44,409.20
8	$20.25	$32,400.01	$35,640.02	$19.49	$40,531.78	$22.03	$45,813.20
9	$20.84	$33,344.81	$36,679.29	$20.08	$41,760.02	$22.70	$47,217.20
10	$21.43	$34,289.61	$37,718.57	$20.67	$42,988.25	$23.38	$48,621.20
	This group includes: Sch Secretary (hourly) — 10-month Sch Secretary I — 10-month Sch Secretary I — 11-month			This group includes: Sch Secretary I — 12-month Dupl Equip Operator I Telephone Operator		This group includes: Secretary II Dupl Equip Operator II Contracts Clerk	

Step	AF3 Hourly Rate	AF3 Annual 260 days	AF5 Hourl Rate	AF5 Annual 260 days	AF7 Hourly Rate	AF7 Annual 260 days
99	$16.05	$33,374.13	$18.54	$38,562.37	$22.43	$46,651.79
1	$16.61	$34,543.07	$19.19	$39,911.31	$23.02	$47,890.61
2	$17.17	$35,712.02	$19.84	$41,260.25	$23.62	$49,129.43
3	$17.73	$36,880.96	$20.49	$42,609.20	$24.22	$50,368.26
4	$18.29	$38,049.90	$21.13	$43,958.14	$24.81	$51,607.08
5	$18.86	$39,218.84	$21.78	$45,307.08	$25.41	$52,845.91
6	$19.42	$40,387.78	$22.43	$46,656.02	$26.00	$54,084.73
7	$19.98	$41,556.72	$23.08	$48,004.96	$26.60	$55,323.55
8	$20.54	$42,725.67	$23.73	$49,353.90	$27.19	$56,562.38
9	$21.10	$43,894.61	$24.38	$50,702.85	$27.79	$57,801.20
10	$21.67	$45,063.55	$25.02	$52,051.79	$28.38	$59,040.03
	This group includes: Accounting Assistant I Human Resources Assistant Payroll Assistant I		This group includes: Account Clerk II Accounting Assistant II Payroll Assistant II Data Support Assistant		This group includes: Accounting Assistant III	

Original Step Placement and Onboarding Schedule

Years	Step
0	99
1	1
2	2
3	2
4	3
5	3
6	4
7	4
8	5
9	5
10	6
11	6
12	7
13	7
14	8
15	8
16	8
17	9
18	9
19	9
20	10

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 FY21 is $15,562,094.53, which was previously approved in the FY21 budget.

Committee's Recommendation

Your Committee recommends the Board approve the 2020-2021 Salary Schedules as presented.

Approved with the roll call vote on the Reports of the Standing Committees.

* * * * *

(Item 12) Report with Possible Action on Central Region Staffing

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 June 25, 2020, Resolution 2021R-005 was introduced and referred to the Committee on Accountability, Finance and Personnel.

WEREAS, In response to the COVID-19 pandemic, the Milwaukee Public Schools (MPS) has the responsibility to provide an environment that addresses the safety concerns of our students, staff, and families; and

WHEREAS, In August of 2017, the Milwaukee Board of School Directors adopted Administrative Policy 1.06, Equity in MPS, which states, in part:

> (a) The Milwaukee Board of School Directors is committed to the success of every student, regardless of race, ethnicity, family economics, mobility, gender identity, sexual orientation, disability, or initial proficiencies. The Board holds itself and all district and school-site decision makers, faculty, and support staff accountable for building a district-wide culture of equity.

and

WHEREAS, The principals, teachers, and staff of the schools in MPS's Central Region — which encompasses the 53205, 53206, 53208, 53210 ZIP Codes among others — are committed to providing quality educational opportunities to their students, who are some of the most vulnerable children not only in the city or state, but in the country; and

WHEREAS, Schools in the Central Region — specifically the schools in the 53206 ZIP Code, have historically been understaffed, and the vacancy rate in this region remains one of the highest in the school district; and

WHEREAS, The schools in the Central Region experience a high rate of staff absenteeism among teachers, which is detrimental to our day-to-day instruction and to the safety and wellbeing of our staff and students; and

WHEREAS, Substitute teachers historically have been reticent to accept positions in this Region, especially in the schools located in ZIP Codes 53205, 53206, 53208, and 53210; and

WHEREAS, If school buildings are to be reopened for either in-person or physically- distanced learning during the COVID-19 crisis, MPS must ensure that all schools have reduced student-to-adult ratios; and

WHEREAS, As the MPS community comes together to move forward in its efforts to support equity, the unique needs of the Central Region must be a major focus both during and after the COVID-19 crisis; now, therefore, be it

RESOLVED, That the MPS Office of Human Resources is hereby directed to give priority in filling vacancies to the schools in the Central Region; and be it

FURTHER RESOLVED, That substitute teachers shall be assigned as "floaters" at specific schools in the Central Region — i.e., they shall be required to work at their assigned schools for a specified period of time to ensure that there are sufficient adults in each school to provide the required supervision; and be it

FURTHER RESOLVED, That the current paraprofessionals assigned to schools in the Central Region shall be offered 40-hour-per-week positions, which will allow them to be in the school buildings for more hours in order to reduce the student-to-adult ratios; and be it

FURTHER RESOLVED, That Central Office staff be assigned specifically to assist in Central Region schools on a day-to-day basis; and be it

FURTHER RESOLVED, That Central Region schools shall be given priority in developing partnerships which will ensure that these schools will have additional adults to support them; and be it

FURTHER RESOLVED, That MPS shall give priority to filling vacancies in the Central Region and to providing extra staffing support to the specialist that works with the Central Region, including diverting Central Services staff from other responsibilities as needed to support this work; and be it

FURTHER RESOLVED, That MPS shall offer develop incentives for teachers who select and commit to three-year assignments in the Central Region; and be it

FURTHER RESOLVED, That MPS shall strive to ensure that 80% of the incentivized positions in the Central Region will be filled by teachers of color; and be it

FURTHER RESOLVED, That a portion of the funding allocated to strengthen MPSU (Milwaukee Public Schools University) shall be used to support paraprofessionals who are serving in the Central Region in getting certified as teachers; and be it

FURTHER RESOLVED, That the Administration shall present its analysis of, and recommendations regarding, this Resolution at the Milwaukee Board of School Directors' regular meeting of July 2020.

The Board discussed this resolution at its meetings on July 30 and September 24, 2020, at which time the Administration provided additional analysis as requested by the Board.

At the its meeting on September 24, 2020, the Board approved a motion to send the resolution back to committee. The motion also included direction to the Administration to form a task force to review possible revisions in current policies or procedures to increase the recruitment and long-term stability of employees working in hard-to-staff schools. The work is to include, but not be limited to, the current school transfer and interview processes, possible incentives, and the need to ensure that building leaders are collaborative and practice shared leadership.

The Administration has worked to begin formation of the task force, which includes the following:

- Annie Woodward, Board Member, District #4
- Mr. Calvin Fermin, Deputy Superintendent (Chair)
- Dr. Carletta Noland, Regional Superintendent, Central Region (Vice-chair)
- Ms. Felice Beal, Instructional Leadership Director, Central Region
- Ms. Kirsten Brown, Principal, Gaenslen School
- Parent, Gaenslen School
- Mr. Keith Carrington, Principal, North Division High School
- Parent, North Division High School
- Student, North Division High School
- Ms. Tiffany Fisher, Principal, Roosevelt Middle School
- Parent, Roosevelt Middle School
- Student, Roosevelt Middle School
- Dr. Christlyn Frederick-Stanley, Principal, Keefe Avenue School
- Parent, Keefe Avenue School
- Ms. Rhoda Jones-Goodwin, Principal, Manitoba School
- Parent, Manitoba School
- Ms. Debra Rash, Principal, Maple Tree School
- Parent, Maple Tree School
- Mr. Ben Ward, Milwaukee Teachers' Education Association
- Ms. Pepper LaMothe, Manager, Talent Management
- Ms. Bernadine Cosey, Talent Management Specialist

The first virtual meeting of the task force is scheduled for later in October. The focus of the first meeting will be to familiarize participants with the resolution and the focus of the task force as detailed in the motion that was approved by the Milwaukee Board of School Directors on September 24, 2020. The Administration will continue to report to the Board on a monthly basis.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 6.23, Recruitment and Hiring: Staff

Fiscal Impact Statement

N/A

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(Item 13) 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. 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 the COVID-19 pandemic, School Nutrition Services remained focused on serving students with healthy, nutritious meals through the district's Stop, Grab & Go distribution sites. The district has increased the number of distribution site locations from 25 in Spring 2020, to 50 starting with the 2020-21 school year. We have also expanded the meal-distribution time since the beginning of the 2020-21 school year to allow greater flexibility for families. In addition, we are continuing to explore options to extend the meal distribution times.

School Nutrition Services (SNS) has served more than 1.6 million meals since March 15, 2020. Additionally, we have helped various organizations with distributing a variety of donations, including food boxes, masks, and hygienic items.

School Nutrition Services proudly participates in the USDA's Fresh Fruit & Vegetable Program (FFVP), in which MPS students and children under 18 can participate. During October 2020, different cultures are being celebrated through the Fresh Fruit & Vegetable Program. Produce bags with nutritional facts and recipes are being distributed to families.

Administration's Report

Stop, Grab & Go Sites

25 locations opened on March 15, 2020. This was increased to 50 locations on September 1, 2020. Service hours initially were 11:00 a.m.-1:00 p.m., then were extended to 11:00 a.m.-1:30 p.m.

Meals Distributed

1,680,146 meals have been served since March 15, 2020.

Meal	Number Served
Breakfast	657,508
Lunch	667,551
Snack	338,861
Dinner	16,226

Additional Family Supports

Stop, Grab & Go Sites have provided additional support for families through donations.

Item	Donor
Food items	Feeding America
	Klement's
	Miller Baking
	Ready Nutrition
Hygiene kits	MPS Foundation
Masks	MKE Mask
	Molina Healthcare of Wisconsin
	Rebel Converting

Item	Donor	Item	Donor
Books	Milwaukee Public Library	Funding	GENYOUth, Inc.
	Penworthy Company		Life Time Foundation
	American Heart Association		Richard Zaffiro
Jump ropes	American Heart Association	Informational handouts	Hunger Task Force
			Children's Wisconsin

Fresh Fruit & Vegetable Program (FFVP)

For MPS students and children under 18

Produce bags are available for pick up every Thursday during the month of October at our distribution sites

Each week, we celebrate a different culture through the FFVP.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 4.05, School Nutrition Management

Fiscal Impact Statement

N/A

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REPORT OF THE COMMITTEE ON PARENT AND COMMUNITY ENGAGEMENT

Director 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 & Community Engagement Initiatives

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 item is to provide the Committee with an update on the role of Parent Coordinators and the District Advisory Council (DAC) on the support they are providing to families during Phase 1 of the School Reopening Plan.

Administration's Report

Family & Community Engagement in MPS

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 through which to serve as leaders
Families have tools and knowledge needed to be active in their children's education
Families have opportunities to build peer networks

Parent Coordinators

Phase One Essentials

- Align the district's goals with relevant activities to support families
- Communicate updates and concerns
- Host virtual family meetings
- Provide technological support and safety protocols
- Contact students who are not engaged or who have attendance Issues

District Advisory Council (DAC)

The purpose of the DAC is to assist in improving educational programs for the children in MPS by:

- providing opportunities for families to serve as leaders;
- offering input on current issues facing MPS;
- informing families and the community about policies and practices at MPS;

FACE (Family and Community Engagement) team offers support for the DAC.

[The Administration's full presentation is attached to the minutes of your Committee's meeting.]

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 9.11, School Engagement Councils

Fiscal Impact Statement

No Fiscal Impact

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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, 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. To that end, the District Multicultural Multilingual Advisory Council (DMMAC) is supporting these efforts.

Since the Board's action, district staff has been working with the community to implement the resolution. The following presentation will provide a brief overview regarding progress and next steps as well as a DMMAC update.

Administration's Report

MPS Bilingual Schools

- 13,026 students
- 20 schools
- 35.3% English-language learners

- 23.1% students with disabilities
- 79.5% economically-disadvantaged
- 0.4% American Indian
- 4.0% Asian
- 21.9% Black
- 68.0% Hispanic
- 0.1% HI/Pl
- 1.8% Two or More
- 3.8% White

Bilingual Multicultural Education Department

Mission

The mission of the Department of Bilingual Multicultural Education is to provide equitable access to quality multilingual and multicultural programming in Milwaukee Public Schools.

Vision

MPS students graduate with strong cultural and linguistic identities, leveraging these assets to navigate college, career, and life as global citizens in an inclusive society.

Fundamentals: Resolution 1415R-003

- Bilingual expansion and programming
- Parent engagement and marketing
- District Multicultural Multilingual Advisory Council (DMMAC)
- Seal of Biliteracy
- Professional development to schools
- Bilingual support during Phase 1

Expansion Update

Expansion	Work in Progress	Next Steps
Hamilton High School	Support with bilingual program implementation.	Set dates for teachers' professional development and support plan for the entire school year. Dates and support plan will be submitted by end of October. Work to recruit students to the program.
Riverside University High School	Meeting with principal to discuss continued growth of bilingual program.	Meet with principal to continue conversation about the needs for the school to grow the bilingual program into 11th and 12th grades.
Morgandale School	Exploring options for adding dual-language program at the K4 level and growing to 8th grade.	Meet with principal and explore best program options for expansion. Review current staff and third-Friday enrollment data. Develop survey and begin sharing with the community.
Kagel	Expansion has begun successfully in K4.	Addition of K5 two-way dual-language class. Explore the addition of 6th-grade bilingual classroom to allow those students already enrolled to remain as the program grows.
Riley	Expansion has already taken place at K3 through 1st grade.	Addition of 2nd-grade Montessori two-way dual language.
Lincoln Avenue	Conversations to grow the existing program.	Addition of a K4 bilingual classroom. This addition has occurred. Monitor enrollment data to adjust program as needed.

Updates

Item Update	Work in Progress	Next Steps
District Multicultural Multilingual Advisory Committee (DMMAC)	DMMAC has met four times and will continue to meet in the fall. Professional development (PD) was planned, but due to COVID 19, was postponed.	DMMAC will continue to meet and provide PD and information to members of the community. The next meeting will be October 21, 2020.
Parental Engagement and Marketing	Bilingual department worked with Student Services to make changes to the online registration process to assist families with language needs.	Meet with student services to discuss the effectiveness of the changes and review any further updates prior to next enrollment window.
Bilingual Task Force	The Bilingual Task Force, which had its first meeting on January 16, 2020, includes parents, community members, and MPS staff. There was an update sent to all members on July 2, 2020.	The Task Force will schedule a meeting for late October. Meetings will be held monthly until the requirements of the resolution are met.
Seal of Biliteracy	Professional development for the Seal of Biliteracy's coordinators and advisors on implementation.	To support coordinators and advisors through the implementation process. Promote the Seal of Biliteracy to all qualifying students.
Bilingual professional development (PD) to schools around new online resources for Spanish literacy.	Weekly support sessions for teachers and as needed. Additional PD specific to new bilingual teachers.	Grade-level professional development sessions and one-on-one coaching.
English as a Second Language (ESL): Refugee Mentoring Grant and Refugee School Impact Grant	One-on-one or small-group support. English-language-development lessons to English learners.	Renew both grants.
	Orientation to new ESL teachers, as well as ongoing support to all ESL teachers in the district.	To continue small-group support and coaching on an as-needed basis.
	Professional development sessions were uploaded to the Learning Management System (LMS).	Teachers will continue to be encouraged to participate in these professional development sessions and to promote them to their colleagues.

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 of 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 having 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 any recipient of federal financial assistance.

At your Committee's meeting on September 8, 2020, the Administration provided a report regarding the submission of the district's end-of-year report to the OCR. At its regular meeting on September 24, 2020, the Board took action to direct the Administration to report monthly on progress relative to the ten agreed-upon action items, as well as to report on suspensions, expulsions, and referrals. The requested information can be found below.

Administration's Report

Below you will find an update of activities within each of the 10 requirements with Resolution #05-14-5003 with The Office of Civil Rights.

Requirement — Designation of Responsible Employee

Completed.

Requirement 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 in an effort to identify students at risk for behavioral difficulties. All schools are documenting behaviors and supports within PLP Classroom Behavior in Infinite Campus. Schools utilize this data to identify school-wide supports and individual students who are in need of greater support.

Requirement 3 —Outreach to Students

All schools were informed through the district's Thursday Updates that they were required to establish a Student Discipline Committee. On August 28, 2020, during their monthly collaboration meeting, middle- and high-school principals were given a brief overview of the discipline committees' role and expectations for the year. Student Discipline Committees' facilitators received professional development on expectations for the committees and best practices on August 28, 2020. Additionally, a make-up session for committee facilitators was offered on September 2, 2020.

The committees' facilitators are supported by the District Discipline Manager, as well as the following departments: Black and Latino Male Achievement (BLMA); Equity and Inclusion; Student Services; and, Violence Prevention. A Student Discipline Committee Facilitators' networking site has been created with links to best practices, examples, mini lessons, articles, and other districtwide supports.

As of October 9, 2020, each traditional middle and high school has established a Student Discipline Committee. All schools have submitted the name of their committee facilitators and details of how students were recruited in alignment with the resolution agreement with the Office of Civil Rights. During the month of September, 14 schools held meetings of their Student Discipline Committees, also in alignment with the resolution agreement with the Office of Civil Rights.

The fall Student Leadership Summit will occur virtually on November 13, 2020. This is one of two Leadership Summits planned for the 2020-2021 school year.

Requirement 4 — Outreach to District Staff

Schools were instructed to establish Discipline Work Groups to address disproportionality, school climate, and culture. Each school was required to identify a Discipline Champion to serve as the facilitator of the group.

The Discipline Work Group and Discipline Champions are supported by the District Discipline Manager as well as by the following departments: Black and Latino Male Achievement (BLMA); Equity and Inclusion; Student Services; and, Violence Prevention. Discipline Champions consistently receive a monthly informational update and a weekly email with best practices as an effort of continuous support.

Discipline Champions can seek support during the Discipline Manager's weekly office hours or seek guidance/support from the following departments: Black and Latino Male Achievement (BLMA); Equity and Inclusion; Student Services; and, Violence Prevention. An online networking site has been established to provide ongoing support and resources.

Requirement 5 — Outreach to Community Members

A draft flyer for community conversations has been created, with the first community conversation to be held on November 4, 2020, at 6:00 p.m. The conversations will be virtual, with a short presentation regarding updates with the resolution work and then a discussion on the following questions:

- What about our progress excites you? What concerns you?
- Where do you see opportunities to impact this work?
- What supports should be brought to the table to assist our students/staff/community in this work?

In collaboration with a grant with the Wisconsin Humanities Council's Project Community CARE (Collaboration Around Racial Equity), the district will be launching a variety of activities throughout the 2020-2021 school year. The first collaborative activity will be a virtual screening of the documentary *Milwaukee 53206,* followed by a solutions-based roundtable discussion on November 11, 2020. Community members will also have the opportunity to join a book cohort reading either *Educating Milwaukee or Pushout: The Criminalization of Black Girls in Schools.*

Requirement 6 — Policies, Practices and Procedures

Updates to our district code of conduct were submitted to Office for Civil Rights in February 2019, and we are awaiting response from their office.

Requirement 7 — Staff Training

The district informed all Discipline Champions, principals, and school leaders through Thursday Updates that they were required to watch a self-paced introductory module, Addressing Disproportionality of Discipline Introduction, to prepare for the opening week of professional development associated with the 2020-2021 school year.

All school leaders were required to provide time during opening week for all staff members to complete the self-guided modules and the check for understanding. Content included directions for documenting students' behaviors, understanding disproportionality, and the five best practices for reducing disproportionality.

Requirement 8 — Data Collection

Completed

Requirement 9 — Data Evaluation

Below are all behavior events documented across the district as of October 12, 2020. The column on the far left lists administrator resolutions used by school leaders. Some behavior events may have more than one administrator resolution.

Behavior Event	Hispanic	American	Asian	Black	Pacific	White	2+ Races	Grand Total	Administrator Resolutions Used
Bullying Due to Disability				1				1	10
Bullying Due to Sex				1				1	9,10
Chronic Disruption or Violation of School Rules	5			9		2		16	3,9,18
Disorderly Conduct	1	2	1	2				6	3,4,9,13,14,17,18
Endangerment of Physical Safety/Mental Well-being						1		1	18
Inappropriate Personal Property				1				1	18
Inappropriate use of electronic communication devices	6			25		3	2	36	1,4,5,6,7,9,14,16,17,18
Personal Threat				4				4	4,9,17,18
Possession/Ownership/Use of Gun	1			3				4	6,7,8,9,11,17
Sexual Assault						1		1	9,10,17
Substantial Environmental Disruption	1			4				5	3, 9
Use of Tobacco, Including Chewing	2					1		3	3, 13
Vandalism				1				1	9
Verbal Abuse/Profanity/Harassment	2			2		3		7	2,3,9,10,12,15,18
Grand Total	18	2	1	53		11	2	87	

Resolution	Key Code
Behavioral Probation	1
Conference	2
Counsel	3
CS Conference Scheduled	4
Handled at Local Level	5
IEP Review	6
Investigative Review	7
Alternative School Reassignment	8
Parent Contact	9

Resolution	Key Code
Police Involvement	10
Preliminary Expulsion Hearing	11
Referral- BIT	12
Referral School Social Worker	13
Remain Present School	14
Suspension	15
Suspension Pending	16
Virtual Discipline Process	17
N/A	18

Requirement 10 — Implementation Plan

The following departments have been collaborating on the Implementation Plan: Black and Latino Male Achievement (BLMA); Equity and Inclusion; Student Services; and, Violence Prevention. A monthly District Discipline Disproportionality Leadership Team has been meeting to review monthly data, to discuss updates from all departments, and to create next steps.

There are multiple cohorts of staff members — including school administrators, centralized staff members, and several school-based cohorts — engaging in a book study on Glenn Singleton's *Courageous Conversations About Race*. Another cohort is reading and discussing Ibram X Kendi's book *How to Be an Antiracist.* Eighteen new educators will start a monthly cohort in October using *The New Teacher Book* published by Rethinking Schools.

All schools are continuing implementation of the Wisconsin Department of Public Instruction's Culturally-responsive Problem-solving model. This includes the creation of a variety of standard operating procedures for teams to utilize to implement the model and to interrupt bias in data-based decision making.

Self-paced modules focused on the five research-based best practices were created for staff members to engage in through Google Classroom. During the opening week of the 2020-2021 school year, all school psychologists completed the five modules. A presentation regarding the role of bias and systemic racism in discipline was presented to all school social workers and social work assistants.

A self-paced comprehensive module going over the Antiracist Universal Supports has been created for interested staff members districtwide. In addition, staff members can sign up through LMS to attend an all-day virtual professional development session.

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 8.17, Student Rights, Responsibilities, and Discipline

Fiscal Impact Statement

N/A

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REPORT OF THE COMMITTEE ON STUDENT ACHIEVEMENT AND SCHOOL INNOVATION

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

(Item 1) Action on Approval of Areas to be Opened for Textbook Study for the 2021-2022 School Year

Background

MPS Administrative Policy 7.26 and Administrative Procedure 7.26, Textbooks/Instructional Materials Adoption, provides that, as adoptions near expiration, the Administration shall report the subject areas, along with the titles of the textbooks/instructional materials for which adopted textbooks/instructional materials have been in use seven years or more and may be discontinued at the end of the following school year.

In order to provide for inclusion and alignment to the district's Ambitious Instruction 3.0 plan, general criteria for the evaluation of textbooks/instructional materials are provided to the textbooks/instructional materials-evaluation committees. These criteria include availability of Spanish partner language and high-quality materials for use in bilingual classrooms; alignment to the district's literacy and language-development goals; and alignment to adopted standards and graduation requirements. In addition, each evaluation committee will develop its own specific criteria applicable to the subject area under consideration.

The Administration 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 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 Milwaukee Board of School Directors' goals — Student Achievement and School Improvement; Parent and Community Engagement, and Strategic Planning and Budget — guide all district efforts.

The Administration is recommending opening the following subject areas for adoption study during the 2020-21 school year, as these proposed science resources are obsolete for the grade levels and courses indicated:

- science (gr. k-8)
- high-school anatomy and physiology
- high-school biology
- high-school botany
- high-school chemistry
- high-school earth science
- Advanced Placement biology
- International Baccalaureate biology 1 & 2

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. Publishers will be requested to provide information about availability of the abovementioned 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

This item does not authorize expenditures. The estimated cost of implementing the textbook adoption for these areas is $16,435,600.

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.

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.

1. Principals and teachers will be notified.
2. Parents will be notified and invited to serve on the parent advisory committee for the evaluation of textbook/instructional materials. In addition, community organizations such as the District Advisory Committee, La Causa, United Community Center, NAACP and Urban League will be invited to send parent representatives. In an effort to further increase parental involvement in the process of the evaluation of textbook/instructional materials, the Administration will also solicit parents through school governance councils.
3. Publishers will be notified.
4. Teacher nominations and expressions of interest in serving on textbook/instructional materials-evaluation committees for the various subject areas will be obtained.
5. Textbook/instructional materials-evaluation committees will be appointed.
6. Curriculum specialists will provide training for textbook/instructional material-evaluation committees' members on selecting culturally-responsive materials that promote critical thinking.
7. Textbook/instructional materials-evaluation committees will establish criteria for evaluating materials, based on the most recent literature and research related to instruction in that area. The committees will obtain and evaluate available materials; meet with parents, publishers, representatives; and solicit reactions and assistance from other teachers, department chairpersons, curriculum committees, etc.
8. Curriculum Specialists and the Department of Procurement will review the proposals submitted by the textbook/instructional materials' publishers.
9. Textbook/instructional materials-evaluation committees will formulate recommendations with respect to the subject areas and the materials under evaluation for possible adoption. The Textbook/instructional materials-evaluation committee may recommend a single adoption for a subject/course or it may recommend delaying adoption, pending further study.
10. Recommendations from the textbook/instructional materials-evaluation committees will be reviewed by the Director of Curriculum and Instruction, who will then forward them to the Superintendent. The Administration then submits recommendations to the Board for approval.

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 2021-2022 school year:

- science (gr. k-8)
- high-school anatomy and physiology
- high-school biology
- high-school botany
- high-school chemistry
- high-school earth science
- Advanced Placement biology
- International Baccalaureate biology 1 & 2

Approved with the roll call vote on the Reports of the Standing Committees.

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(Item 2) 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 Principals' Cohort — consisting of eight school leaders from North Division, Andrew Douglas, Auer Avenue, Benjamin Franklin, Hopkins-Lloyd, Gwen T. Jackson, Keefe Avenue, and Lafollette — continues to meet regularly to further discuss the needs in 53206 schools.

The 53206 Initiative is focused on five tenets: High-quality Instructional Practices, Social-emotional Wellbeing, Family Engagement, Community Partnerships, and Teaching and Leadership Development.

The following presentation provides an overview of the progress that has been made to date.

53206 Initiative

Foundational Tenets

- High-quality Instructional Practices
- Social-emotional Wellbeing
- Family Engagement
- Community Partnerships
- Teaching and Leadership Development

2020-2021: Focus Pillars

- Strengthening the 53206 K-12 Narrative
- College and Career Readiness
- Equitable Resources

Strengthening the 53206 K-12 Narrative

Cohort's Vision

The 53206 Cohort envisions a future in which schools are anchors of the community, connected to students, families, and community partners while providing opportunities that build upon existing assets. Each school leverages high expectations, academic rigor, and access points for resources and options that lead every child to become college- and career-successful.

Career Tracks:

- Health Sciences
- Information Technology

- Finance
- Engineering

College and Career Readiness

- College Access Centers
- Post-secondary emphasis
- Partnerships with universities and local businesses
- Academy-related field trips through Learning Journeys

Equitable Resources

- Staffing priorities
- Specialized professional development for leaders and staff
- Pathways for teacher-certification programs
- Flexible curricular material modifications

Measurable Outcomes

Cohort will:

- improve the results of the Essentials of School Culture and Climate (ESCC) survey
    1. 50% or greater response rate of staff
    2. score of 3 or higher in three of five areas
- close the gap between the district and 53206 cohort by 50% in each of the following:
    1. attendance
    2. Spring PALS
    3. WSAS — ACT Aspire, ACT, Forward
    4. the Xello a career and college research and portfolio program

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 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.

The following update on the implementation of the Montessori Strategic Plan covers items that have been completed, what is being worked on at this time, and an outline of future work. Included is the MPSU's ((Milwaukee Public Schools University's) pathways for Montessori training and an overview of the Montessori re-opening plan.

Montessori Strategic Plan's Progress

Completed Work

- Established a Montessori Re-opening Team which developed a plan for re-opening
- Provided professional development for schools on the Re-opening Plan
- Solidified secondary Montessori certification's details and began classes
- Presented professional development on updated dual-language Montessori report cards
- Coordinated and developed the six-week virtual curriculum guides, weeks 7-12
- Completed the Montessori Advisory Committee's meeting on October 5

Current Work

- Participating in bi-weekly virtual Montessori school support teachers' meetings
- Holding Montessori principals' virtual monthly meetings
- Providing targeted support for Montessori virtual instruction
- Supporting New Educator Institute — Montessori Focus
- Finalizing setup of MPSU (Milwaukee Public Schools University)-Montessori classroom at Grant Gordon Learning Center
- Coordinating and developing of the six-week virtual curriculum guides, weeks 13-18

Montessori Re-opening

- Montessori Re-opening Team
- Support and guidance for teachers
- Montessori materials' alternatives at home
- Considerations for students with special education and language needs
- *Montessori Virtual Learning from Home* family guide

Montessori Teacher Pathways

MPSU

- Courses moved online for Autumn 2020
- 47 MPS employees in Montessori training

Secondary Certification at MPSU

- In collaboration with CMSTEP (Cincinnati Montessori Secondary Teacher Education Program)
- Post-baccalaureate program for MPS employees
- Virtual instruction, with in-person instruction planned for summer 2021 at MacDowell Montessori School
- 16 MPS employees enrolled

Montessori Strategic Plan: Next Steps

November 2020

- Montessori Advisory Committee meeting on November 2, 5:30pm
- Provide ongoing professional development for staff around Montessori virtual instruction
- Provide targeted support for individual schools
- Develop curriculum and support for the Re-opening Plan as needed
- Year two: Montessori scholarships

December 2020

- Montessori Advisory Committee meeting on December 7, 5:30pm
- Support development of Montessori-specific district professional development
- Develop and disseminate a retention survey for Montessori program's employees
- Establish Montessori material-ordering requirements for expansions

January 2021

- Montessori Advisory Committee meeting on January 4, 5:30pm

- Define expectations for the implementation of the Montessori middle- and high-school curricula per the Strategic Plan
- Develop MPSU's pathway for state licensing support for Montessori teachers completing Montessori certification

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 4) Report with Possible Action Regarding the MPS/MKE Early Childhood 1,825 Initiative

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

Background

The first five years (or 1,825 days) of life for a child are the most important in a child's education and development. In November 2018, Milwaukee Public Schools, in collaboration with the City of Milwaukee and other public and private partners, announced an initiative and call to action to improve early childhood education across the city. MPS and city leaders joined together to build on past momentum and to push forward with the MPS/MKE Early Childhood 1,825 Initiative.

The mission of this work is to improve the learning experiences for children 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.

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

Diversity is Our Greatest Strength — Early Childhood

- 10,614 students
- 113 schools
- 3.9% English language learners
- 16.3% students with disabilities
- 71.6% economically disadvantaged
- 0.1% HI/PI
- 0.3% American Indian
- 4.8% Two or more
- 7.3%Asian
- 12.0% White
- 26.6% Hispanic
- 48.9% Black

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 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 children and students

Social-emotional Learning and Cultural and Linguistic Needs

Provide support for students to address SEL needs as well as take into consideration the cultural and linguistic needs of students

Completed Work

- Purchased ReadyRosie — a research-based and standards-aligned comprehensive family-engagement resource designed to build on parents' knowledge to help close the opportunity gap — for pilot study at two school sites
- Distributed 1,400 Frog Street at Home learning kits to K3 and K4 Head Start families
- Contributed early-childhood information during a virtual parent-engagement session
- Completed four Frog Street professional learning courses
- Purchased materials for packaging of swag bags
- Participated In civic-, community-, and family-engagement series

Current Work

- Continue pilot study of ReadyRosie
- Distribute 500 swag bags to MPS-enrolled families with pre-K and kindergarten children
- Provide professional development and advertise the MPS/MKE 1,825 Initiative at community virtual conferences such as WECA (Wisconsin Early Childhood Association) and Pathways to Quality
- Share community resources with MPS community for additional support of early-learning goals
- Continue partnership work and support toward the Initiative's goals

Future Work

- Continue pilot study of impact that ReadyRosie has on parental engagement and student learning
- Pursue the inquiry of and possible adoption of a universal screener that can be used with the EC Initiative's population
- Roll out Countdown to Kindergarten district-wide process (visit and choose your school, register, meet your school, get ready, start school) for SY21
- Continue sharing community resources with MPS
- Continue partnership work and support toward Initiative's goals (use of Frog Street's curriculum in childcares, specific professional development for childcares, etc.)

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 5) Report with Possible Action Regarding Black Lives Matter Week Campaign and Planning for the 2020-2021 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 July 2020 meeting, the Board referred Resolution 2021R-010 by Director Miller 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 provided below:

WHEREAS, In April 2015, the Milwaukee Board of School Directors adopted the Black Lives Matter resolution and followed with the Black Lives Matter at School resolutions in 2018 and 2019; and

WHEREAS, The Black Lives Matter resolution identified the need to end racism and to tear down the systems of white supremacy in schooling, policing and much more; and

WHEREAS, The 2019 resolution called for an advisory committee to advance the work which lead to a coalition of the Black Educators Caucus, Milwaukee Teachers Education Association, Metropolitan Milwaukee Alliance of Black School Educators, Milwaukee community Schools Partnership, SURJ Milwaukee, Leaders Igniting Transformation, Black and Latino Male Achievement, the Superintendent's Advisory Council, and Milwaukee Inner-City Congregations Allied for Hope which led to a successful week of action in February of 2020; and

WHEREAS, The national Black Lives Matter movement, in the past, has called for a week of "Black Lives Matter at School Week" to focus on the need to:

- replace harsh zero-tolerance discipline policies, which disproportionately suspend students of color, with a Restorative Justice practices
- establish African American studies and other critical ethnic studies in all schools
- increase the hiring, training and support of Black teachers and other teachers of color
- "fund counselors, not cops;" and

WHEREAS, There has been some success in MPS with—

- ending contracts with the Milwaukee Police Department
- increased funding for counselors, social workers, nurses, psychologist and trauma care specialists
- increased funding for ethnic studies
- increased hiring and training of Black and Brown teachers largely through MPSU
- expansion of training staff in Restorative Justice practices; and

WHEREAS, The progress made in the last 5 years, since the adoption of Black Lives Matter policy, is far short of the anti-racism transformation that was intended and still necessary; and

WHEREAS, A key issue needed to be addressed with MPS's Black Lives Matter work is the reduction of the disciplinary actions of suspensions and expulsions for Black and Brown students; therefore, be it

RESOLVED, That the district again hold a week of action in coordination with the national Black Lives Matter at School movement encouraging dress in BLM attire the first month of school and that there be a review of the BLM at school reflection questions and that school staff begin to draft their school's annual anti-racist action plan in a quarterly report; and be it

FURTHER RESOLVED, That MPS establish a campaign for the whole year, beginning the first week of school, with the purpose of integrating the demands and actions of the Black Lives Matter at School program into every school and classroom; and be it

FURTHER RESOLVED, That MPS will reach out to other movements of people of color fighting racism, to support the week of action and year-long campaign; and be it

FURTHER RESOLVED, That the month of September and each month of the school year be done with educational antiracist, social justice activities celebrating the activists and martyrs (George Floyd, Breonna Taylor, Dontre Hamilton, Joel Acevedo, Earnest Lacy, and many more) of the fight for racial justice; and be it

FURTHER RESOLVED, That MPS aggressively expand the professional development of staff and the training of students in restorative justice practices; and be it

FURTHER RESOLVED, That discussions and trainings targeting racism are to be held at every school throughout the year to include—

- creating safe spaces, community and parent involvement, and involvement of student leaders of all types;
- discussions of biases, racial micro-aggressions, fears, cultural and linguistic ignorance, and stereotypes of Black, Brown, Indigenous, and other youth of color;
- discussions that lead to the professional development of school staffs in methods of de-escalation, mindfulness, creating a culture of trust, and how to weave cultural relevance, ethnic studies and anti-racism into all curricular areas and grade levels in developmentally appropriate ways;
- bringing community into our schools and strengthening schools as centers of support for communities; and be it

FURTHER RESOLVED, That student voice be included in professional development sessions when feasible; and be it

FURTHER RESOLVED, That MPS practice the concept of "Intersectionality" advanced by Black Lives Matter and other leaders which identifies an intersectional approach that acknowledges systemic discrimination due to race, economic status, immigration status, gender and gender identity, sexual orientation and identity, national origin, and ability, and that this systemic discrimination impacts access to opportunity.; and be it

FURTHER RESOLVED, That an advisory committee be established of students, community, community educators, parents, teachers, and school and administrative staff to assist in planning and implementation of the national Black Lives Matter at School program; and be it

FURTHER RESOLVED, That the advisory committee emphasize participation of students in planning that includes youth groups such as Leaders Igniting Transformation (LIT), Youth Empowered in the Struggle (YES), the school-based discipline committees, the ACLU youth committees, the Community Schools Youth groups, and the Superintendent's Advisory Group; with an invitation to all MPS high schools to send student representation, etc.; and be it

FURTHER RESOLVED, That the Administration report monthly on this work to the Board through the appropriate committee.

Since the Board's action, the Administration has started implementing 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 items were identified and addressed with the BLM committee, and sub-groups were created that will focus on the following areas: Curriculum & Professional Development; Week in Action; Monthly BLM Projects. All sub-groups include student representation to ensure that students' voices are heard.

The committee met as a collective twice and met with sub-groups once to identify next steps for implementation. The next meeting, to be held in October, will identify the first phase of implementation for all schools. The Administration will report its progress relative to the implementation of Resolution 2021R-010 monthly.

Administration's Report

Resolution Action Items

- Integrate Black Lives Matter Curriculum and principles
- Hold a Week of Action
- Expand professional development of staff and students in restorative justice practices
- Discussions and trainings targeting racism are to be held at every school throughout the year (to include identified topics found in the resolution)
- Students' voice are to be included in professional development sessions when feasible
- MPS is to practice the concept of "intersectionality," acknowledging systemic discriminations due to race, economic status, immigration status, gender and gender identity, sexual orientation and identity, national origin, and ability and that this systemic *[sic]*
- The advisory committee be established of students, community, educators, parents, teachers, and school and administrative staff to assist with planning and implementation of BLM's initiatives

Core Committee Members

Curriculum and Professional Development

- Dr. Latish Reed, Chair
- Felice Beal, Administrator
- Nuntiata Buck, Co-Chair
- Tanya Evans
- Shauna Perry-Finch
- Paul Moga
- Michelle Wade
- Jeremiah Jackson, Jr.
- Dr. Patricia Ellis
- Stanley McWilliams
- Cendi Trujillo Tena (LIT)
- Student — Johnny Spingola (LIT)
- Student — Zion Rogers

Week of Action

- Angela Harris, Chair
- Felice Beal, Administrator
- Cynthia Wilson, Administrator
- Student — Janiya Williams
- Student — Zion Rogers, Co-Chair
- Student — Nico Schudson (YES)
- Ryan Hurley, United Way
- President Miller
- Patrice Townsend, Paraprofessional
- Director Sequanna Taylor
- Janet Moreno
- Dr. Ebony Davis
- MICAH — Jane Audette

Monthly School BLM Projects

- Ingrid Henry, Walker, Chair
- Dr. Toni Dinkins, Administrator
- Jeremiah Jackson, Co-Chair
- Nina Scott, Paraprofessional
- Erika Ashford
- School Safety
- Derrick Rogers (414)
- Student — Javonte Rodriquez (YES)
- Celeste Ochonogor
- David Valdes (Student Engagement)
- Student — Darrion Whitfield (SSAC)
- Student — Abdul Al Bassam (SSAC)
- Dr. Christlyn Stanley

BLM Curriculum Initiative

- Develop content-area lessons that align with subject matter (focus on social studies/literacy for 2021)
- Develop framework for including culturally-responsive practices in instructional practices and interactions
- Develop culturally-responsive professional development for educators that will occur monthly
- Develop instructional lessons that connect to the principles of BLM
- Develop a BLM Curriculum Fair to be hosted by students

Week of Action

- Create goals for this week that connect to schools, students, and community
- Establish activities and instructional connections that will engage all stakeholders within MPS
- Work directly with student representatives to establish a student forum to address students' concerns, ideas and suggestions
- Create activities that all MPS schools can engage in each day of the week

Monthly Activities

- Establish suggested list of activities that connect to Principles 1, 2, 4, 9 & 10 of the BLM initiative
- Create suggested monthly activities that can be incorporated into content areas
- Create a Google Doc through which schools can share activities, lessons, and outcomes that can be showcased during the Curriculum Fair

Next Steps

- Continue to research, to develop, and to align BLM's principles with content areas
- Provide staff professional development involving BLM principle #1
- Create sample lessons for grade levels to utilize. First area of focus: social studies
- Plan the Week of Action
- Plan the monthly activities
- Engage all schools in the completion of an anti-racist compact
- Engage all schools in the completion of the MPS BLM survey

- Create monthly BLM learning connections

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

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 6) Report with Possible Action on the High-school Regional Showcase

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 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 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 more than 20,000 students in diverse settings to meet the varied needs of our students.

Schools in the High School Region include the following:

- Alliance
- Audubon MS/HS
- Bay View
- Lynde and Harry Bradley Technology and Trade School
- Groppi
- Hamilton
- MacDowell
- Madison
- Marshall
- Golda Meir
- Milwaukee High School of the Arts
- Milwaukee County Youth Education Center
- Milwaukee School of Languages
- North Division
- Obama School of Career and Technical Education
- Project Stay
- Pulaski
- Ronald Reagan
- Riverside
- Rufus King
- South Division
- Transition
- Vincent
- Washington High School of Information Technology
- Wisconsin Conservatory of Lifelong Learning.

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

This report highlights the Lynde and Harry Bradley Technology and Trade School (Bradley Technology and Trade).

Lynde and Harry Bradley Technology and Trade School

Bradley Technology & Trade Data

Enrollment.....1,021
Economically Disadvantaged 75%

Students with Disabilities 23.9%
Attendance 71.1%
ELL 6.4%

Bradley Tech and Trade's Vision

To graduate every student with the necessary skills to build a prosperous future in the technology & trade fields by providing students with grade-appropriate work, strong instruction, deep engagement, and high expectations.

School Programs

- Four Pathways of Tech/Trade
  - — construction
  - — design
  - — manufacturing
  - — pre-engineering
- Advanced Placement
- Multi-craft Curriculum
- Internships & Youth Apprenticeships
- Competency-based Curricular Program
- Black and Latino Male Achievement

Points of Pride

	2016-17	2017-18	2018-19	2019-20
Enrollment	834	899	991	1,021
Four-Year Graduation Rate	61%	70.9%	75%	NA
Promotion Rate of 1st-time 9th-Graders	63%	66%	71%	71%
Suspension Rates	24.5%	27%	23.5%	22.5%
Office Discipline Referrals	4,551	3,955	2,994	1,716

School Report Card

- Increase from 30.5 in 2017-18 to 50.1 in 2018-19
- Strength in closing gaps — above the state's score for ELA and math
- Deduction for absenteeism

Opportunities for Growth

- Attendance
- Graduation rate
- Academic Achievement on ACT
- Career readiness and post-secondary opportunities
- School climate

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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REGULAR ITEMS OF BUSINESS

(Item 1) Reports of the Board's Delegates

The Board received the monthly reports of the Board's delegates to the MPS Head Start Policy Council and to the Title I District Advisory Council (DAC).

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

Submitted by President Larry Miller

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 October 2020 included the following:

Academic Achievement

Met or had conversations with individuals or groups on:

- Black Lives Matter at Schools
- ASC and MTEA leadership

Effective and Efficient Operations

- Met with the Superintendent and Board Clerk regularly for information sharing and to ensure that the Board's operations continue during COVID-19
- Followed up with the City Attorney's Office on a meeting with board members
- Received legislative updates from the Governor Tony Evers and state legislators

Student, Family, and Community Engagement

Met (virtually) or held conversations with school and community groups:

- Took part in meetings of the Milwaukee Library Board as the Board's Delegate
- Assumed role as Chair of Milwaukee Library Board's Innovation and Strategy Committee

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The Board adjourned at 7:29 p.m.

JACQUELINE M. MANN, Ph.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
NOVEMBER 19, 2020

Regular meeting of the Board of School Directors called to order by President Miller at 6:36 P.M.

Present — Directors Báez, Herndon, O'Halloran, Peterson, Phillips, Siemsen, Taylor, Woodward, and President Miller — 9.
Absent and Excused — None.

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

- Ronald Stram, a retired teacher at Pulaski IB High School, who had passed away on October 24, 2020;
- Robert Schmeling, a retired teacher at South Division High School, who had passed away on November 2, 2020;
- Charlene Sexton, a paraprofessional at Kluge Elementary, who had passed away on November 9, 2020;
- Elijah Jordan, a student at Gaenslen School, who had passed away on November 11, 2020; and
- Tahesha Williams, a paraprofessional at Westside Academy, who had passed away on November 17, 2020.

APPROVAL OF MINUTES

The minutes of the special and regular board meetings of October 2020 were approved as printed.

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REPORTS AND COMMUNICATIONS FROM THE SUPERINTENDENT OF SCHOOLS

(Item 1) Monthly Report of the Superintendent of Schools

Background

The Superintendent's Report is designed to provide the Milwaukee Board of School Directors and the MPS community with an update on current activities underway to support the district 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.

MPS Students Participate in Mock Election

Over the past few weeks, MPS students have learned about citizenship, government, and the electoral process. More than 13,000 students in grades 4K through 12 took part in a mock election, and results were announced on Election Day, November 3, 2020. The winner among MPS student voters was Joe Biden.

During social studies classes, students have spent time learning about elections, with the goal of becoming engaged and active citizens. Classroom goals include understanding the importance of voting and gaining a sense of power to impact change. In the social studies curriculum, students spend time analyzing information, reading primary and secondary documents, drawing conclusions, and using evidence to make arguments. The presidential election is a unique opportunity to draw upon all these skills within a real-world event and watch how the process plays out. This process allowed students to feel the responsibility of voting and know that they have a voice.

Virtual learning has introduced new challenges to the process, such as assisting the youngest learners with technology. Older students, who have become acclimated to virtual platforms and online surveys, were able to easily navigate to cast ballots. A system of checks and balances ensured that students were able to vote only once.

Six Milwaukee High School of the Arts (MHSA) Singers Selected for All-State Ensemble

Students from Milwaukee High School of the Arts (MHSA) have captured six coveted places in an all-state vocal ensemble sponsored by the Wisconsin Choral Directors Association (WCDA). Following the rigorous audition process, the students will take part in virtual rehearsals and performances in January.

The WCDA hosts the All-State Vocal Jazz Ensemble annually. Student entries are submitted from all over Wisconsin for consideration for this prestigious ensemble.

This is the first year in which MHSA students have auditioned for the 16-member group, with the final results landing the school in more than one-third of the available seats. Each student prepared and submitted a solo from the standard jazz literature, as well as an ensemble excerpt.

The singers will participate in virtual rehearsals and a performance during the WCDA annual state conference in January. Students will be working with college professors from Columbia College and the University of Wisconsin-Stevens Point, and will be exchanging musical experiences with other gifted high-school singers from around the state."

Congratulations to our students, who will serve as phenomenal music ambassadors to a statewide audience: seniors Adrean Maxwell and Jeffrey Pastor; juniors Damien Blair, Treysean Hall, Glorymar Mendez, and Nvaira Shackelford-Jackson.

Sophomores Attend Virtual Program

On October 14, 2020, MPS sophomores spent their lunchtime virtually with industry experts and MATC educators to learn about career paths in engineering and manufacturing, to get tips, and to ask questions. The meet-up was part of a new Lunch and Learn series designed to help students explore educational options offered at Milwaukee Area Technical College (MATC) and the University of Wisconsin-Milwaukee (UWM).

The series will continue twice per month throughout the school year, with different career areas discussed by educators and staff at both MATC and UWM. In addition to engineering and manufacturing, students can explore careers in information technology and robotics, health and general sciences, liberal arts and education, arts and media, business and finance, and public services (police, fire, criminal justice, and social work).

The Lunch and Learn series is made possible through the M (pronounced M-cubed) partnership among MPS, MATC, and UWM. This collaboration among Milwaukee's three urban public education institutions is transforming the future of Milwaukee through education and seeks to ensure student success within these institutions to meet the workforce needs of business and industry in our region and to improve the wellbeing of Wisconsin citizens, their families, and communities.

The October 14 session featured faculty and staff from MATC along with industry experts from Allis-Roller, LLC. Interested students should contact their school counselors or College and Career Center advisors to learn how to sign up. For a list of sessions, visit the Lunch and Learn web page.

Free Flu Immunizations at Four MPS Sites in November

Children's Wisconsin was on site at four MPS locations — Andrew S. Douglas Middle School, Engleburg Elementary School, Doerfler Elementary School, and Zablocki Community School — in early November to provide free flu immunizations. Thank-you to the City of Milwaukee Health Department for providing the flu immunizations, which were administered by Children's Wisconsin school nurses and Children's Community Health Plan nurses. The vaccines were available to all community members, regardless of insurance coverage, including children over six months of age as well as adults.

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) Update on Legislative Matters or Related Issues Concerning Milwaukee Public Schools.

Background

Joe Biden has been elected President of the United State of America. Kamala Harris has been elected Vice President of the United States of America.

The Democratic Party controls a majority of seats in the House of Representatives. Republicans currently retain control of the U.S. Senate; however, there will be a run-off election in Georgia for two U.S. Senate seats.

As of this writing, progress has not been made on a federal-level pandemic relief package, though a package could be enacted as soon as February of 2021.

The Wisconsin State Legislature last met as a body on April 15, 2020.

On November 9, Stanford-Taylor, the State Superintendent of Public Instruction, and the Department of Public Instruction (DPI) introduced a $1.4 billion budget proposal to fund K-12 public education in the upcoming biennium.

The State Superintendent has proposed a budget that clearly and strongly supports her equity agenda. Her budget creates a new funding policy for students challenged by poverty; increases the reimbursement rate for students with disabilities to 40% over the next two years, with a goal of reaching a 60% rate within the next four years; and increases support for English-learner students by $18.3 million. A copy of DPI's 2021-23 biennial budget request has been provided under separate cover.

In addition, the DPI's proposed budget provides protection to districts' finances during the pandemic by creating a student-enrollment hold-harmless policy and lives up the state's promised commitment to two-thirds funding while holding statewide property taxes to zero.

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 Office of Accountability and Efficiency (OAE) was established to enhance transparency, oversight, and accountability to the District's financial operations; to evaluate fiscal performance; and to recommend solutions in furtherance of fiscal stewardship of Milwaukee Public Schools. Each month, the OAE's monthly report will provide a highlight of one area of the OAE's Work Plan and Work Plan's progress from the previous month.

The following report includes activities from late October through mid-November.

Report to the Milwaukee Board of School Directors, November 2020

Work Plan Highlight: Student-engagement Program

In accordance with Administrative Policies 3.10, Historically Underutilized Business Program, and 3.13, Communities in Need Initiative, student-engagement requirements expose MPS students to career exploration through educational activities that may include paid employment. The student-employment requirement affords MPS students the opportunity to gain meaningful employment experiences. Many vendors and contractors continue the partnership commitment beyond the requirement period. Most MPS contracts now require a minimum of 10 hours of career education.

Accountability and Efficiency Services

Between October 20, 2020 and November 10, 2020, Accountability and Efficiency Services fulfilled two requests for research/information and one constituent's inquiry.

Accountability and Efficiency Services also continued to work on several special projects, including the board-directed analysis of LTE and contracted staff. A quantitative analysis is being implemented to study demographic information, compensation rates, and others measures to determine the diversity of the MPS contracted workforce and to identify any hinderances to contract attainment. While the analysis of internal LTE data is nearly complete, this analysis is also dependent upon the acquisition of external data, which will be necessary to identify any disparities between MPS LTE contracted employees and employees contracted through a third-party. As such, this analysis will be brought to the Board upon receipt and full analysis of this external data.

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, mission-aligned partners began safe, paid project-based learning with students from various high schools. The diverse group of ten students is engaging in fundamental carpentry projects, beginning with individual projects and working up to specialized group projects. The opportunity affords students hands-on experience that is industry-approved within the skilled trades. Additionally, the program focuses on building job-readiness skills, communication, and teamwork through various activities.

Contract Compliance Services (CCS) also continued to work collaboratively with the Administration and the Office of Board Governance on implementation of Resolution 2021R-008, regarding the establishment of a code of conduct for outside contractors and their employees. This work includes drafting a new administrative policy and corresponding procedure for presentation to the Board upon completion.

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 BG 3.08, Role of the Management of the Office of Accountability and Efficiency

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REPORTS OF THE STANDING COMMITTEES

Item 3 of the report of the Committee on Accountability, Finance, and Personnel, Action on Monthly Facilities Matters: FMS Award of Construction Contracts and Professional Services Contracts Recommendation, was set aside at the request of the Administration.

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

Ayes — Directors Báez, Herndon, O'Halloran, Peterson, Phillips, Siemsen, Taylor, Woodward, and President Miller — 9.
Noes — None — 0.

REPORT OF THE COMMITTEE ON ACCOUNTABILITY, FINANCE, AND PERSONNEL

Director Phillips 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 Remote Work Plan Report

Classified Personnel Transactions

Code	Name	Position	Salary	Date
New Hires				
2	Tanisha Lampley	Accounting Assistant I	$39,218.84	10/26/2020
2	Larsharae Hooker	Accounting Assistant II	$41,260.25	10/05/2020
2	Candice Franklin	Building Service Helper I	$13.36/hr.	10/12/2020
2	Tempest Hodges	Building Service Helper I	$13.36/hr.	10/12/2020
2	Lydia Moten	Building Service Helper I	$13.36/hr.	10/12/2020
2	Shirley Thompson	Building Service Helper I	$16.41/hr.	10/05/2020
2	Jason Whitley	Building Service Helper I	$13.36/hr.	09/28/2020
2	Harry Wilson	Building Service Helper I	$13.36/hr.	10/19/2020
2	Tia Davies	Children's Health Assistant	$17,918.00	09/28/2020
2	Tina Ellis	Children's Health Assistant	$17,918.00	10/29/2020
2	Umunique Mccain	Children's Health Assistant	$17,918.00	10/12/2020

Code	Name	Position	Salary	Date
4	Hope Rivera	Children's Health Assistant	$17,918.00	10/12/2020
2	Venchileni Smitb	Duplicating Equipment Operator I	$35,618.84	10/12/2020
4	German Gomez	Para Ed Assistant — Parent Involvement	$24,857.00	10/27/2020
2	Shyheim Birdsong McClelland	Para Ed Assistant	$19,099.00	09/28/2020
5	Erin Burkart	Para Ed Assistant	$20,470.00	09/29/2020
5	Connor Dalzin	Para Ed Assistant	$18,642.00	09/28/2020
2	Kevin English	Para Ed Assistant	$19,099.00	09/28/2020
4	Caren Gonzalez Aguilera	Para Ed Assistant	$18,642.00	09/28/2020
5	Annette Holland Vander Heyden	Para Ed Assistant	$18,642.00	10/27/2020
5	Gavriele Klawikowski	Para Ed Assistant	$19,785.00	10/27/2020
2	Brenda McMurtry	Para Ed Assistant	$18,642.00	10/14/2020
5	Jacob Pick	Para Ed Assistant	$18,642.00	09/28/2020
5	Ellen Mary Raster	Para Ed Assistant	$19,099.00	10/12/2020
4	Jewell Reyes	Para Ed Assistant	$18,642.00	10/05/2020
5	Crystal Schwieso	Para Ed Assistant	$18,642.00	10/05/2020
2	Taylor Walters	Para Ed Assistant	$18,642.00	10/19/2020
5	Kate Welton	Para Ed Assistant	$18,642.00	10/27/2020
2	Rochelle Wortham	Para Ed Assistant	$18,642.00	10/19/2020
4	Brenda Martinez	School Secretary I — 11-month	$31,482.91	09/28/2020
2	Keajia Barksdale	School Secretary I — 12-month	$31,934.13	10/192020
5	Brooke Kais	School Secretary I — 12-month	$31,200.00	10/19/2020
5	Emma Swain	School Secretary I — 12-month	$33,162.37	09/28/2020
Promotions				
2	Willie Harrison	Building Service Helper II	$41,824.00	10/05/2020
2	Dante Watson	Building Service Helper II	$37,588.00	10/05/2020
2	Lisa Batemon	Boiler Attendant Trainee	$37,670.00	10/19/2020
2	Koa Branch	Boiler Attendant Trainee	$38,688.00	10/05/2020
2	Jonas Harris	Boiler Attendant Trainee	$37,670.00	10/05/2020
2	Michael Hill	Boiler Attendant Trainee	$37,670.00	10/19/2020
2	Phillip Martin	Boiler Attendant Trainee	$37,670.00	10/05/2020
2	Charnell Wells	Boiler Attendant Trainee	$37,670.00	10/19/2020
2	Laquana Beverly Fitzgerald	Boiler Attendant	$42,760.00	10/19/2020
4	Zyad Selim	Boiler Attendant	$41,742.00	10/19/2020
5	Justin Sokol	Boiler Attendant	$42,760.00	10/19/2020
2	Evans Stephens	Para Ed Assistant — Parent Involvement	$30,035.00	10/16/2020
3	Mohni Kueng	Para Ed Assistant	$22,526.00	10/30/2020
2	Kenysha Washington	School Secretary I — 12-month	$35,618.84	10/12/2020
2	Kierra Evans	School Engineer I	$48,869.00	10/05/2020
2	Tiara Jones	School Engineer I	$46,833.00	10/05/2020
5	Michael Kowalewski	School Engineer I	$51,923.00	10/05/2020
2	Theresa Lewis	School Engineer I	$47,851.00	10/05/2020
2	Walter Love	School Engineer I	$46,833.00	10/05/2020
2	Courtney Mays	School Engineer I	$46,833.00	10/05/2020
2	Jessica Porter	School Engineer I	$46,833.00	10/05/2020
2	Carey Sinclair	School Engineer I	$49,887.00	10/19/2020
2	Biron Yates	School Engineer I	$52,941.00	10/19/2020
5	Mollee Cleary	School Engineer II	$52,941.00	10/19/2020
5	Donna Maras	Secretary II	$45,813.20	09/28/2020
4	Natalia Mendez	Secretary II	$34,581.19	10/19/2020
Rehires				
2	Anna Hewings	Building Service Helper I	$13.36/hr.	10/12/2020
2	Preuana McBeath	Building Service Helper I	$13.36/hr.	09/28/2020
4	Destanee Sifuentes	Building Service Helper I	$13.36/hr.	10/12/2020
2	Ronald Hill	Boiler Attendant Trainee	$42,670.00	10/19/2020
1	Mitchel Soto	Boiler Attendant Trainee	$36,652.00	10/19/2020
2	Miquila Levy	Children's Health Assistant	$19,073.00	09/28/2020
2	DeAndre Gentry	Para Ed Assistant	$18,642.00	10/28/2020
4	Rosaura Medina-Perez	Para Ed Assistant	$18,642.00	10/26/2020
4	Selina Serna Rizo	Para Ed Assistant	$18,642.00	10/12/2020
2	Venetia Ward	Para Ed Assistant	$22,526.00	09/28/2020
2	LaTasha Willingham	School Secretary I — 10-month	$29,565.62	10/19/2020

Code	Name	Position	Salary	Date
2	Nigil Springfield	School Kitchen Manager I	$27,224.00	10/12/2020

Codes:

1	Native American	4	Hispanic
2	African American	5	White
3	Asian/Oriental/Pacific Islander	6	Other

Certificated Appointments

Codes	Name	Appointment	Salary	Date
Teachers				
5, r	Calo, Katelin	Gen Elem & K8 — All Grades	$44,325.00	9/24/2020
3, r	Clayton, Jacqueline	Gen Elem & K8 — All Grades	$44,325.00	10/5/2020
2, r	Cunningham, Robert	Gen Elem & K8 — All Grades	$62,244.00	9/21/2020
2, r	Duncan, Jazrnine	Kindergarten (four-year-old)	$52,724.00	10/19/2020
5, nr	Elandt, Aimee	Spec Ed Multicategorical	$54,099.00	10/27/2020
5, nr	Mussa, Alyssa J	Specialty Program	$58,069.00	10/19/2020
4, r	Oliveras, Betzaida	Bilingual Education	$66,978.00	9/24/2020
2, r	Sylvester, Raquel M	Multicateg. Comp. Sen	$44,325.00	9/4/2020
5, r	Udovich, Mark	Gen Elem & K8 — All Grades	$47,379.00	11/2/2020
5, nr	Wagner, Kerry	Multicateg. Comp. Sen	$62,244.00	9/28/2020
5, r	Zimmermann, Eric	Art	$50,841.00	10/12/2020
School Support Teacher				
4, nr	Chamblin, Erin E	School Support Teacher	$58,069.00	10/19/2020
Speech Pathologist				
5, r	Kaap, Paul D	Speech Pathology	$55,232.00	10/1/2020
Teacher, Early Start				
1, nr	Barber, Sarah	English	$50,841.00	9/21/2020
2, r	Parker, Beryl .Jeane	Spec Ed Multicategorical	$54,099.00	10/26/2020
6, r	Tillman, Rebecca	Cat Math Mid	$45,954.00	9/28/2020
Library Media Specialist				
5, r	Steffens, Linda Lee	Library	$70,134.00	10/27/2020
School Counselor, Early Start				
2, r	Allen, Brady	Guidance	$47,379.00	10/27/2020
5, r	Ambrosio, Vincent	Guidance	$47,379.00	9/28/2020
7, r	Cunningham, Laniseia K	Guidance — Various	$47,379.00	10/19/2020
5, nr	Davis III, Isaac N.	Guidance — Various	$66,978.00	10/5/2020
5, r	Evans, Liam	Guidance — Various	$47,379.00	9/28/2020
5, nr	Gerou, Christopher	Guidance — Various	$63,414.00	9/28/2020
5, nr	Hankins, Claire	Guidance — Various	$47,379.00	10/5/2020
2, r	Little, Tasha N	Guidance	$66,978.00	11/2/2020
5, nr	Smith, Kelsey	Guidance — Various	$47,379.00	9/28/2020
School Psychologist				
5, nr	Steen, Karen M	C.S — Psychological Services	$83,272.00	9/24/2020
Permit Teacher				
2, nr	Robinson, Deborah	Multicateg. Comp. Sen	$43,5,37.00	9/21/2020
5, r	Skonecki, Stacy M	Spec Ed Multicategorical	$43,537.00	11/2/2020
2, r	Smith, Kenisha S	Kindergarten (four-year-old)	$43,537.00	10/19/2020
7, r	T Eran, Ishshah S	AMP Art	$43,537.00	9/28/2020

Codes	Name	Appointment	Salary	Date
Permit Library Media Specialist Early Start				
5, r	Erlandson, Mark A	Library	$46,414.00	10/14/2020
Permit Teacher, Early Start				
2, r	Clark, Laquanda S	Cat Math Mid	$43,537.00	9/24/2020
2, nr	Thalman, Michael	Technical Services	$43,537.00	11/2/2020
3, r	Tial, Van Mawi	Science	$43,537.00	9/16/2020

		Counts				
Codes		Teachers	SSW	Psychologists	Other	Total
1	Native American	1	0	0	0	1
2	African American	6	0	0	2	8
3	Asian/Oriental/Pacific Islander	1	0	0	0	1
4	Hispanic	1	0	0	1	2
5	White	7	0	1	9	17
6	Other	1	0	0	0	1
7	Two or More Ethnic Codes	1	0	0	1	2
	Male	3	0	0	7	10
	Female	15	0	1	6	22
nr	Non-resident					
r	Resident					

Certificated Leaves of Absence

	Present Assignment	Effective From
Illness Leave, August 2020		
Ashley Reuter	Eighty-First Street	08/25/2020
Illness Leave, October 2020		
Natalie Bishop	Central Services Bldg.	10/01/2020
Mary J. Bell	Central Services Bldg.	10/10/2020
Illness Leave, November 2020		
Yajaira Espinosa	Metcalfe	11/04/2020

Report on Certificated Resignations and Classified Retirements

Certificated Resignations

Reason	Yrs Svc	Code	Name	Position	Location	Date
Personal	23.6	5	Jennifer Centner	Teacher	MACL	10/14/2020
Retire	20.1	5	Dona DePerry	Teacher	Grant	10/16/2020
Retire	23.5	2	Calary Gordon McDowell	Teacher	Riverwest	06/15/2021
Retire	33.2	5	Sherrie Griffin	Teacher Ldr	Central Svcs	11/13/2020
Retire	15.8	5	William Hammett	Teacher	Whitman	10/02/2020
Retire	20.0	2	Carol Hooker	SST	River Trail	12/18/2020
Retire	4.2	5	Heidi Jankowski	Teacher	JMAC	12/23/2020
Retire	30.0	5	Connie Koutras	Teacher	Franklin	09/17/2020
Personal	7.7	2	Corey Lockett	Teacher	MACL	10/03/2020
Personal	28.0	2	Tammy Long	Teacher	Bradley Tech	10/03/2020
Personal	7.9	2	Tanya Reed	Teacher	Audubon	09/25/2020
Personal	11.0	5	Chasidy Simplot	Teacher	Bradley Tech	08/12/2020
Retire	34.5	5	Margaret Unold	Psych	Mitchell	06/18/2021
Personal	3.5	2	Treesa Woods	Teacher	Marshall	10/12/2020

Classified Retirements

Reason	Yrs Svc	Code	Name	Position	Location	Date
Retire	21.2	5	Ned Brinkman	Sch Eng I	Cooper	10/17/2020
Retire	2.5	2	Justine Carpenter	BSH I	ALBA	10/02/2020

Reason	Yrs Svc	Code	Name	Position	Location	Date
Retire	30.1	5	Joseph Devereaux	Supervisor I	Facilities & Maint	10/08/2020
Retire	23.0	5	Vicki Dubis	Para	Honey Creek	10/24/2020
Retire	27.4	2	Carolyn Edwards	Sch Secty I	Meir	10/17/2020
Retire	34	2	Louise Johnson	Kit Mgr II	Thurston Woods	10/01/2020
Retire	30.8	5	Helen Lacroix	Gen Ed Asst	Fairview	10/31/2020
Retire	6.2	1	Josephine Lopez	Para	Honey Creek	10/31/2020
Retire	25.3	2	Harold Smith	Safety Asst	Sch Safety	10/07/2020

Affirmative Action Report

The Affirmative Action monthly personnel transaction report for October 2020 is attached to the minutes of your Committee's meeting. This is an informational item, and no action is required.

Remote Work Plan

Total Remote Work Forms Submitted by Office*
Received by 11/5/2020

Office	Total Forms Submitted
Academics	518
Accountability & Efficiency	6
Board Governance	1
Communications & School Performance	90
Finance	137
Human Resources	7
School Administration	15
School Based	5,150
Superintendent	3
Total Received	5,927

*All district staff have been directed to maximize the amount of remote work, consistent with the Board's action.

Committee's Recommendation

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

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

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(Item 2) Action on Recommended Administrative Appointments, Promotions, Reassignments and Reclassifications, Salary Increases/Decreases, 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
2, nr	Michael Harris	Talent Management, Senior Director	Office of the Chief of Human Resources	03	16A	$136,500
2, nr	Nicole Cain	Manager II, School Social Services	Office of the Chief of Academics	03	12A	$115,584
5, nr	Josh Zimmer	School Performance Coordinator II	Office of the Chief of Communications & School Performance	03	08A	$97,486

Recommended Salary Increase

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

				Salary		
Codes	Name	Appointment	Assignment	Sched	Range	Amount
2, nr	Felicia Saffold	Senior Director, Curriculum and Instruction	Office of the Chief of Academics	03	16A	$118,000

Recommended LTE Contracts (to be effective upon the Board's approval)

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

Codes	Name	Position	Assignment	Hourly Wage	Dates
2, r	Tuwania Anderson	Independent Hearing Officer	Office of the Chief of School Administration	$30.00	10/01/20-04/01/21
5, r	Karen Green	Computer Science Instructional Coach	Office of the Chief of Academics	$30.00	07/01/20-12/31/20
2, r	James Gordon	Independent Hearing Officer	Office of the Chief of School Administration	$30.00	10/01/20-04/01/21
2, nr	Arnitta Holliman	Independent Hearing Officer	Office of the Chief of School Administration	$30.00	10/01/20-04/01/21
2, r	Vivian King	Independent Hearing Officer	Office of the Chief of School Administration	$30.00	10/01/20-04/01/21
5, r	Sarah Shinkle	Early Childhood Instructional Support	Office of the Chief of School Administration	$30.00	07/01/20-12/31/20
2, r	Cortez Van Felder	Independent Hearing Officer	Office of the Chief of School Administration	$30.00	10/01/20-04/01/21

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

* * * * *

(Item 3) Action on Monthly Facilities Matters: FMS Award of Construction Contracts and Professional Services Contracts Recommendation

Construction Contracts

The contract award recommendations for the Board's regular November 2020 meeting are listed below for your review. Adequate funding is available in the accounts as noted.

Field House Renovations — Division 1

Clovernook Playfield

Prime Contractor
Broadway Construction, LLC
1932 East Park Place Milwaukee, WI 53211

Low Bidder, Base Bid of $241,270.60

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
4	2	4	Yes	25%	25%	$60,317.65	20%	100	10

Funds are available for the Fieldhouse Renovations project from account code STS 00 RFI RC ECNC (Project No. 6291). The project start date is scheduled for November 20, 2020, and completion date is May 28, 2021.

Field House Renovations — Division 2

Columbia Playfield

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

Low Bidder, Base Bid of $181,056.00

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
31	10	5	Yes	25%	68%	$123,033.00	20%	100	10

Funds are available for the Fieldhouse Renovations project from account code STS 00 RFI RC ECNC (Project No. 6291). The project start date is scheduled for November 20, 2020, and completion date is May 28, 2021.

Field House Renovations — Division 3

Custer Playfield

Prime Contractor
Broadway Construction, LLC
1932 East Park Place
Milwaukee, WI 53211

Low Bidder, Base Bid of $226,661.64

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
4	2	4	Yes	25%	25%	$56,665.41	20%	100	10

Funds are available for the Fieldhouse Renovations project from account code STS 00 RFI RC ECNC (Project No. 6291). The project start date is scheduled for November 20, 2020, and completion date is May 28, 2021.

Field House Renovations — Division 4

Franklin Square Playfield

Prime Contractor
Broadway Construction, LLC
1932 East Park Place
Milwaukee, WI 53211

Low Bidder, Base Bid of $321,583.50

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
4	2	4	Yes	25%	25%	$80,395.88	20%	100	10

Funds are available for the Fieldhouse Renovations project from account code STS 00 RFI RC ECNC (Project No. 6291). The project start date is scheduled for November 20, 2020, and completion date is May 28, 2021.

Field House Renovations — Division 5

Southgate Playfield

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

Low Bidder, Base Bid of $180,177.00

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
31	10	5	Yes	25%	67%	$122,600.00	20%	100	10

Funds are available for the Fieldhouse Renovations project from account code STS 00 RFI RC ECNC (Project No. 6291). The project start date is scheduled for November 20, 2020, and completion date is May 28, 2021.

Total construction contract dollars awarded..... $1,150,748.74
Total dollars HUB participation $443,011.94
% of HUB participation 38.50%
% Minority employees within company 44.44%
% Women employees within company.....73.63%

Professional Services Contracts

The Administration requests that the Board approve the following professional services contracts:

RFP #6686 Testing, Repairing, and Recharging of Fire Extinguishers and Fire-suppression Systems — Various MPS Sites

A request for Proposal (RFP) was issued by Facilities and Maintenance Services to obtain a firm to provide Testing, Repairing and Recharging Fire Extinguishers and Fire Suppression Systems at Various MPS Sites. The selected firm is Action Fire and Alarm.

The contract period is three-years, November 20, 2020 — November 19, 2023.

Budget Code: Various $150,000

RFP #6540 Division 1 — Design Services for Corridor Ceiling and Lighting Upgrade at Barack Obama School of Career and Technical Education

A request for Proposal (RFP) was issued by Facilities and Maintenance Services to obtain a firm to provide design services for corridor ceiling and lighting upgrade at Barack Obama School of Career and Technical Education. The selected firm is Foundation Architects, LLC.

The contract period is November 20, 2020 — August 6, 2021.

Budget Code: SCS 00 UTL DW ECTS..... $61,920.00

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 3.09, Purchasing and Bidding Requirements

Fiscal Impact Statement

Construction Contracts Requested for Approval:

- Broadway Construction, LLC, for fieldhouse renovations — division 1, at Clovernook Playfield;
  Code: STS 00 RFI RC ECNC $241,270.60

- ALLCON LLC for fieldhouse renovations — division 2, at Columbia Playfield;
  Code: STS 00 RFI RC ECNC $181,056.00
- Broadway Construction, LLC, for fieldhouse renovations — division 3, at Custer Playfield;
  Code: STS 00 RFI RC ECNC $226,661.64
- Broadway Construction, LLC, for fieldhouse renovations — division 4, at Franklin Square Playfield;
  Code: STS 00 RFI RC ECNC $321,583.50
- ALLCON LLC for fieldhouse renovations — division 5, at Southgate Playfield;
  Code: STS 00 RFI RC ECNC $180,177.00

Total Construction Contracts Requested 1,150,748.74

Professional Services Contracts Requested for Approval:

- Action Fire and Alarm for testing, repairing, and recharging fire extinguishers and fire suppression systems at various MPS sites;
  Code: Various, over a three-year term $150,000.00
- Foundation Architects, LLC, for division 1 — design services for corridor ceiling and lighting upgrade at Barack Obama School of Career and Technical Education;
  Code: SCS 00 UTL DW ECTS $61,920.00

Total Professional Services Contracts Requested $211,920.00

Implementation and Assessment Plan

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

Committee's Recommendation

Your Committee recommends that the Board approve the construction contracts and professional services contracts, as attached to the minutes of your Committee's meeting.

Director Woodward moved approval of the professional services contracts only.

The motion passed, the vote being as follows:

Ayes — Directors Báez, Herndon, O'Halloran, Peterson, Phillips, Siemsen, Taylor, Woodward, and President Miller — 9.
Noes — None — 0.

* * * * *

(Item 4) 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 $1,013,000 in partnership funding grants for green infrastructure projects at the following five school sites:

- Academy of Accelerated Learning — 3727 S. 78th St.
- Burdick School — 4348 S. Griffin Ave.
- Hawley Environmental School — 5610 W. Wisconsin Ave.
- Longfellow School — 1021 S. 21st St.
- Starms Early Childhood — 2616 W. Garfield Ave.

The funding agreements indicate that, upon completion of these green infrastructure projects, an 11-year limited- term conservation easement shall be executed for each site in order to ensure that the new green space 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. More than 150,000 square feet of outdoor space has been positively impacted by these efforts, which not only provides a direct benefit to the environment, but also creates additional opportunities for MPS students to learn about advancing sustainability efforts through the implementation of green infrastructure.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 5.01, Facilities

Fiscal Impact Statement

There are no expenditures associated with this item.

Implementation and Assessment Plan

Upon the Board's approval, the limited term conservation easements will be executed with the City of Milwaukee in favor of the Milwaukee Metropolitan Sewerage District.

Committee's Recommendation

Your Committee recommends that the Board approve the limited-term conservation easements between Milwaukee Public Schools and the City of Milwaukee in favor of the Milwaukee Metropolitan Sewerage District, as attached to the minutes of your Committee's meeting.

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

* * * * *

(Item 5) Action on a Request to Approve Prevailing Wages

Background

Building trades workers employed at the Department of Facilities and Maintenance Services have historically been paid the prevailing wages, pursuant to the action of the Board on May 3, 1931 (Proc. pp. 555-556). This policy was incorporated in Section 2.32 of the Board's Rules (currently Administrative Policy 6.21) and was further affirmed by the Board in December 1962 (Proc. 12-11-62, pp. 301-302; 12-19-62, pp. 303-304). Building trades workers employed at the Department of Facilities and Maintenance Services last received the prevailing wage rates effective July 2019.

Based on the need to remain competitive in the current market for building trades, the Administration recommends that the Board move forward with the following updated prevailing wage structure for this unit.

Job Classification	FY20 Current Rate	FY21 MBCTC* Prevailing Wage
Bricklayer	38.93	40.75
Bricklayer Crewleader	40.88	42.79
Building Laborer	31.62	32.95
Building Laborer Crewleader	33.26	34.64
Carpenter	38.29	38.97
Carpenter Crewleader	40.21	40.92
Electrician	41.03	42.84
Electrician Crewleader	44.11	46.06

Job Classification	FY20 Current Rate	FY21 MBCTC* Prevailing Wage
Elevator Constructor Mechanic	49.47	51.09
Insulator Crewleader	38.20	39.30
Insulator/Asbestos Worker	36.38	37.43
Locksmith	38.29	38.97
Locksmith Crewleader	40.21	40.92
Machine Maintenance Crewleader	41.58	42.70
Machine Maintenance Repairman	40.08	41.20

Job Classification	FY20 Current Rate	FY21 MBCTC* Prevailing Wage
Painter (Buildings)	32.95	34.45
Painter Crewleader	33.33	34.83
Plasterer	35.31	36.72
Plumber	43.65	46.40
Plumber Crewleader	46.27	49.19
Plumber-Rest. Journeyman I	39.42	42.17
Roofer	34.95	36.35
Roofer Crewleader	35.45	36.85
Sheet Metal Crewleader	48.85	51.00
Sheet Metal Worker	45.44	47.44
Steamfitter	46.89	47.79
Steamfitter Crewleader	49.24	50.18

*Milwaukee Building & Construction Trades Council.

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 FY21.

Implementation and Assessment Plan

Upon the 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, effective as of July 1, 2020.

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

* * * * *

(Item 6) Action on Monthly Finance Matters: Authorization to Make Purchases; 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; Report on COVID-19 Expenditures; Acceptance of Donations

Purchases

RFB 5788 Authorization to 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 enter into 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.

CDW was chosen pursuant to RFB 5788, which closed on September 4, 2020. The contract will run from December 1, 2020, through November 30, 2021, (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 $5,567,372.

Budget Code: Varies by location ordering goods..... $5,567,372

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

Routine Monthly Reports

The report on revenues and expenses; the monthly expenditure control report; 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.

Report on Preliminary COVID-19 Expenditures through September 30, 2020

Total Amount by Expenditure Type and Fiscal Year

	Estimated Amounts		
Summary Expenditure Type	FY20	FY21 Quarter 1	Total Costs
Educational supplies and materials supporting virtual learning	$492,539	$66,674	$559,213
Technology upgrades , platforms/software/licenses, Chromebooks, hotspots and power adapters	$49,129	$11,562,332	$11,611,461
Personal protective supplies and sanitation	$538,284	$888,478	$1,426,762
Recreation (personal protective and sanitation supplies, and emergency wages)		$10,032	$10,032
Stop, Grab & Go distribution sites (wages, non-reimbursable meals, COVID-19 supplies)	$2,311,645	$844,360	$3,156,004
Technology/Virtual Learning Staff Development		$82,581	$82,581
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	$25,016,946

Donations

Location	Donor	Amount	Gift or Purpose
Monetary Donations			
Bay View High School	Bay View Neighborhood Association	$750.00	Art Mural Donation
Bradley Trade & Tech	Walker's Point Association	$2,000.00	Scholarship Donation
Cass Street School	Tri City National Bank	$3,000.00	General School Supplies/COVID Supplies
Clemens School	Milwaukee Public Schools Foundation, Inc.	$4,674.66	General School Supplies
Clemens School	Bradley J. & Lisa M. Boortz	$4,000.00	General School Supplies
German Immersion School	German Immersion Foundation	$1,942.14	General School Supplies
German Immersion School	German Immersion Foundation	$150.93	General School Supplies
German Immersion School	YourCause, LLC	$16.48	General School Supplies
Greenfield School	Music Teachers National Association	$750.00	Music Instruments
Holmes School	Cooperative Educational Service Agency	$500.00	Wellness Completion Donation
Humboldt Park School	Supporting Families Together Association	$150.00	Camp Fund Donation
Keefe Avenue School	Margaret Barron	$500.00	Incentive Fund Donation
Keefe Avenue School	The Blackbaud Giving Fund	$120.00	Virtual Learning Donation
Kluge School	General Mills/Box Tops For Education	$2.00	General School Supplies

Location	Donor	Amount	Gift or Purpose
Kluge School	Hope Community Foundation Inc.	$250.00	Medical Fragile Supplies
MacDowell Montessori	MacDowell Montessorian PTO	$2,521.00	Swim & Nature Classroom Fieldtrip
MacDowell Montessori	Chr. Hansen Inc.	$100.00	Senior Signs Donations
Maple Tree School	Healthy Classrooms Foundation	$2,000.00	Healthy Classroom Donation
Milwaukee School of Languages	German Immersion Foundation, Inc.	$2,998.00	Virtual Learning Donation
Mitchell School	Kiwanis Club of Milwaukee	$2,000.00	RIF Books & Supplies
Morse Middle School	Richard & Nansi Hawkins	$1,800.00	Head Phones Donation
Morse Middle School	Richard & Nansi Hawkins	$200.00	Science Donation
Riverwest Elementary	Milwaukee Spurs Official Supporters Club	$550.00	PPE Donation
Stuart School	American Transmission Company	$150.00	Trees of Threes Program Donation
Thoreau School	United Methodist Church	$50.00	General School Supplies
Thoreau School	American Transmission Company	$225.00	Trees of Threes Program Donation
Thoreau School	Educator Credit Union	$500.00	Parental Involvement Donation
Trowbridge School	Jolene Plautz	$30.00	Technology for Virtual Learning
Trowbridge School	Brian & Nancy Mitchell	$100.00	Technology for Virtual Learning
Trowbridge School	Lorraine Keck	$50.00	Technology for Virtual Learning
Trowbridge School	Elaine Shanebrook	$125.00	Technology for Virtual Learning
Trowbridge School	Kenneth Krei	$250.00	Technology for Virtual Learning
Trowbridge School	Roberta Drews	$250.00	Technology for Virtual Learning
Trowbridge School	Theresa Reagan	$100.00	Technology for Virtual Learning
Trowbridge School	Dennis Cook	$100.00	Technology for Virtual Learning
Victory School	American Transmission Company	$150.00	Trees of Threes Program Donation
Washington High School	Wisconsin State Golf Association Foundation Inc.	$500.00	IT Donations
Wedgewood Park School	Naomi & Benjean Lara	$120.00	Music Donation
Westside Academy	Dollar General Literacy Foundation	$3,000.00	Youth Literacy Donation
	Total Monetary Donations	*$36,675.21*	
Non-monetary Donations			
Academy of Accelerated Learning	Donors Choose	$440.21	Writing Tablet
Audubon High School	Donors Choose	$636.96	Self-Care Packages
Bay View High School	Donors Choose	$429.35	Photos Book& laminator Film
Bay View High School	Donors Choose	$369.92	Digital Magazines to Soothe the Soul
Bethune Academy School	Donors Choose	$412.28	General School Supplies
Bethune Academy School	Donors Choose	$497.14	Hands on Virtual Learning
Bradley Trade & Tech	Donors Choose	$986.68	Incentives for Virtual Learning
Bryant School	Donors Choose	$345.71	Math Intervention Tools
Burbank School	Donors Choose	$375.86	Tag board Donation
Burbank School	Donors Choose	$761.60	General School Supplies
Carson Academy of Science	Donors Choose	$322.02	Hi-Fi Headset Bundle
Congress School	Donors Choose	$228.29	Books Donation
Doerfler School	Donors Choose	$781.16	Personal Care Items
Doerfler School	Donors Choose	$228.68	Books & Reading Supplies
Doerfler School	Donors Choose	$967.72	Books Donation
Emerson School	Donors Choose	$773.49	General School Supplies
Emerson School	Donors Choose	$417.00	Virtual Learning Donation
Fifty-Third Street School	Bella-Canvas	$466.65	Masks
Fifty-Third Street School	Donors Choose	$410.92	Hygiene Products
Goodrich School	Donors Choose	$300.00	TPT Resources Donation
Goodrich School	Donors Choose	$524.22	Learning at Home Supplies
Goodrich School	Donors Choose	$591.00	Classroom Library
Goodrich School	Donors Choose	$374.00	Learning at Home Supplies
Goodrich School	Donors Choose	$417.09	Writing at Home
Goodrich School	Donors Choose	$292.78	Lego Kits for Students
Goodrich School	Donors Choose	$393.53	Resources Distance Learning

Location	Donor	Amount	Gift or Purpose
Goodrich School	Donors Choose	$703.64	Make Virtual Learning Happen
Goodrich School	Donors Choose	$656.04	Black Lives Matter Support Donation
Goodrich School	Donors Choose	$490.00	General School Supplies
Goodrich School	Donors Choose	$443.00	Virtual Learning Donation
Goodrich School	Donors Choose	$329.00	Gym, Art & Music Supplies
Grantosa Drive School	Donors Choose	$222.06	Math & Science for Special Needs
Grantosa Drive School	Donors Choose	$471.04	Health & Sport for Special Needs
Hampton School	Donors Choose	$604.21	Virtual Learning Donation
Hartford University School	Donors Choose	$557.32	General School Supplies
Hartford University School	Donors Choose	$416.87	Virtual Learning Donation
Hartford University School	Donors Choose	$289.32	Science Donation
Hartford University School	Donors Choose	$945.64	Science Donation
Hartford University School	Donors Choose	$366.85	General School Supplies
Howard Avenue Montessori	Amanada Marquardt	$50.00	Computer Monitor for Virtual Learning
I.D.E.A.L. School	Donors Choose	$389.72	Story works Magazine
Jackson School	Donors Choose	$392.82	Books Donation
Keefe Avenue School	Margaret Barron	$50.00	Monitor
Keefe Avenue School	Margaret Barron	$20.00	Face Shields
Keefe Avenue School	Donors Choose	$1,016.75	Distance Learning K5-1 Materials
King Elem School	Songodina Ifatunji	$50.00	Camera Tripod
King Elem School	Donors Choose	$623.35	Attire for Afterschool Program
King Elem School	Grafton Costco	$6,480.00	School Backpacks
King Elem School	Neighbors Care	$2,015.00	General School Supplies
MacDowell Montessori	Donors Choose	$656.54	Books Donation
MacDowell Montessori	Donors Choose	$202.24	Books Donation
MacDowell Montessori	Donors Choose	$198.50	Books Donation
Meir School	Donors Choose	$292.00	Books Donation
Meir School	Donors Choose	$199.00	Document Camera
Milw High School of Arts	Donors Choose	$203.46	Computer Microphone
Milw High School of Arts	Donors Choose	$528.06	Fugets
Milwaukee School of Languages	Donors Choose	$300.62	Anatomical Life Donation
Milwaukee School of Languages	Donors Choose	$406.52	Safety Science Project
Milwaukee School of Languages	Donors Choose	$356.84	Science Donation
Milwaukee Sign Language School	Donors Choose	$393.46	Student Materials
Milwaukee Sign Language School	Donors Choose	$758.09	General Supplies & Books
Mitchell School	Donors Choose	$590.49	Arts & Crafts for Students
Mitchell School	Donors Choose	$403.25	Books Donation
Mitchell School	Donors Choose	$646.20	Lego Community Sets for PBIS
Mitchell School	Donors Choose	$669.01	Fire Tablets for PBIS
Mitchell School	Donors Choose	$533.99	Art Supplies for Student PBIS
Morgandale School	Donors Choose	$583.79	General School Supplies
Morgandale School	Donors Choose	$1,409.36	Distance Learning Games
Morgandale School	Donors Choose	$1,966.89	Distance Learning Supplies
Morgandale School	Donors Choose	$392.81	Virtual Classroom Supplies
Morgandale School	Donors Choose	$483.28	Virtual Classroom Supplies
Morgandale School	Donors Choose	$628.71	COVID Cleaning Supplies
Morgandale School	Donors Choose	$441.13	Sensory Supplies
Morgandale School	Donors Choose	$469.56	Virtual Speech Therapy Supplies
Morgandale School	Donors Choose	$384.13	SEL for Autistic Students
Morgandale School	Donors Choose	$600.45	Fine Motor Skills Supplies
Ninety-Fifth Street School	Donors Choose	$140.33	Kargol Supplies
Ninety-Fifth Street School	Donors Choose	$234.81	Kargol Virtual Learning Items

Location	Donor	Amount	Gift or Purpose
Ninety-Fifth Street School	Donors Choose	$230.83	Kargol Virtual Learning Items
Ninety-Fifth Street School	Donors Choose	$351.09	General School Supplies
Ninety-Fifth Street School	Donors Choose	$237.88	Kargol Virtual Learning Items
Ninety-Fifth Street School	Donors Choose	$282.67	Kargol Classroom Materials
Ninety-Fifth Street School	Donors Choose	$111.94	Kargol Classroom Materials
Ninety-Fifth Street School	Donors Choose	$188.11	Kargol Classroom Materials
Ninety-Fifth Street School	Donors Choose	$237.24	Kargol Classroom Materials
Ninety-Fifth Street School	Donors Choose	$163.45	Kargol Classroom Materials
Ninety-Fifth Street School	Donors Choose	$451.19	Kargol Classroom Materials
North Division High School	Donors Choose	$392.55	Pickles, Salsa & Jam
North Division High School	Donors Choose	$570.95	Educational Kits & Games
Office of Academics-Special Education	Educators Credit Union	$80,000.00	4,000 New Backpacks for Homeless Students
Office of Academics-Special Education	Feed the Children	$16,665.58	Backpacks, Supplies & Books for Homeless Students
Office of Finance- Nutrition Services	Klement Sausage Co., Inc.	$2,106.00	5,200 Sausage Sticks
Pratt School	Donors Choose	$733.60	Multicultural Books
Pratt School	Donors Choose	$657.96	Classroom Books
Riverwest Elementary	Pilgrim Rest Missionary Baptist Church	$500.00	General School Supplies
Riverwest Elementary	City of Milwaukee Health Department	$3,200.00	General School Supplies
Riverwest Elementary	Neighbors Care	$600.00	Reusable Grocery Bags
Riverwest Elementary	Donors Choose	$293.19	COVID Supplies
Spanish Immersion School	Donors Choose	$1,157.06	Educational Kits & Games
Starms Discovery School	Donors Choose	$1,017.08	General School Supplies
Starms Early Childhood School	Donors Choose	$940.34	Virtual Learning Materials
Thoreau School	Educator Credit Union	$200.00	Bags & Water Bottles for Teacher
Trowbridge School	Donors Choose	$725.12	Virtual Learning Materials
Trowbridge School	Donors Choose	$139.62	Pencils & Erasers
Trowbridge School	Donors Choose	$196.24	Dry Erase Boards & Markers
Trowbridge School	Donors Choose	$154.02	Classroom Materials
Whitman School	Donors Choose	$282.13	Classroom Games
Wisconsin Conservatory	Donors Choose	$157.06	Books
Wisconsin Conservatory	Donors Choose	$250.24	Online Grammar Opportunities
Wisconsin Conservatory	Donors Choose	$274.12	Distance Learning Lessons
Wisconsin Conservatory	Donors Choose	$248.54	We Are Learning Apart Project
Wisconsin Conservatory	Donors Choose	$274.12	Distance Learning Preparation
Zablocki School	Donors Choose	$332.19	General School Supplies
Zablocki School	Donors Choose	$550.95	Magazines & Cleaning Supplies
Zablocki School	Donors Choose	$358.95	General School Supplies
Zablocki School	Donors Choose	$442.55	Student Manipulatives
Zablocki School	Donors Choose	$492.94	General School Supplies
Zablocki School	Donors Choose	$570.26	Headphones for Students
Zablocki School	Donors Choose	$559.96	General School Supplies
Zablocki School	Donors Choose	$333.79	Early Childhood Learning Materials
	Total Non-monetary Donations	*$163,031.92*	
Total Value for November 2020		$199,707.13	

Committee's Recommendation

Your Committee recommends that the Board

1. authorize the purchases; and
2. accept the donations as listed above, with appropriate acknowledgement to be made on behalf of the Board.

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

* * * * *

(Item 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; coordination of the District's reasonable-suspicion drug-and-alcohol-testing protocols; and worker's 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 running from January 1, 2018, through December 31, 2020, with two additional one-year options to extend if certain performance metrics incorporated into the contract were met. Concentra 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, 2021, through December 31, 2021.

The total cost of the contract in this first extension will not exceed $216,000.

Budget Code: DWC-0-0-EMB-DW-ECTS (Contracted Services — Employee Benefits) $216,000

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

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

Budget Code: DWC-0-0-EMB-DW-ECTS $216,000

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 on the balance of the Reports of the Standing Committees.

* * * * *

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

Exception Authorization to Extend a Contract with the Board of Regents of the University of Wisconsin System on Behalf of University of Wisconsin's Milwaukee Center for Urban Population Health for Research 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 University of Wisconsin's Milwaukee Center for Urban Population Health for Research Evaluation (CUPH) to conduct both process (formative) and outcome (summative) evaluation of the Milwaukee Public Schools' (MPS's) 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 project's changes and progress;
- analyzing qualitative and quantitative data to track project's progress and to determine the impact on students;
- preparing performance-feedback memos and annual reports to inform project's staff 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 first extension of this contract. This first contract extension will run from January 1, 2021, through December 31, 2021.

The total cost of the contract in this extension year will not exceed $63,000.

Budget Code: SDV-0-S-QU1-CI-ECTS. (AIMing for Quality Arts — Contracted Services) $63,000

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	10

Exception 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 furnish digital fabrication labs in up to six schools. The fabrication labs will serve as places 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 first extension of this contract. This first contract extension will run from January 1, 2021, through December 31, 2021.

The total cost of the contract in this extension year will not exceed $115,000.

Budget Code: SDV-0-S-G31-AQ-ECTS (GE Foundation Developing Futures — Contracted Services)..... $115,000

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

Exception Authorization to Contract with Siemens Industry, Inc., for Energy-management-system Services at MPS Sites

The Administration is requesting authorization to enter into a contract with Siemens Industry, Inc., for all labor and materials in conjunction with an energy-management-system project at various MPS sites.

This contractor has completed such projects for MPS previously and has the requisite knowledge to comply with MPS's established standards; therefore, the exception from the requirement of a competitive procurement process for this contract has been granted on the basis of continuity of services and established MPS standard (Administrative Policy 3.09(7)(e)(1)(b)(iv) and 3.09(7)(e)(1)(b)(V)).

This contract will run from August 28, 2020, through December 15, 2020. The total cost of the contract will not exceed $366,958. The contract is part of the Qualified School Construction Bonds funding, which must be completed by December 15. Work has been halted pending the approval of Milwaukee Board of School Directors.

Budget Code: Various Budget Codes (Construction Fund — Contracts — HVAC)..... $366,958

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	$ Value	Req.	Paid Student Employment	Educational Experience
NA	NA	NA	NA	5%	NA	NA	NA	100	10

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 3.09, Purchasing and Bidding Requirements

Fiscal Impact Statement

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

Budget Codes: Board of Regents (CUPH) for Research Evaluation,
SDV-0-S-QU1-CI-ECTS..... $63,000
devX, LLC, for the Development of STEM Fabrication Labs,
SDV-0-S-G31-AQ-ECTS..... $115,000
Siemens Industry, Inc., for Energy-management System Services at MPS Sites,
Varies by location..... $366,958

Implementation and Assessment Plan

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

Committee's Recommendation

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

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

* * * * *

(Item 9) Action on a Request to Waive Administrative Policy 3.09(9)(e) and to Issue a Purchase Order to The Art of Education University for a Subscription to FLEX Learning

Background

The Administration is requesting authorization to waive the three-year term limits of Administrative Policy 3.09(9)(e) and to issue a purchase order to The Art of Education University for a four-year subscription to FLEX Learning, a customizable art-education curriculum exclusively for visual arts. This is an upgrade from the current license, which includes PRO Learning, the professional-development resource for visual-arts teachers. The license includes transferrable individual logins for up to 100 users and School Success on-boarding and implementation services.

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

The licensing period will run from December 1, 2020, through November 30, 2024. The total cost of the licenses during the term will not exceed $98,544.

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

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 3.09, Purchasing and Bidding Requirements

Fiscal Impact Statement

Budget Code: SDV-0-S-QU1-CI-ECTS (Curriculum & Instruction — Contract Services) $98,544

Implementation and Assessment Plan

Upon approval by the Board, the purchase order will be issued to the vendor for order fulfillment of the licenses.

Committee's Recommendation

Your Committee recommends that the Board authorize the waiver of Administrative Policy 3.09(9)(e) and approve the purchase from The Art of Education University, as set forth in this item.

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

* * * * *

(Item 10) Report with Possible Action Regarding Funding Recommendations for Student Safety

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 June 2020 meeting, the Milwaukee Board of School Directors adopted, with amendments, Resolution 2021R-003, which terminated all contracts with the Milwaukee Police Department for the services of School Resource Officers and other personnel.

Through this action, the Administration was directed to develop recommendations in collaboration with staff, community partners, community members, and other governmental entities for using money previously allocated to contracts for serving and protecting the safety of MPS students.

The Administration held a series of meetings during October and November to finalize the collaborative recommendations. The final recommendation is to use the remaining funds, in the amount of $184,774, to enhance the use of restorative practices within the district.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 8.36, Student Safety

Fiscal Impact Statement

N/A

* * * * *

(Item 11) Report with Possible Action on Central Region Staffing

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 the Board's regular monthly meeting on June 25, 2020, Resolution 2021R-005, regarding Central Region's staffing, was introduced and referred to the Committee on Accountability, Finance, and Personnel. The Board consider the resolution at its meetings on July 30 and September 24, 2020, at which time the Administration provided additional analysis as requested by the Board.

At the meeting on September 24, 2020, the Board approved a motion to send the resolution back to committee. The motion also included direction to the Administration to form a task force to review possible revisions in current policies or procedures to increase the recruitment and long-term stability of employees working in hard-to-staff schools.

As reported last month, the Administration formed the task force, and the first meeting took place on October 29, 2020. The task force includes representation from the Board, central administrators, school leaders, parents, and the MTEA.

At the first meeting, task force participants gained an understanding of the resolution and their role as detailed in the motion that was approved by the Milwaukee Board of School Directors on September 24, 2020. In addition, the Office of Human Resources presented an overview of the staffing process.

The second meeting of the task force is scheduled for November 12, 2020. The focus of this meeting will be to discuss various perspectives and observations relative to staffs' concerns at schools. The Administration will continue to report to the Board on a monthly basis.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 6.23, Recruitment and Hiring: Staff

Fiscal Impact Statement

N/A

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(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

At its December 2019 regular monthly meeting, the Board took action to direct the Administration to establish a special task force to develop capacity in attracting, retaining and developing bilingual teachers and support staff. Since December 2019, there have been four meetings of the task force: January 16, February 11, March 4, and November 11, 2020.

At the meeting on March 4, 2020, the Administration presented information in regard to programs that exist through the Milwaukee Public Schools University (MPSU) to assist in the development of a pathway leading towards bilingual certification. There was then an opportunity for the audience members to ask questions. The audience was also engaged in a sharing activity to highlight any barriers that they had encountered, or could foresee, in this pathway process. The task force will examine those responses and plans to use that information to create solutions or opportunities that will be presented to the Board.

Due to the pandemic, meetings of the task force have been suspended for the remainder of the 2019-2020 school year. There was a written update sent to the task force's members in July 2020, which provided answers to some of the questions that were asked by members in earlier meetings. Also included in that communication was information taken from the 2019 Milwaukee Public Schools Education Pathways document.

The November 11 meeting started with a brief segment on virtual-meeting norms and an overview of the purpose of the Bilingual Task Force. The main focus of the meeting was an MPSU program update and information regarding student program offerings. The meeting concluded with a discussion on the steering committee's roles and responsibilities, a call for volunteers, and setting the date for the next meeting, which will take place on December 9, 2020.

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

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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 of 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.

At the Committee on Parent and Community Engagement's meeting on September 8, 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 its regular meeting on September 24, 2020, the Board took action to direct the Administration to report monthly on progress relative to the ten agreed-upon action items, as well as report on suspensions, expulsions, and referrals. The requested information for the November report can be found below.

Monthly Disproportionality Report — Resolution with Office for Civil Rights (OCR) October 1-October 30, 2020

Below you will find an update of activities within each of the 10 requirements of Resolution #05-14-5003 with The Office of Civil Rights.

Requirement 1 — Designation of Responsible Employee

Completed.

Requirement 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 utilize this data to inform teacher practice, to identify school-wide trends in behaviors, and to identify students at risk for early intervention. Documentation of data indicates that staff members are working with students with behavioral difficulties without having to resort immediately to disciplinary practices.

As of October 30, 2020, there were 279 documented Tier 2 behavior interventions and 29 Tier 3 behavior interventions across the district.

Benchmark & Timeline:

By November 30, 2020, documented Tier 2 interventions will increase by 10% supporting students identified for early intervention.

Requirement 3 — Outreach to Students

During October, schools held district-wide virtual meetings of the Student Discipline Committee, with minutes and discussions submitted online. Topics included students' recommendations for virtual learning or focused on a student-selected topics, including historical segregation, defining specific behaviors in the code of conduct, experience with COVID-19, and students' voice in the fight against racism.

The first of two Student Leadership Summits planned for the 2020-2021 school year will occur virtually in December 2020. The summit's title is "Bridging the Barriers to Student Leadership." Students will participate in a keynote and sessions on the importance of students' voice. Students will self-select participation in breakout sessions, each facilitated by MPS staff or community members on a variety of topics, including virtual bullying, job readiness, historical redlining in Milwaukee, understanding due process in MPS, teen stress, and a host of other topics.

Benchmarks & Timeline:

By November 30, 2020, 100% of traditional middle and high schools will submit their meetings' minutes for two virtual meetings of the Student Discipline Committee in which specific student recommendations and student-interest topics will be discussed.

Requirement 4 — Outreach to District Staff

Schools were instructed to establish a Discipline Work Group to address disproportionality, school climate, and culture. Each school was required to identify a discipline champion to serve as the facilitator of the group. The district discipline manager sends a weekly email and holds weekly office hours to support all discipline champions.

This work group meets monthly to analyze disproportionality data, to identify specific strategies, and to identify specific professional development and support for staff members, as well as to engage all staff, students, and the community. The recommendations discussed include engaging students virtually, more opportunities for professional development, a guided approach on courageous conversations about race and why race matters, discussions and professional development, more time to discuss the school-to-prison pipeline, understanding data analysis, and individual supports for struggling teachers.

Benchmarks & Timeline:

By November 30, 2020, 100% of traditional MPS schools will submit their Discipline Work Group meeting's minutes, including each school's specific next steps and recommendations for support to address disproportionality.

Requirement 5 — Outreach to Community Members

A flyer (provided under separate cover) for community conversations has been created, with the first community conversation occurring on November 11, 2020, at 6:00 p.m. Subsequent community conversations are scheduled for December 9, January 13, and February 10. Community conversations are being advertised on social media and through Thursday Updates, text messages, discipline champions, parent coordinators, and the Office of Board Governance's newsletters.

Through a grant in collaboration with the Wisconsin Humanities Council's Project Community CARE (Collaboration Around Racial Equity), the district will be launching a variety of activities throughout the 2020-2021 school year. Activities will include multiple documentary viewings with discussion, book cohorts, and solution-based action planning.

Benchmarks & Timeline:

By November 11, 2020, all MPS schools will have an administrator and parent coordinator attend community conversations discussing improving outcomes for all students in Milwaukee Public Schools.

Requirement 6 — Policies, Practices, and Procedures

Updates to our district's code of conduct were submitted to Office for Civil Rights in February 2019, and we are awaiting a response from that office.

Requirement 7 — Staff Professional Development

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

Title	Audience	Date
Interrupting Bias in Discipline	Parkview — all staff members Social work assistants	October 13, 2020 October 27, 2020 October 9, 2020
Interrupting Bias and Microaggressions in Team Meetings	Lincoln MS — Discipline Work Group	October 19, 2020
Self-care Community of Practice	Interested staff members district-wide	October 13, 2020 October 27, 2020
Adolescent Mental Health	Interested middle- and high-school staff members	October 2, 2020 October 13, 2020 October 16, 2020 October 20, 2020 October 22, 2020 October 27, 2020 October 30, 2020
Trauma-sensitive Strategies	School psychologists	October 2, 2020
Grief	School psychologists, social workers, and trauma specialists	October 22, 2020
Crisis Prevention Institute (CPI)	Any staff	October 6, 2020
De-escalation	Any staff	October 20, 2020
Pyramid Model: Promoting Mental in Young Children	Staff working with students age 3-5	October 28, 2020

Benchmarks & Timelines:

By November 30, 2020, all members of the District Discipline Disproportionality Leadership Team will offer to staff members continued professional development addressing various aspects of district climate, discipline, equity, and the role of race.

Requirement 8 — Data Collection

Completed.

Requirement 9 — Data Evaluation

Below are all behavior events documented across the district from October 1, 2020, through October 30, 2020.

The column on the far right lists administrator resolutions used by school leaders.

Behavior Event	Hispanic	American Indian	Asian	Black	Pacific Islander	White	2+ Races	October Total	Year to date	Administrator Resolution Used*
Bullying Due to Disability				1				1	1	18
Bullying Due to Sex								0	1	
Chronic Disruption				6		2		8	22	9, 18
Disorderly Conduct			1	1				2	6	3, 9
Endangerment of Physical Safety/Mental Well¬being				2		1		3	3	9, 18
Inappropriate Dress				1				1	1	18
Inappropriate Personal Property	1			1		1		3	3	9, 18
Inappropriate use of electronic communication devices	9			15		2		26	60	7, 9, 13, 17, 18
Other Substances/Materials				3				3	3	9, 18
Personal Threat				2				2	5	9, 18
Possession/Ownership/ Use of a Gun								0	4	
Possession/Ownership/Use of Weapon Other than Gun				1				1	1	11, 17

Behavior Event	Hispanic	American Indian	Asian	Black	Pacific Islander	White	2+ Races	October Total	Year to date	Administrator Resolution Used*
Sexual Assault						1		1	1	9, 10, 17
Sexual Harassment				2				2	2	9, 11, 17
Substantial Environmental Disruption	1			2				3	7	9
Use of Tobacco, Including Chewing									3	
Vandalism				3				3	4	9, 18
Verbal Abuse/Profanity/Harassment			1	3		1		5	10	9, 15, 18
Grand Total	11		2	43		8		64	137	

*Key Code	Resolution
1	Behavioral Probation
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

*Key Code	Resolution
10	Police Involvement
11	Preliminary Expulsion Hearing
12	Referral — BIT
13	Referral School Social Worker
14	Remain Present School
15	Suspension
16	Suspension Pending
17	Virtual Discipline Process
18	In process

Requirement 10 — Implementation Plan

The following departments have been collaborating on the implementation plan: Black and Latino Male Achievement (BLMA); Equity and Inclusion; Student Services; Specialized Services, and Violence Prevention. The monthly District Discipline Disproportionality Leadership Team has been meeting to review monthly data, to discuss updates from all departments, and to create next steps.

The Office of School Administration is in the process of updating the District Culture & Climate Toolkit for the 2020-2021 school year to include supports for building a community in a virtual setting as well as supports and next steps to address disproportionality. This updated toolkit will be finalized in the coming weeks and will be shared with all schools through all discipline champions.

There are multiple cohorts of staff members engaging in a book study on Glenn Singleton's *Courageous Conversations About Race,* including 40 school administrators, 22 centralized staff members, and several school-based cohorts, including Milwaukee High School of the Arts, Lincoln Middle School, and Story School. A cohort of 15 school-based staff are reading and discussing Ibram X Kendi's book *How to Be an Antiracist.* Eighteen new educators will start a monthly cohort using *The New Teacher Book* published by Rethinking Schools. Staff members at Starms School organized a book cohort with Bettina Love's book *We Want To Do More Than Survive.* The cohort has 17 participants who are meeting every two weeks for five sessions, reading and discussing the book.

All schools are continuing implementation of the Wisconsin Department of Public Instruction's Culturally Responsive Problem-solving model. This includes the creation of a variety of standard operating procedures for teams to utilize to implement the model and to interrupt bias in data-based decision making.

Self-paced modules focused on the five research-based best practices were created for staff members to engage in through Google Classroom. Currently there are over 20 staff members enrolled in each of the five self-paced modules, with four staff members having completed each module.

Lincoln Avenue, Maple Tree, Andrew Douglas, and South Division have been selected for the first restorative-practices cohort. Each of the schools is working closely with one of the four restorative-practices coaches providing professional development, restorative-practices coaching and modeling, and consultation on school-based next steps.

A self-paced comprehensive module going over the Antiracist Universal Supports has been created for interested staff members districtwide. There are 25 staff members currently enrolled in this self-paced module, with 16 staff members having completed all aspects of the module. Story School has required the

completion of this comprehensive module of all staff members. A cohort of 15 school psychologists are going through sections of this module weekly with the district's discipline manager over the course of five sessions, culminating on December 11, 2020. In addition, staff members can sign up through LMS to attend an all-day virtual professional development session.

Additionally, there will be a planned district-wide professional development on the role of bias within discipline at all schools. This professional development will be conducted by the discipline champion at every school. Discipline champions will attend a train-the-trainer session with the district discipline manager to learn about conducting this professional development with all staff members.

Benchmarks & Timelines:

By November 30, 2020, all school discipline champions will receive the MPS Culture & Climate Toolkit and will share with all staff members at their schools as an additional support in building a positive learning climate in a virtual setting.

By November 30, 2020, all Courageous Conversations about Race and other book cohorts will hold two additional meetings utilizing the framework to discuss the role of race in the climate and discipline in education.

By November 30, 2020, interested school psychologists will engage in three sessions of Antiracist Universal Supports professional development.

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 Black and Latino Male Achievement (BLMA)

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 Department of Black and Latino Male Achievement (BLMA), which was established in 2017, works to analyze data and to adopt local and national best practices that result in improved academic and life outcomes for students.

A comprehensive presentation on the Department's work as aligned to the Five Priorities for Success is provided below. The presentation focuses on the following:

- BLMA's Mission and Vision
- Manhood Development Academies
- BLMA's Mentoring
- Recruitment/Retention of Black & Latino Male Teachers
- BLMA's Partnerships & Collaborations
- Positive Narrative Change Campaign

The following presentation will highlight the Positive Narrative Change Campaign.

Administration's Report

BLMA's Mission and Vision

BLMA's Mission Statement

The Department of Black & Latino Male Achievement collaboratively works to improve the outcomes of all Black and Latino male students within Milwaukee Public Schools by challenging systems, structures, and spaces of oppression, and seeks to create conditions that promote greater success.

BLMA's Vision Statement

Black and Latino male students will develop an affirmed sense of identity, dignity, and self-confidence, and will have the necessary tools to triumphantly navigate K-12, college, career, and life.

BLMA Priority Strategies

- Manhood Development Academies
- Improve School Culture and Climate
- BLMA Mentoring
- Recruitment and Retention of Black and Latino Male Teachers
- Positive Narrative Change Campaign

Manhood-development Academies

Item update	In Progress	Next Steps
Manhood-development courses	Currently partnering with four schools: Audubon Middle School, Lincoln Center of the Arts, South Division High School, and Washington High School. Through the elective courses, we are currently serving 220 students.	Support schools with courses through materials, coaching, and professional development.
Manhood-development coaching, professional development (PD), and support for course instructors	Six-week cycle of coaching implementation that explores restorative practices, instruction, academic rigor in reading and writing, and effective classroom-instruction feedback.	Continued support with implementation of manhood-development curriculum, coaching cycles, and PD.

Item update	On the Horizon	Next Steps
Expansion of manhood-development course	Look to expand to at least one additional site for the 2021-2022 year. Currently engaged in conversations with two high schools.	Continue discussions on how to successfully incorporate and implement manhood-development courses in schools.
Expansion of courses	Looking to explore the possibility of expanding the Manhood Development courses into an academy model aimed at helping students earn credits towards graduation requirements and service learning.	Discuss course-development requirements with schools and departments.

Manhood-development Academy Courses

2020-21 BLMA Manhood-development Academy Student Racial Demographic %

Black.....76%
Latino.....20%
American Indian/Alaska Native 1%
Asian..... 1%
White 2%

Improve School Culture and Climate

Item update	In Progress	Next Steps
Professional Development (PD)	Working to develop multiple levels of engagement points for district staff related to working with Black and Latino male students. Developing the three levels of engagement for staff: LMS, PD, and school-level technical assistance.	Building modules for LMS and 60-90-minute PD offerings for schools that fit the schools' needs while specifically focusing on Black and Latino males.
School Culture Teams within Schools	Working with Lincoln Center of the Arts, Milwaukee School of Languages, Transition High School, and Washington High School in creating School Culture Committees to support implementation of PD and evaluation of school culture as they relate to Black and Latino males.	Continue to coach and support School Culture Teams with identifying best practices for supporting Black and Latino males in their schools.

Item update	On the Horizon	Next Steps
Professional Development (PD)	Create a cycle to work with more schools on offering PD with having discussions around race as it relates to Black and Latino males.	Respond to schools and their requests for support through our PD request form.
School Culture Teams	Create a cycle to work with more schools on creating and supporting School Culture Teams with having discussions around race as it relates to Black and Latino males.	

BLMA Mentoring

Item update	In Progress	Next Steps
March 2020 — First Thursdays Mentor Luncheons	Pivoted to virtual sessions beginning in July 2020 (Bradley Tech, MSL, North Division, Riverside, South Division, Vincent, and Washington High Schools).	Provide tools for additional site-level, student-led continuations of monthly mentor sessions (Third Thursdays) during school year and set structure for summer of 2021; create opportunities for interest-based, personal mentoring (Level 2).
2020-21 monthly virtual First Thursday Mentoring Sessions	October 8, 2020, to May 6, 2021, at seven high schools — 35 students with between 8 and 15 community mentors dedicated to each site; online connections with site mentor leaders, community mentors, students, and families.	

Item update	On the Horizon	Next Steps
BLMA Ambassadors leadership development and near-peer mentorship opportunities transition to virtual format for 2020-2021.	Meeting with returning BLMA students (seniors and juniors) to arrange Ambassador and near-peer mentoring schedules and team goals for 2020-2021.	Pathway for sustained student leadership in BLMA schools and expanding "Power 2 Lead" to other BLMA schools. Currently: South Division High School and Forest Home Elementary, with option for Washington HS and a nearby elementary or K-8.
BLMA Mentoring Expansion	Seek to add at least one additional site for 2021-2022.	Increase number of community mentors and add additional school(s).

Recruitment and Retention of Black and Latino Male Teachers

Item update	In Progress	Next Steps
Black and Latino male staff recruitment and retention	Partnering with The Literacy Lab as a talent development strategy for youth to expose them to the teaching profession.	Provide mentoring opportunities for aspiring educators

Item update	On the Horizon	Next Steps
Research	Assist in conducting a study of Black and Latino male teachers currently in MPS in effort to capture their teaching journeys and experiences as teachers in MPS.	Utilize this information to aid the district in recruitment and retention of Black and Latino male educators.
BLMA/MPS Educator Coalition	Extend the reach of BLMA to Black and Latino male educators working in MPS through the development of a professional BLMA affiliate arm.	Identify and create platforms for Black and Latino male educators to hold regular space.
	Create and hold regular space and opportunities for these educators to mutually support each other, share ideas and resources.	Generate topics and ideas through research-based means of support for Black and Latino male educators
University Partnerships	Continued partnership with Marquette University, Milwaukee Area Technical College and the University of Wisconsin-Milwaukee to develop teacher pathways.	Identify opportunities through meetings and planning.

BLMA Partnerships & Collaborations

Internal MPS Collaborations

- Pregnant and Parenting Youth Program (PPYP)/BLMA Fatherhood Bridge Program
- BLM Year of Impact
- Professional development opportunities
- Restorative Practices
- School Social Workers

External Collaborations

- Emerging Artist Program
- Black Lens MKE & The Rep
- Milwaukee Community Schools Partnership
- Milwaukee Succeeds Youth Forward MKE & Design Your Future Project
- National Apprenticeship Week

Positive Narrative Change Campaign

Item update	In Progress	Next Steps
2020 Art Start Portrait Project	"Souls of Young Folk" Panel With Black Lens MKE	Share the panel discussion on social media pages and BLMA website. Continued support for collaboration with Black Lens MKE for future projects
	Emerging Artist Program	

Item update	On the Horizon	Next Steps
Positive Narrative Change Campaign Opportunities	Identify additional opportunities for Positive Narrative Change	Contact local Black- and Latino-owned businesses, organizations, and artists to support the further development of the BLMA Positive Narrative Change Campaign.

I don't know my own African ancestry but I know that I come from strong African kings and queens, and that I walk with my ancestors everyday.

My ancestors wake me up every day, telling me to keep striving for greatness and keep learning about my past and history so I can teach others.

#SeeMeBecause
— Amir, age 15

I want people to see me as who I am and how I describe — as a confident leader who puts his mind to things — instead of the existing narratives about me.

— Demarcus, age 15,

If I could do something to change the world right now, I would end this virus. It affects so many people. A lot of people have lost their jobs. A lot people have passed away.

I want to impact others by being a nice, friendly guy.

I want people to see me with my Rubik's cube in my hand, 'cause the cube has an infinite world of algorithms.

#SeeMe Because
— Miguel, age 15

BLMA Department Updates

- Addition of an underfill position to support the BLMA department's work.
- The BLMA team is working with the Restorative Practices team to develop a collaborative rapid response protocol and plan for working with schools that experience unique challenges involving students.
- MPS's administration is working to bring the Youth Guidance Becoming A Man (BAM) program to the district.
- MPS is exploring how to best provide similar support and programming for female students, possibly adding another position to assist in this effort.

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 Equity, Access, and Inclusion

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

Background

This item serves to provide an update related to the Department of Equity, Access, and Inclusion. The following presentation provides an overview of the professional development offered by the department for staff and educators in Milwaukee Public Schools. The areas included are equity, Positive Behavioral Interventions and Supports, and restorative practices. All of the professional development is aligned to the district's Five Priorities for Success.

Administration's Report

Equity as Defined by Milwaukee Public Schools

Equity is defined as an allocation of district resources, supports, and opportunities that is based on the needs of students and staff.

Equity Work

''Equity work,'' at its core, is about humanity and relationships. (Source: National Museum of African American History and Culture)

Equity, Access, and Inclusion

Professional Development Series

- Support the School Improvement Plan
- Facilitate Multi-level System of Support
- Monitor for Fidelity of Implementation

- Develop All Staff
- Provide Synchronous and Asynchronous Learning

Equity

Module 1: Building Relationships through Culturally and Linguistically Responsive Practices

- Participants will examine their approach to building relationships with culturally and linguistically rich student populations.
- Participants will learn what cultural identity means as it relates to their own cultural attributes.
- Participants will learn Culturally Responsive Teaching (CRT) strategies that help to build effective relationships and strengthen student engagement.

August and November 2020

Module 2: Building Cultural Competence

Participants will deepen their cultural awareness by examining their personal narratives and how these narratives shape and impact the perceptions they have of themselves and others.

Module 3: Building Cultural Practices

Participants will explore culturally responsive practices and ways to engage in meaningful group conversations that allow for robust discussions that consider the experiences and perspectives of each individual.

November 2020

Positive Behavioral Interventions and Supports

Essential Elements and Universal Supports

- Participants will become familiar with the essential elements of PBIS.
- Participants will learn how using the PBIS framework promotes a positive climate and culture.
- Participants will incorporate the essential elements into daily practice .

October 2020

Creating Effective Teams

- Participants will review meeting minutes and expectations of monthly team meetings.
- Participants will learn how to implement meeting logistics, data analysis, and problem solving.

October and November 2020

Restorative Practices

Foundations of Restorative Practices

- Participants will develop an in-depth understanding of what it means to be restorative and how restorative practices connects to equity and culturally responsive practices.
- Participants will learn how to implement restorative practices in their daily interactions and with all school/district community members whether building, maintaining, or repairing relationships.
- Participants will learn to utilize restorative communication as a powerful tool for engaging with students and adults when challenges occur.

October 2020

Circle Keeping

- Participants will learn the core components of circles, experience different type of circles, and explore ways of using circles in their professional practice.
- Participants will develop a circle agenda they created and practiced facilitating with other participants.

October 2020

Restorative Teaching

- Participants will learn how to best utilize restorative practices in their lesson plan development and instruction.
- Participants will experience both the process of developing a restorative agenda for delivering content that connects to students' lives as well as the process of using a restorative circle as an instructional tool.
- Participants will discover how restorative practices aligns with existing MPS frameworks including culturally responsive practices.

November 2020

Virtual Circles Workshop

Participants will learn virtual strategies to replicate the circle process, participate in community building activities, communicate restoratively, and promote equity.

October 2020

On the Horizon

November and December

- Equity in Action Modules 1-3
- Essential Elements and Universal Supports and Creating Effective Teams
- Foundations, Circle Keeping, Restorative Teaching, and Virtual Circles

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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REPORT OF THE COMMITTEE ON STUDENT ACHIEVEMENT AND SCHOOL INNOVATION

Director Báez 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 Post-secondary Student Data

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

Background

This report provides information on Milwaukee Public Schools graduates who have entered post-secondary institutions of learning. This data are provided by the National Student Clearinghouse, which provides post-secondary enrollment and graduation data to schools and universities. These data track students from more than 3,600 colleges and universities for eight years after high-school graduation based on

enrollment, persistence, and graduation. These data will detail the 2019 graduates one year after graduation and preliminary 2020 graduate data.

Administration's Report

National Student Clearinghouse

The Data Resources:

- NSC works with over 11,000 high schools representing nearly 60% of high-school students.
- 18.3 million, or 97% of currently-enrolled post-secondary students (99% of all public and private institutions), are part of the database.
- More than 94% of all degrees awarded in the U.S. are tracked.

Post-Secondary Enrollment

Effective Date = September 18, 2020

	Percent of 2019 Graduates Enrolled in Fall Immediately after Graduation						
Type of Institution	2013	2014	2015	2016	2017	2018	2019
All	39	40	38	44	43	42	40
Four-year	27	30	26	23	26	25	23
Two-year	11	10	12	21	17	18	17

	Percent of 2019 Graduates Enrolled Anytime in the First Year after Graduation						
Type of Institution	2013	2014	2015	2016	2017	2018	2019
All	47	48	44	49	47	47	44
Four-year	31	32	29	25	27	27	24
Two-year	16	16	16	25	19	20	20

Increase of 4% from fall enrollments.

	Percent of 2018 Graduates Enrolled Anytime in the Two Years after Graduation					
Type of Institution	2013	2014	2015	2016	2017	2018
All	54	54	51	54	52	52
Four-year	33	34	31	27	29	28
Two-year	21	20	20	27	23	24

Increase of 10% from fall immediately after graduation.

	Persistence Percentages					
Type of Institution	2013	2014	2015	2016	2017	2018
All	75	75	78	80	80	80
Four-year	72	71	72	65	68	67
Two-year	65	63	62	49	52	50

Preparing Students for Post-secondary

- 682 Students took 1,281 dual-enrollment semester courses during the 2019-2020 school year.

M^3 Program, 2019-20 Semester 1 — 476 Credits

At least three credits 100%
At least six credits 95%
10 credits..... 76%

M^3 Program, 2019-20 Semester 2 — (421 Credits)

At least 3 credits 98%
At least 6 credits 86%
9 or 10 credits 75%

Percent of Passing Scores

	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20
Percent Earning a 4+ on IB Test	59.0	54.7	55.5	64.1	64.4	69.2

	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20
Percent Earning a 3+ on AP Test	21.2	19.6	19.2	19.6	23.2	30.8

FAFSA Completion Status for Financial Aid, Year 2020-21

	State	MPS
Completed	66.5%	49.7%
In Process	0.7%	3.1%
Not Started	32.8%	49.7%

Graduating Class of 2013

	Percentages						
	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20
Graduated		1.0	2.5	7.2	11.7	15.1	16.7
Returned after Stop-out			2.0	3.0	2.5	3.0	3.1
New to College	46.5	7.7	3.9	1.8	1.6	1.3	1.3
No Longer Enrolled & Not Graduated		13.0	23.2	28.8	33.5	35.8	37.2
Persisted		32.6	26.8	19.4	12.5	8.0	6.3
Not in NSC to Date	53.4	45.6	41.6	39.7	38.2	36.8	35.4

Graduates Enrolled by School

Most Common Institutions of Enrollment in the Fall Immediately Following High-school Graduation for All Classes, by Number of Students

Name	Rank	State	Level	Type	Total
Milwaukee Area Tech College	1	WI	2-year	Public	3,250
University of Wisconsin-Milwaukee	2	WI	4-year	Public	1,739
University of Wisconsin-Madison	3	WI	4-year	Public	602
University of Wisconsin-Whitewater	4	WI	4-year	Public	359
Marquette University	5	WI	4-year	Private	350
Mount Mary University	6	WI	4-year	Private	349
Alverno College	7	WI	4-year	Private	327

Next Steps

- Expect and support all students toward the goal of post-secondary readiness throughout their K-12 education.
- Continue relationships with post-secondary institutions and programs that support our students' preparation for beyond high school. Some include:
  - — M^3 College Connection,
  - — Early College Credit Program/Start College Now,
  - — College Possible,
  - — People Program,
  - — Boys and Girls Club, and
  - — Schuler Scholars.
- Improve access and expect students to take rigorous course work during high school.

[The complete presentation, along with a report on student demographic data, 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 7.38, Balanced Assessment Systems

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(Item 2) Report with Possible Action on Online Credit-recovery and Acceleration Course Development

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 in August 2020, the Committee on Student Achievement and School Innovation directed the Administration to convene small groups of high-school teachers of English, math, science, and social studies to develop online courses for credit recovery or acceleration that are culturally relevant, self-paced, standards-based, and engaging.

An online application was developed asking for basic information from interested teachers. The application included a couple of open-ended questions related to curriculum, cultural relevance, and student outcomes. The application requested the following information:

- first name;
- last name;
- employee ID number;
- MPS email address;
- current school assignment;
- content area;
- teaching licenses;
- number of years of teaching experience;
- previous experience with writing and/or reviewing curriculum;
- any culturally-responsive instructional strategies the respondent may have used and how it improved student outcomes; and
- any comments, additional information the respondent may have wished to share, or questions he/she may have had regarding this committee (optional);

The application's window was 25 days. The recruitment timeline was as follows:

- posting in the September 10, 2020, Thursday Update;
- high-school regional follow-up on September 11, 2020;
- posting sent to Milwaukee Teachers Education Association on September 18, 2020;
- posting in the September 24, 2020, Thursday Update;
- application closed on October 5, 2020; and
- grades and professional development transcripts requested for all applicants for review the week of October 5, 2020.

A draft plan was developed outlining the steps needed for the creation of an asynchronous credit-recovery-and-credit-acceleration system.

Additional research was conducted on the use of Edgenuity and grading trends in Milwaukee Public Schools.

Asynchronous Credit Recovery and Credit Acceleration Program Development Outline

Developing a Milwaukee Public Schools asynchronous credit recovery and credit acceleration program will require the following:

Request for Proposal (RFP) for a Learning-management System (LMS)

Develop and post an RFP for an LMS to house courses

- Google classroom does not have the asynchronous functionality of Edgenuity. The LMS will need to include specific functionality and reports such as the following:
  - reports, including but not limited to:
    - idle time vs. active time;
    - percent of course completed;
    - grading averages by course and assessment;

- final exam and pretest reports;
- course completion by school, district, and course;
- duplicate accounts;
- IP address reports;
- teacher action reports;
- log-in and log-out time reports;

• functionality

- special education and bilingual supports (including, but not limited t,o text translation in multiple language, text highlighting, ability to provide voice for all reading passages);
- ability to have teacher and administrative roles for schools and district;
- compatibility with Chrome, Internet Explorer, Safari, and all devices;
- capability for data encryption to prevent compromise of curriculum and system features;
- self-scoring assessments;
- videos;
- note taking;
- web-based;
- clever compatible (single sign-on), with students' accounts tied to Infinite Campus enrollment;
- ability to limit assessments by IP address, ensuring academic integrity;
- ability to move students forward (avoid retesting students over and over);
- a bank of questions or assessments deep enough to ensure that students do not get the same questions or tasks multiple times when redoing an activity;
- ability to import content into the LMS system to differentiate when needed (additional projects, assignments, etc.);
- intuitive help center to assist staff with program features in real time;
- progress-monitoring features for parents/guardians;
- posting of RFPs;
- hosting of RFP review;
- approval of contracts;

• Course development

- Write curriculum for both credit-recovery and credit-acceleration courses
  - English
    - 8-credit recovery
    - 8-credit acceleration
  - Math
    - 8-credit recovery
    - 8-credit acceleration
  - Science
    - 10-credit recovery
    - 10-credit acceleration
  - Social Studies
    - 12-credit recovery
    - 12-credit acceleration
  - Other (Phys. Ed, Health, Fine Arts, Electives, STEM, CTE)
    - 24-credit recovery
    - 24-credit acceleration

- Middle School
  - > 6-credit recovery
  - > 6-credit acceleration

- Design professional development (train staff in new program features prior to pilot)
- Contract evaluator to review efficacy and effectiveness of the courses
- Pilot courses

Additional costs will include the following:

- maintaining Edgenuity contract until current courses are replaced and piloted
- professional development on LMS — currently over 100 staff trained in Edgenuity features with over 300 hours of PD time invested at a minimum
- updating courses annually
- server functionality and storage capacity — where will curriculum and program be housed?

Administrative Recommendations

Based on the limited number of applicants, the high and disproportionate failure rates in first-time face-to-face classes, and the significant task of creating an asynchronous system for credit recovery and credit acceleration that replicates the effectiveness of Edgenuity, we are recommending the following:

1) develop systems within high schools to identify and to support students who are failing classes prior to the end of the of semester to help the students be successful
   a) utilize the research and work of the Network for College Success
   b) examine data deeper and address disproportionate grading outcomes/failure rates, with data review and reflection by schools and teachers that include students' voice
   c) recommended intentional coaching based on data review and reflection to allow teachers to examine and to change practices that may promote inequitable outcomes.
2) Continue to support successful high-school completion of students who have received Ds or Us in their high-school courses or who have been unable to take courses needed for graduation with the current options available
   a) summer school
   b) Edgenuity
   c) alternative programs
3) Continue to collaborate with Edgenuity on the evaluation and development of items for each course
   a) Edgenuity recognizes that there needs to be a higher level of cultural and linguistically responsiveness in its tool and is willing to include MPS teachers and administrators in the redesign of the product to help meet the specific needs of MPS students
      i) Edgenuity has identified a diverse group of experts to lead this work
      ii) Edgenuity is currently working on social studies and will be moving to English next
      iii) Edgenuity is willing to have MPS as part of both the development and evaluation of courses
   b) Milwaukee Public Schools will be intentional in identifying teachers and administrators that both reflect the racial and ethnic diversity of the district but also have diversity amongst themselves based on years of experience, variety of schools, lived experiences, and success with diverse student learners.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 7.01, Teaching and Learning Goals

Fiscal Impact Statement

N/A

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(Item 3) Report with Possible Action Regarding the Black Lives Matter Week Campaign and Planning for the 2020-2021 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 July 2020 meeting, the Board referred Resolution 2021R-010 by Director Miller 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 provided below:

WHEREAS, In April 2015, the Milwaukee Board of School Directors adopted the Black Lives Matter resolution and followed with the Black Lives Matter at School resolutions in 2018 and 2019; and

WHEREAS, The Black Lives Matter resolution identified the need to end racism and to tear down the systems of white supremacy in schooling, policing and much more; and

WHEREAS, The 2019 resolution called for an advisory committee to advance the work which led to a coalition of the Black Educators Caucus, Milwaukee Teachers Education Association, Metropolitan Milwaukee Alliance of Black School Educators, Milwaukee Community Schools Partnership, SURJ Milwaukee, Leaders Igniting Transformation, Black and Latino .Male Achievement, the Superintendent's Advisory Council, and Milwaukee Inner-City Congregations Allied for Hope, which led to a successful week of action in February of 2020; and

WHEREAS, The national Black Lives Matter movement, in the past, has called for a week of "Black Lives Matter at School Week" to focus on the need to:

- replace harsh zero-tolerance discipline policies, which disproportionately suspend students of color, with a Restorative Justice practices
- establish African American studies and other critical ethnic studies in all schools
- increase the hiring, training and support of Black teachers and other teachers of color
- "fund counselors, not cops;" and

WHEREAS, There has been some success in MPS with

- ending contracts with the Milwaukee Police Department
- increased funding for counselors, social workers, nurses, psychologist and trauma care specialists
- increased funding for ethnic studies
- increased hiring and training of Black and Brown teachers largely through MPSU
- expansion of training staff in Restorative Justice practices; and

WHEREAS, The progress made in the last 5 years, since the adoption of Black Lives Matter policy, is far short of the anti-racism transformation that was intended and still necessary; and

WHEREAS, A key issue needed to be addressed with MPS's Black Lives Matter work is the reduction of the disciplinary actions of suspensions and expulsions for Black and Brown students; therefore, be it

RESOLVED, That the district again hold a week of action in coordination with the national Black Lives Matter at School movement, encouraging dress in BLM attire the first month of school, and that there be a review of the BLM at school reflection questions; and that school staff begin to draft their schools' annual anti-racist action plan with a quarterly report; and be it

FURTHER RESOLVED, That MPS establish a campaign for the whole year, beginning the first week of school, with the purpose of integrating the demands and actions of the Black Lives Matter at School program into every school and classroom; and be it

FURTHER RESOLVED, That MPS will reach out to other movements of people of color fighting racism, to support the week of action and year-long campaign; and be it

FURTHER RESOLVED, That the month of September opening week of school and each month of the school year be done with educational anti-racist, social justice activities celebrating the activists and martyrs (George Floyd, Breonna Taylor, Dontre Hamilton, Joel Acevedo, Earnest Lacy, and many more) of the fight for racial justice; and be it

FURTHER RESOLVED. That the administration will re-assemble the 2020 coalition, to act as an advisory committee, for A Week of Action and a Year of Purpose, and will expand the coalition to other community and labor groups and individuals and MPS educators; and be it

FURTHER RESOLVED, That the Administration will, with input from the advisor group,. begin the process of integrating Black Lives Matter curriculum and principles, as part of our commitment to multi-culturalism into all areas of curriculum at all grade levels: and be it

FURTHER RESOLVED, That MPS aggressively expand the professional development of staff and the training of students in restorative justice practices; and be it

FURTHER RESOLVED, That discussions and trainings targeting racism are to be held at every school throughout the year to include

- creating safe spaces, community and parent involvement, and involvement of student leaders of all types;
- discussions of biases, racial micro-aggressions, fears, cultural and linguistic ignorance, and stereotypes of Black, Brown, Indigenous, and other youth of color;
- discussions that lead to the professional development of school staffs in methods of de- escalation, mindfulness, creating a culture of trust, and how to weave cultural relevance, ethnic studies and anti-racism into all curricular areas and grade levels in developmentally appropriate ways;
- bringing community into our schools and strengthening schools as centers of support for communities; and be it

FURTHER RESOLVED, That student voice be included in professional development sessions when feasible; and be it

FURTHER RESOLVED, That MPS practice the concept of "Intersectionality" advanced by Black Lives Matter and other leaders which identifies an intersectional approach that acknowledges systemic discrimination due to race, economic status, immigration status, gender and gender identity, sexual orientation and identity, national origin, and ability, and that this systemic discrimination impacts access to opportunity.; and be it

FURTHER RESOLVED, That an advisory committee be established of students, community, community educators, parents, teachers, and school and administrative staff to assist in planning and implementation of the national Black Lives Matter at School program; and be it

FURTHER RESOLVED, That the advisory committee emphasize participation of students in planning that includes youth groups such as Leaders Igniting Transformation (LIT), Youth Empowered in the Struggle (YES), the school-based discipline committees, ACLU youth committees. the Community Schools Youth groups, the Superintendent's advisory group,. with an invitation to all MPS high schools to send student representation; and be it

FURTHER RESOLVED, That the Administration report monthly on this work to the Board through the appropriate committee.

Since the Board's action, the Administration has started implementing 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 items were identified and addressed with the BLM committee, and sub-groups were created that are focusing on the following areas: Curriculum and professional development; Week in Action; and monthly BLM projects. All sub-groups include student representation to ensure that students' voice is heard.

The committee and sub-groups continue to meet regularly, and the first phase of implementation for all schools has been identified. The Administration provided its first update to the Board during the October board cycle and will continue to report its progress relative to implementing Resolution 2021R-010 monthly.

Administration's Report

Core Committee Members

Curriculum & Professional Development

- Dr. Latish Reed, Chair
- Felice Beal, Administrator
- Nuntiata Buck, Co-Chair
- Tanya Evans
- Shauna Perry-Finch
- Paul Moga
- Michelle Wade
- Jeremiah Jackson, Jr.
- Dr. Patricia Ellis
- Stanley McWilliams
- Cendi Trujillo Tena (LIT)
- Johnny Spingola (LIT), Student
- Zion Rogers, Student

Week of Action

- Angela Harris, Chair
- Felice Beal, Administrator
- Cynthia Wilson, Administrator
- Zion Rogers, Co-Chair, Student
- Janiya Williams, Student
- Nico Schudson (YES), Student
- Ryan Hurley, United Way
- MBSD President Miller
- Patrice Townsend, Paraprofessional
- MBSD Director Sequanna Taylor
- Janet Moreno
- Dr. Ebony Davis
- Jane Audette, MICAH

Monthly School BLM Projects

- Ingrid Henry-Walker, Chair
- Dr. Toni Dinkins, Administrator
- Jeremiah Jackson, Co-Chair
- Nina Scott, Paraprofessional
- Erika Ashford
- School Safety
- Derrick Rogers (414)
- Javonte Rodriquez (YES), Student
- Celeste Ochonogor
- David Valdes (Student Engagement)
- Student-Darrion Whitfield (SSAC)
- Student-Abdul Al Bassam (SSAC)
- Dr. Christlyn Stanley

Curriculum & Prof. Development Monthly Update

- Collaboration across offices and departments to provide professional development to MPS staff on BLM and school content.
- Identified individual levers in the respective offices and departments.
- The MPS Restorative Practices (RP) team is creating lessons that incorporate the national BLM-at-school curriculum within MPS's RP offerings. These offerings will be differentiated by grade bands, as well as novice to advanced facilitator capacity.
- Collaborated about the development of an overarching equity catalog of offerings that can be utilized through our Learning Management System.

Monthly Activities Update

Development of October/November Activity

- Justice for George October/November Activity

  Activity will be descriptive and provide resources. The activity will outline the following: principle, educator background, student resources, prompts, share and reflect. Student submission date and the national resource link will all be provided for every educator to reference.

- Students will be asked to write, sketch, express or share art, poetry, essay, or group projects by November 23 and will be encouraged to participate in the 2020-21 Dr. Martin Luther King, Jr., writing, speech and art contests.
- Planning for November/December Activity will begin during next month's meeting.

Week of Action Update

- Brainstormed the week of action ideas
  - — Students Amplified Panel Discussion (student panelists via Zoom)

- — Movie Screening (Milwaukee Film Festival *Growing up Milwaukee,* breakout rooms Q&A)
- — Talent Showcase (possible school competition, short filmed segments, D.J.)
- — Intergenerational Panel
- — Black Arts and Awards Night (showcasing revolutionary Black artist, students, historical and local)

Next Steps

Create award categories, solidify details for Intergenerational Night, select student panelists for two nights, discuss spirit week activities, connect with last year's sponsors.

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 the Citywide Regional Showcase

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 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 Citywide Region is featured in the presentation attached to the minutes of your Committee's meeting. The region comprises 10 schools, representing the district's International Baccalaureate(IB) programs, arts, community schools, charter schools, as well as traditional neighborhood schools. The Citywide Region serves over 4,316 students in diverse settings to meet the varied needs of our students.

Schools in the Citywide Region include the following: Dr. Martin Luther King Jr., Townsend Elementary, River Trail, Andrew Douglas, Green Tree Preparatory School, Lincoln Center of the Arts, Roosevelt Middle School, King Middle Years, Morse, and Wedgewood IB.

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.

River Trail Elementary School is highlighted in the presentation 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

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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REGULAR ITEMS OF BUSINESS

(Item 1) Reports of the Board's Delegates

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

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

President Miller presented his monthly report of his activities on behalf of the Board.

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NEW BUSINESS

(Item 1) Action on the Creation of Administrative Policy and Procedure 3.14, Contractor Code of Conduct

Background

In August 2020, the Board adopted Resolution 2021R-008 by Directors O'Halloran and Herndon. The Resolution called for the Administration, the Office of Accountability and Efficiency, and the Office of Board Governance to work collaboratively to establish a code of conduct for outside contractors and their employees. The draft policy and procedure presented for approval in this item are the result of that work.

As further directed, the policy requires the Code of Conduct to be included in all contracts (except those for non-instrumentality charter schools). Specific language has been included relative to contractor interaction with students. Possible penalties for failure to adhere to the Code of Conduct are included, along with a companion procedure for investigating alleged violations of the Code.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Implication Statement

Board Rule 1.10, Communications, Petitions, Resolutions for Referral

Referred to the Committee on Legislation, Rules and Policies.

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RESOLUTIONS

Resolution 2021R-016

By Director Báez

WHEREAS, in June 2014 the Board adopted resolution to expand bilingual education and create a targeted zone for bilingualism; and,

WHEREAS, In December of 2019, the Board took action to create a Bilingual Task Force (BTF) to

- support, financially and otherwise, bilingual professionals to become bilingually-certified teachers;
- support, financially and otherwise, bilingual teachers assigned to classrooms to earn bilingual or related certification;
- work with universities and the MPSU to have future teachers complete their student teaching on the job at MPS;
- develop performance portfolios for future bilingual teachers that lead to quality bilingual teaching;
- create programmatic strands in middle and high schools that encourage the preparation of bilingual teachers, and the partnerships to be established to attain college credit as well as recommendations on which schools must develop such programs;
- within an equity lens, eliminate the barriers to becoming a certified bilingual teacher, including MPS and state standardized tests and other related requirements; and
- offer courses through MPSU for the development of greater proficiency in English and other languages for future bilingual teachers; and

WHEREAS, In January 2020, the Board approved Resolution 1920R-012, whereby the Board would petition the state of Wisconsin to eliminate tests like the FoRT that are obstacles to bilingual certification; and

WHEREAS, In its meetings, the Bilingual Task Force identified numerous issues and concerns that may limit and often make ineffective the implementation of the June 2014 Resolution and the purposes of the Bilingual Task Force; and

WHEREAS, The recent Office of Civil Rights (OCR) review of MPS services to English Language Learners indicates an urgency for more hiring of certified bilingual personnel and teachers, professional development, and investment in the future bilingual workforce which is created by and points to the slow progress and the lack of adequately trained bilingual and ESL personnel; and

WHEREAS, As a result of the OCR review, MPS is required by the OCR Agreement on English Language Learners to develop a plan on how it will approach these goals and the hiring, financial and academic support, centralization of services, and eventual school placement of employees pursuing appropriate bilingual and ESL certification; and

WHEREAS, it is also imperative that MPS, in addition to bilingual and ESL teachers, also increase and adequately support the growth and endorsement of World Language Teachers, if the district is to continue on the path to bilingualism for all of its students; and

WHEREAS, There are close to 100 bilingual staff interested in joining a bilingual cohort but only 20 in the current cohort; now, therefore, be it

RESOLVED, That the Administration continue with the Bilingual Initiative as directed through the Board's action in in 2019 and 2020; and, be it

FURTHER RESOLVED, That the Administration ensure that the ongoing annual funds appropriated in the budget for tuition assistance for this program are made available to bilingual employees who wish to pursue bilingual certification and meet the qualifications to receive funding; and, be it

FURTHER RESOLVED, That the district continue to influence and engage the Wisconsin Department of Public Instruction and the Wisconsin State Legislature to appropriate more funding for bilingual programming and related materials, support, and Grow-Your-Own initiatives, and to adopt a state budget that includes funds for bilingual instruction, and to change testing requirements, such as the FoRT exam, that an obstacle for bilingual teacher certification; and, be it

FURTHER RESOLVED, That the district continue to provide yearly tuition assistance to bilingual employees and other financial support to reduce the out-of-pocket costs of bilingual endorsement; and, be it

FURTHER RESOLVED, That the Administration ensure participation in the Bilingual Grow-Your-Own Initiative, renew investment in its employees, and avoid all confusion regarding the district's support and commitment; and, be it

FURTHER RESOLVED, That the Administration add a full-time bilingual position within Milwaukee Public Schools University (MPSU) to assist in course and curriculum development; the induction and support of bilingual employees pursuing bilingual certification; and to provide advice to MPSU leadership on one-on-one issues affecting recruitment, retention and school placement; and, be it

FURTHER RESOLVED, That the Administration add another bilingual cohort similar to the current one to be offered no later than Spring of 2021; and, be it

FURTHER RESOLVED, That the Administration ensure that interested employees receive timely and very specific information on the Bilingual Initiative and on the application process for individuals interested in the bilingual Grow-Your-Own programs offered by MPSU by including it on the MPSU webpage, creating an email listserv for interested subscribers, and by posted notification of meetings on social media; and, be it

FURTHER RESOLVED, That the Administration make bilingual Grow-Your-Own efforts more efficient by streamlining coordination and services, expediting centralization of access and services of the Bilingual Initiative and other programs by strengthening MPSU and aligning and reorganizing the MPSU team concomitant to its efforts to improve the effectiveness of Human Resources; and, be it

FURTHER RESOLVED, That the Administration form a committee of key MPSU staff, its manager, the bilingual Limited Term Employee, member of the bilingual-multicultural department, a board member appointed by the Board President, a representative from the Office of Human Resources, and others who shall meet regularly and to plan and implement full compliance with OCR's bilingual staffing requirement; and, be it

FURTHER RESOLVED, That the committee shall give a monthly update to the Board, through the appropriate committee, on its progress toward fulfilling the staffing requirements of the OCR order, coordinating bilingual services, and preparing the bilingual teachers and educators of the future.

Referred to the Committee on Accountability, Finance and Personnel

The Board adjourned at 7:43 P.M.

JACQUELINE M. MANN, Ph.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
DECEMBER 17, 2020

Regular meeting of the Board of School Directors called to order by President Miller at 6:39 P.M.

Present — Directors Báez, Herndon, O'Halloran, Peterson, Phillips, Siemsen, Taylor, Woodward, and President Miller — 9.
Absent and Excused — None.

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

Vickie Miller, a retired food service assistant from Milwaukee School of Languages;

Janice Higgins, a retired educational assistant from Jeremiah Curtin School;

Lorenzo Williams, a student at Alliance School;

James Kazmierski, a retired school engineer from Milwaukee French Immersion School;

David Merollo, a retired teacher from the Home and Hospital Instruction Program;

Cornelius Travis Jr., a student at Marshall High School;

Areianna McHenry, a student at Clemens School;

Carole Kimble, a retired employee from Bruce Elementary;

Myrtle Jordan, a retired educational assistant from North Division High School;

Linwood Holcomb, a student at Obama School;

Justin Wilder, a student at Craig Montessori School; and

Helen Wallace, a retired executive assistant from the Office of the Superintendent, who passed away on December 16, 2020.

APPROVAL OF MINUTES

The minutes of the special and regular board meetings of November 2020 were approved as printed.

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REPORTS AND COMMUNICATIONS FROM THE SUPERINTENDENT OF SCHOOLS

(Item 1) Superintendent of Schools' Monthly Report

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.

Thanking Our Volunteers

Milwaukee Public Schools wishes to thank the many volunteers who are making a difference in the lives of students across the district. In a typical year, MPS volunteers take on tasks such as reading books to children, coaching sports teams, assisting in offices and classrooms, and overseeing playground activities, with more than 2,000 volunteers serving approximately 40,000 hours.

Thank a volunteer took place on December 5, 2020. This date is designated by the United Nations as a day to honor volunteers across the globe who promote health, well-being, education, and other humanitarian causes.

As students learn virtually this year, more than 200 volunteers are providing critical classroom support every day. Although not face-to-face with students, they still bring enthusiasm, hard work, and school spirit to the learning environment.

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. We welcome volunteers who are interested in providing virtual support until conditions are safe to volunteer in person.

Are you interested in volunteering? Learn more about volunteer opportunities in MPS and fill out a volunteer application.

MPS Students Receive Pizzas for High Attendance

Kristin Hinds, principal of Carver Academy, delivered a special reward to one of her students in October for high attendance. Ivyonn Simmons, a student in 4-year-old kindergarten, received a pizza at lunch time for his hard work. Ivyonn took part in his virtual classes with an attendance rate above 95 percent for the month to earn his pizza.

Carver Academy held an attendance contest in October through which every student with attendance of 95 percent or better could earn a pizza. School staff and teachers volunteered to deliver pizzas around the city. A total of 84 students received a free pizza for their hard work.

MPS is grateful to the Northwestern Mutual Foundation, which provided a grant to boost student attendance, including the pizza incentive.

Hinds and the Carver Academy staff are hosting monthly incentives to encourage high attendance. Virtual learning is keeping students safe at home, but remote classes come with challenges. Some students become distracted, oversleep, or forget to be on time for each class. Teachers and school staff are working to make sure all students maximize their class time.

Parents and family members can take an active role in boosting attendance. Try these tips!

• Help your child develop daily routines such as going to bed and waking up on time, setting an alarm clock, and picking out clothes the night before.

• Watch academic progress and seek help from teachers or tutors if necessary. Children who are falling behind sometimes have anxiety and want to skip school.

• Make sure teachers know how to contact you to discuss any concerns. Develop a calendar so your child can record the classes they attend. Filling up a chart can motivate children to achieve.

• Ask for help from school staff, after-school programs, other parents, or community agencies if your child is showing signs of a learning disability, anxiety or depression, or behaviors that are not normal for him/her.

MPS Requests Family Feedback on Virtual Learning Via Survey

Milwaukee Public Schools wants to hear from families about virtual learning this school year. Your feedback is important to us! Families are encouraged to take our survey and offer input about their child's virtual learning experience this semester, along with thoughts about returning to face-to-face learning.

As we navigate virtual learning, family feedback is more important than ever.

Please complete our Roadmap to Readiness Survey to help us adapt and plan. The survey takes about 10 minutes and will remain open until Friday, January 8, 2021.

Winter Youth Sports Clinics Offered

Due to the COVID-19 pandemic, all school-based Winter Youth Sports leagues have been canceled. The decision was made to protect the safety of student-athletes, staff, and spectators.

As an alternative, the Milwaukee Recreation Youth Sports Office has created a series of instructional opportunities for students in soccer, volleyball, cheerleading, tennis, basketball, and track & field. Unlike the standard school sports registration process, these clinics/lessons will require students to register and pay fees individually to Milwaukee Recreation. In the event financial assistance is needed, families are encouraged to apply for an Everyone Plays! Scholarship.

Online registration and phone registrations opened on Thursday, December 10. Masks/Face Coverings that cover the mouth and nose are required for all participants, spectators, staff, and instructors during all Youth Sports programming. We look forward to providing safe and socially responsible sport opportunities to students this fall!

· Winter Sports Clinics
· MUSC Indoor Soccer Academy
· Volleyball Skills Clinic
· Cheerleading Skills Clinic
· Girls Basketball Skills Clinic
· Track Skills Clinic
· Shot Put Skills Clinic
· Tennis Lessons

Visit our Youth Sports webpage to register and find details on each clinic. Contact the Youth Sports Office with any questions.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Statement

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

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(Item 2) Action on a Request to Approve Continued Implementation of Emergency Paid Sick Leave (EPSL) for MPS Employees Through June 30, 2021, in Alignment with the Families First Coronavirus Response Act (FFCRA) Policy

Background

The Families First Coronavirus Response Act (FFCRA) provides 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 expires on December 31, 2020, the Administration is seeking the Board's approval to extend some provisions of the EPSL benefit through June 30, 2021.

Under this extension, emergency paid sick leave will continue to be available for employees as outlined in the attached policy document. 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. The proposed policy is as follows:

Families First Coronavirus Response Act (FFCRA) Policy

Effective January 1, 2021

Statement of Policy

It is the policy of Milwaukee Public Schools (MPS) to comply with the requirements of the Federal Families First Coronavirus Response Act (FFCRA). The FFCRA provides 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 expires on December 31, 2020, MPS will extend some provisions of the EPSL benefit through June 30, 2021. This 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 or work remotely because:

• The employee is subject to a federal, state, or local quarantine or isolation order related to COVID-19;

• The employee has been advised by a health care provider to self-quarantine due to concerns related to COVID-19; or

• The employee is experiencing symptoms of COVID-19 and is seeking a medical diagnosis.

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 of paid 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 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 or quarantine (reasons 1, 2 and 3 above).

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 leave entitlement is 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 quarantine and isolation practices.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Statement

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

Fiscal Impact Statement

This item does not authorize expenditures. Continued implementation of Emergency Paid Sick Leave (EPSL) through June 30, 2021, will require approximately $34 million if all full-time and part-time employees utilize the EPSL.

Implementation and Assessment Plan

Upon approval by the Board, the Administration will continue implementation of Emergency Paid Sick Leave (EPSL) for MPS employees through June 30, 2021.

Administration's Recommendation

The Administration recommends that the Board approve continued implementation of Emergency Paid Sick Leave (EPSL) for MPS employees through June 30, 2021, in alignment with the Families First Coronavirus Response Act (FFCRA) Policy and as detailed in the attachment.

Director Peterson moved to approve the Administration's recommendation. The motion passed, the vote being as follows:

Ayes — Directors Báez, Herndon, O'Halloran, Peterson, Phillips, Siemsen, Taylor, Woodward, and President Miller — 9.
Noes – None-0.

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

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

Background

As discussed at the MPS Board of School Directors' regular meeting in November, the MPS Office of Governmental Relations continues to work on policy initiatives at both the state and federal levels.

In concert with our team at The Council of the Great City Schools, and in conjunction with member districts across the country, MPS is actively involved with efforts to communicate needed policy priorities to President-elect Biden's transition team. Communication of those priorities from the Council of the Great City Schools is included as an attachment to this item.

Those priorities have also been included in the Milwaukee Public Schools' 2021-2022 Legislative Agenda, a copy of which also is attached to this item. The challenges faced by school districts as a result of the COVID-19 pandemic will need to be addressed with the support of both federal- and state-level funding and programmatic policies. The Legislative Agenda includes updated language and remains consistent with the ongoing priority needs of the district. Though numbered for convenience of reference, the Agenda's items are of uniform priority.

Though there have been discussions between leaders of the Wisconsin State Legislature and Governor Evers concerning a COVID-relief package at the state level, legislation will not be moving forward before the end of the year. The proposal put forward by the Assembly raised significant concerns, as one of its measures would retroactively defund school districts that have had to operate virtually for more than 50% of instructional hours during the fall semester. It is anticipated that additional fiscal detail concerning that plan will be available by the time of the Board'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

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) Action on the Election of a Delegate to the Wisconsin Association of School Boards (WASB)

Background

The Office of Board Governance has received notice from the Wisconsin Association of School Boards (WASB) of the need to elect a delegate from Region 14 for a regular three-year term on WASB's Board of Directors. As the only WASB-member school board in WASB Region 14, the Milwaukee Board of School Directors can elect its own delegate.

The delegate must be a member of the Milwaukee Board of School Directors, must be a resident of the Region, and must be otherwise qualified for membership on the WASB Board of Directors.

The person elected will take office immediately following the close of WASB's Delegate Assembly on January 22, 2021. The current WASB delegate from Region 14 is Director Tony Báez.

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 Rule 1.28 - Board Memberships

Fiscal Impact Statement

No fiscal impact.

Implementation and Assessment Plan

After the Board has elected its delegate to the WASB Board of Directors, the Office of Board Governance will submit a brief biography and summary of qualifications of the delegate and the delegate's signed declaration that he or she will serve if elected.

Recommendation of the Office of Board Governance

That the Board elect its delegate to the Board of Directors of the Wisconsin Association of School Boards (WASB) for a three-year term to begin in January 2021.

President Miller moved to elect Director Taylor as the delegate to WASB. The motion passed, the vote being as follows:

Ayes — Directors Báez, Herndon, O'Halloran, Peterson, Phillips, Siemsen, Taylor, Woodward, and President Miller — 9.
Noes – None - 0.

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REPORTS AND COMMUNICATIONS FROM THE OFFICE OF ACCOUNTABILITY AND EFFICIENCY

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

Background

The Office of Accountability and Efficiency's (OAE) Report provides the Milwaukee Board of School Directors and the public with an update on current activities in service areas headed by the Senior Director of the OAE:

- Accountability and Transparency Services
- Process Improvement and Efficiency Services
- Contract Compliance Services

The attached report includes activities from late November through mid-December.

Work Plan Highlight: Requests for Data Analysis/Visualization

The Office of Accountability and Efficiency routinely receives requests for data analysis and data visualization. Examples include analysis of Third Friday enrollment trends and mapping board districts.

The OAE completed 14 requests for data analysis/visualization in FY20 and has completed 4 requests for data analysis/visualization to-date in FY21.

Accountability and Efficiency Services

Between November 10, 2020 and December 8, 2020, Accountability and Efficiency Services fulfilled one request for an independent hearing officer (IHO) assignment, four requests for information/research, and two requests for data analysis/visualization. Additionally, Accountability and Efficiency Services completed four special projects.

During the reporting period, Accountability and Efficiency Services worked collaboratively with the Administration, the Office of Board Governance, and the City of Milwaukee on the recently passed MPS referendum and its representation in 2020 property tax bills.

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

Contract Compliance Services

On November 18, 2020, Contract Compliance Services (CCS) held Communities In Need (COIN) focus group sessions to review program data and discuss growing Milwaukee's skilled-trade workforce. Participants included Mission Aligned Partners (MAP) and industry representatives. The feedback included a recommendation to increase project-based skilled trades exposure for high school students throughout the city and certify them as COIN participants upon graduation, creating a streamlined referral process for high school students entering the skilled-trades. Additionally, it would expand MAP partnerships across school districts, leverage technical education resources and expertise, provide a cross-collaborative model design for Milwaukee to meet industry workforce needs, and support and advance COIN efforts. Focus group participants also discussed the proposed new MPS Administrative Policy and Procedure 3.14, Contractor Code of Conduct, which was recently referred to the Board's Committee on Legislation, Rules and Policies. The discussion centered on race and gender in the construction industry.

Also during the reporting period, students continued virtual project-based training with CCS' MAP, All Hands Boatworks, achieving project milestones and demonstrating proficiency in foundational carpentry skills and soft-skills. Students are on track for the capstone project of building 12-foot long row boats called Bevin's Skiffs.

Lastly, CCS is preparing to on-board the next cohort of 40 students to begin their virtual job-readiness training experience with another MAP that will run through the end of the 2020-21 school year. Students

have met with assigned mentors to share experiences affecting them personally and academically during the pandemic.

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

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Board Governance Policy 3.08 - Role of the Management of the Office of Accountability and Efficiency

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REPORTS OF STANDING COMMITTEES

Separate consideration was requested of the following items:

From the Committee on Accountability, Finance, and Personnel:

Item 10, Action on Monthly Facilities Matters: FMS Award of Construction Contracts and Professional Services Contracts Recommendation, has been set aside at the request of the Administration.

From the Committee on Student Achievement and School Innovation:

Item 2, Action on a Recommendation for Renewal of the Non-Instrumentality Charter School Contract for La Causa Charter School, has been set aside, as it was forwarded to the Board without recommendation.

Item 3, Action on a Recommendation for Renewal of the Non-Instrumentality Charter School Contract for Milwaukee Excellence Charter School, has been set aside, as it was forwarded to the Board without recommendation.

Item 4, Action on a Recommendation for Renewal of the Instrumentality Charter School Contract for Individualized Developmental Educational Approaches to Learning (IDEAL), has been set aside, as it was forwarded to the Board without recommendation.

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

Ayes — Directors Báez, Herndon, O'Halloran, Peterson, Phillips, Siemsen, Taylor, Woodward, and President Miller — 9.
Noes – None - 0.

COMMITTEE ON ACCOUNTABILITY, FINANCE, AND PERSONNEL

Director Phillips 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 Remote Work Plan Report

Classified Personnel Transactions

Name	Position and Salary	Date
	NEW HIRES	
2 Jawon Brazil	Building Service Helper I $13.36 per hour	11/02/2020
2 Christopher Gandy	Building Service Helper I $13.36 per hour	11/16/2020
2 Brice Jones	Building Service Helper I $13.36 per hour	11/16/2020
2 Geniqua Lewis	Building Service Helper I $13.36 per hour	11/16/2020
2 Aneiya Thompson	Building Service Helper I $13.36 per hour	11/16/2020
4 Luis Vega	Building Service Helper I $13.36 per hour	11/16/2020
2 James Long	Boiler Attendant Trainee $36,652.00	11/02/2020
4 Angel Mercado	Boiler Attendant Trainee $36,652.00	11/16/2020
2 LeTrean Payne	Boiler Attendant Trainee $36,652.00	11/02/2020
5 William Schafer	Boiler Attendant Trainee $36,652.00	11/16/2020
2 James Spence	Boiler Attendant Trainee $36,652.00	11/09/2020
2 Micah Buchanan	Para Ed Assistant $18,642.00	11/11/2020
2 Cornelius Harris	Para Ed Assistant $18,642.00	11/04/2020
2 Jacquelyn Jackson	Para Ed Assistant $19,099.00	11/04/2020
5 Emily Martinsen	Para Ed Assistant $18,642.00	11/02/2020
2 Shanika Simpson	Para Ed Assistant $18,642.00	11/02/2020
5 Danette Richardson	School Secretary I – 10 Month $26,731.23	11/02/2020
2 Elisabeth Johnson	School Secretary I – 12 Month $34,390.60	11/04/2020
4 Diana Valle	Social Work Aide II $18,183.00	11/04/2020
	PROMOTIONS	
2 Clarence Harris	Building Service Helper II $34,412.00	11/16/2020
2 Leon Robinson	Boiler Attendant Trainee $37,670.00	11/16/2020
2 Gene Johnson	Boiler Attendant $41,742.00	11/02/2020

Name	Position and Salary	Date
5 Patricia Cornelius	Duplicating Equipment Operator II $34,584.19	11/16/2020
2 Theresa Hobson	Payroll Assistant I $41,557.00	11/02/2020
2 Marcus Watson	School Engineer II $54,977.00	11/16/2020
	REHIRES	
2 Money Love	Building Service Helper I $13.36 per hour	11/16/2020
2 Greg Taylor	Building Service Helper I $14.38 per hour	11/16/2020
4 Leydi Sanchez	Para Ed Assistant – Parent Involvement $18,642.00	11/09/2020
2 Tyrone Lewis	Para Ed Assistant $25,268.00	11/09/2020
2 Maurquis Turner	Para Ed Assistant $18,642.00	11/09/2020
2 Peace Dixon	School Engineer I $46,833.00	11/02/2020

Certificated Appointments

ACTION ON CERTIFICATED APPOINTMENTS - CERTIFICATED APPOINTMENTS - TEACHER

2,r	Cole,Derrick J MULTICATEG. COMP. SEN	$44,325.00	11/12/2020

ACTION ON CERTIFICATED APPOINTMENTS - TEACHER EARLY START

4,nr	Guerrero,Samuel TECHNICAL SERVICES	$54,506.00	11/9/2020

ACTION ON CERTIFICATED APPOINTMENTS - PERMIT TEACHER

5,r	Loss,Marion ART	$43,537.00	11/16/2020
2,r	Pitta,Kirsten L. MULTICATEG. COMP. SEN	$43,537.00	11/30/2020

ACTION ON CERTIFICATED APPOINTMENTS - PERMIT TEACHER EARLY START

3,nr	Baruah,Rakesh TECHNICAL SERVICES	$43,537.00	11/16/2020
2,r	Williamson,Ronald B FOREIGN LANGUAGE	$43,537.00	10/12/2020

Codes
1 Native American
2 African American
3 Asian/Oriental/Pacific Islander
4 Hispanic
5 White
6 Other
r Resident
nr Non-resident

	Male	Female	1	2	3	4	5	6	7
Teacher's	3	3	0	3	1	1	1	0	0
SSW	0	0	0	0	0	0	0	0	0
Psychologist's	0	0	0	0	0	0	0	0	0

Other	0	0	0	0	0	0	0	0	0
TOTAL	3	3	0	3	1	1	1	0	0

Leaves of Absence

	Present Assignment	Effective From
Illness Leave, November 2020		
Paul Aardappel	Central Services Building	10/14/2020
Personal Leave, September 2020		
Tiffany Jackson	Marvin Pratt Elementary	10/14/2020
Joyce Whitaker	Clarke Street School	10/21/2020

Certificated Resignations and Classified Retirements

CERTIFICATED RESIGNATIONS

Reason	Yrs Svc		Eth Code	Name	Position	Location
Personal	0.9	5	Kristi Allen	Social Wrkr	Hawthorne	11/11/2020
Personal	5.9	2	Tammie DuPree	Teacher	Hartford	11/16/2020
Retire	30.8	2	Elizabeth Eiland	Teacher	North Division	05/28/2021
Retire	32.8	5	Dawn Emanuele	Teacher	Mitchell	10/10/2020
Retire	14.2	5	Patricia Hebert	Teacher	Central Svcs	11/13/2020
Retire	28.2	5	Nancy Hill	Teacher	Humboldt Park	12/22/2020
Personal	1.1	4	Carmen Martinez	Teacher	Mitchell	10/18/2020
Personal	2.8	4	Maria McNamer	Teacher	Washington	11/18/2020
Retire	28.8	2	Princess Sills	Teacher	Bay View	05/28/2021
Personal	7.7	5	Frederick Wendt	Teacher	Vincent	10/19/2020
Retire	20.8	6	Nancy Wisniewski	Counselor	Mitchell	12/10/2020

CLASSIFIED RETIREMENTS

None

Codes
1 Native American
2 African American
3 Asian/Oriental/Pacific Islander
4 Hispanic
5 White
6 Other
r Resident
nr Non-resident

Monthly Personnel Reports

The Affirmative Action monthly personnel transaction report for November 2020 is attached. The report of individuals working remotely due to COVID-19 is below. These are informational reports, and no action is required.

Total Remote Work Forms Submitted by Office* received by 11/30/2020

Office	*Total Form Submissions*
Academics	558
Accountability & Efficiency	7
Board Governance	1
Communications & School Performance	95
Finance	172
Human Resources	20
School Administration	15
School Based	5287
Superintendent	3
Total Received	6158

*All district staff have been directed to maximize the amount of remote work consistent with Board action.

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.

Implementation and Assessment Plan

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

Committee's Recommendation

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

Adopted 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

Background

Recommended for the Board's approval are individuals to be promoted, appointed, or reassigned to the classifications indicated and limited-term employment contracts.

ADMINISTRATIVE APPOINTMENTS

(2)(r)	Bruce Little	Transportation Associate II	Schedule 03, Range 04A
		Office of the Chief of School Administration	$57,750

RECOMMENDED LTE CONTRACTS (To be effective upon the Board's approval)

(5)(r)	Cheryl Bohnsack	Induction Specialist	$30.00
		Office of the Chief of Academics	

		09/01/20 to 12/30/20	
(2)(r)	Rozalia Harris	Induction Specialist Office of the Chief of Academics 09/01/20 to 12/30/20	$30.00
(2)(r)	Archie Ivy	Independent Hearing Officer Office of the Chief of School Administration 10/01/20 to 04/01/21	$30.00
(5)(r)	Steven Krey	Induction Specialist Office of the Chief of Academics 09/01/20 to 12/30/20	$30.00
(5)(r)	Dorothy Schuller	Academic Support Office of the Chief of Academics 09/15/20 to 02/15/21	$30.00
(5)(r)	Todd Siefert	Student Wi-Fi Hotspot Deployment and Support Office of the Chief of Communications & School Performance 08/24/20 to 11/24/20	$30.00
(5)(r)	Nina Zealy	Induction Specialist Office of the Chief of Academics 09/01/20 to 12/30/20	$30.00
(4)(r)	Rachel Ramirez	PLTW/Media Coordinator Office of the Chief of School Administration 11/01/20 to 05/01/20	$25.00
(4)(nr)	Oscar Pimentel	Data Support Analyst Office of the Chief of Academics 11/01/20 to 05/01/21	$16.00
(5)(r)	Cindy Flechner	Special Projects Coordinator Office of the Chief of School Administration 08/17/20 to 02/17/21	$15.00
(5)(r)	Nancy McGrew	K4/K5 Assistant Office of the Chief of School Administration 07/01/20 to 12/31/20	$15.00

Codes	
1	Native American
2	African American
3	Asian/Oriental/Pacific Islander
4	Hispanic
5	White
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.

Committee's Recommendation

Your Committee recommends that the Board:

1. authorize the promotions, reassignments, decreases and increases in salary, and appointments to the classifications indicated in the attachment to this item, to be effective as indicated in the attachment; and

2. approve the LTE contracts exceeding sixty days, pursuant to Administrative Policy 6.23 (4)(b), to be effective as indicated in the attachment.

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

* * * * *

(Item 3) Report and Possible Action on the Actuarial Valuation of the District's Obligation for Other Post-Employment Benefits (OPEB) as of July 1, 2019

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

Background

The Governmental Accounting Standards Board (GASB) is the body that sets the accounting standards for state and local governments.

GASB Statement No. 74, Financial Reporting for Post-employment Benefit Plans Other Than Pensions was issued in June 2015 and amended GASB Statement No. 43. It became effective for plan financial statements for fiscal years beginning after June 15, 2016.

GASB Statement No. 75, Accounting and Financial Reporting for Post-employment Benefits Other Than Pensions was issued in June 2015 and amended GASB Statement No. 45. It became effective for governmental financial statements of employers for fiscal years beginning after June 15, 2017.

The purpose of this reporting requirement is to establish standards for the measurement, recognition, and display of expenditures for other post-employment benefit (OPEB), related liabilities, and other information in the financial reports of state and local government employers. By definition, other post-employment benefits include medical, dental, vision, life insurance, disability, long term care and other benefits that are provided separately from a defined benefit pension plan.

In addition, on January 4, 2006, Assembly Bill 167 was enacted into law, relating to the investment by school districts of funds held in trust to provide post-employment benefits.

The MPS OPEB Trust Fund has an ending fund balance at June 30, 2020, of $183.5 million, an increase of $37.0 million from June 30, 2019. During FY20 the trust received $77.2 million in sponsor contributions and paid out $47.1 million in post-employment benefits. Funds placed in the OPEB trust fund provide resources for future use against the District's OPEB liability for employees' post-retirement benefits. The funds can only be used by the District to pay retiree medical, prescription, and life insurance costs, and are not able to be used by the District for any other purpose. The District's OPEB liability at June 30, 2020, is $945.7 million, an increase of $64.3 million from June 30, 2019. The District's OPEB liability at June 30, 2020, reflects Alternative C plan benefits.

The MPS OPEB Trust Fund Investments are managed by PFM Asset Management LLC, and the custodian is BMO Harris Bank NA. The trust fund investment return for FY20 was 5.23%

The GASB 74 and 75 valuations are attached to the minutes of your Committee's meeting, along with the most recent valuation report.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 3.06 - Fiscal Accounting and Reporting

Fiscal Impact Statement

The item does not authorize expenditures, but is for the purpose of providing information to the Board.

Implementation and Assessment Plan

The OPEB valuation report as of July 1, 2019, will be used for the District's FY20 financial statements.

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(Item 4) Action on Resolution 2021R-016 by Director Báez and Director Peterson Regarding the Bilingual Initiative

Background

At its November 19, 2020, meeting, the Board referred Resolution 2021R-016 by Director Báez and Director Peterson to the Committee on Accountability, Finance, and Personnel. The Resolved portion of the resolution reads:

RESOLVED, That the Administration continue with the Bilingual Initiative as directed through the Board's action in in 2019 and 2020; and, be it

FURTHER RESOLVED, That the Administration ensure that the ongoing annual funds appropriated in the budget for tuition assistance for this program are made available to bilingual employees who wish to pursue bilingual certification and meet the qualifications to receive funding; and, be it

FURTHER RESOLVED, That the district continue to influence and engage the Wisconsin Department of Public Instruction and the Wisconsin State Legislature to appropriate more funding for bilingual programming and related materials, support, and Grow-Your-Own initiatives, and to adopt a state budget that includes funds for bilingual instruction, and to change testing requirements, such as the FoRT exam, that an obstacle for bilingual teacher certification; and, be it

FURTHER RESOLVED, That the district continue to provide yearly tuition assistance to bilingual employees and other financial support to reduce the out-of-pocket costs of bilingual endorsement; and, be it

FURTHER RESOLVED, That the Administration ensure participation in the Bilingual Grow-Your-Own Initiative, renew investment in its employees, and avoid all confusion regarding the district's support and commitment; and, be it

FURTHER RESOLVED, That the Administration add a full-time bilingual position within Milwaukee Public Schools University (MPSU) to assist in course and curriculum development; the induction and support of bilingual employees pursuing bilingual certification; and to provide advice to MPSU leadership on one-on-one issues affecting recruitment, retention and school placement; and, be it

FURTHER RESOLVED, That the Administration add another bilingual cohort similar to the current one to be offered no later than Spring of 2021; and, be it

FURTHER RESOLVED, That the Administration ensure that interested employees receive timely and very specific information on the Bilingual Initiative and on the application process for individuals interested in the bilingual Grow-Your-Own programs offered by MPSU by including it on the MPSU webpage, creating an email listserv for interested subscribers, and by posted notification of meetings on social media; and, be it

FURTHER RESOLVED, That the Administration make bilingual Grow-Your-Own efforts more efficient by streamlining coordination and services, expediting centralization of access and services of the Bilingual Initiative and other programs by strengthening MPSU and aligning and reorganizing the MPSU team concomitant to its efforts to improve the effectiveness of Human Resources; and, be it

FURTHER RESOLVED, That the Administration form a committee of key MPSU staff, its manager, the bilingual Limited Term Employee, member of the bilingual-multicultural department, a board member appointed by the Board President, a representative from the Office of Human Resources, and others who shall meet regularly and to plan and implement full compliance with OCR's bilingual staffing requirement; and, be it

FURTHER RESOLVED, That the committee shall give a monthly update to the Board, through the appropriate committee, on its progress toward fulfilling the staffing requirements of the OCR order, coordinating bilingual services, and preparing the bilingual teachers and educators of the future.

The Administration is in agreement with the resolution, and is suggesting its adoption with some amendments to the Further Resolved portions of the resolution.

Regarding teacher supports, the district's Department of Organizational Development/Induction and Support currently provides support and resources to all new teachers. The addition of a fourth induction and support mentor position dedicated to bilingual teacher candidates within the current structure will align efforts for greater efficiency and effectiveness relative to expertise and caseload.

Regarding recruitment, the Administration will work to build recruitment efforts to establish a second cohort. Beginning a second cohort in Summer 2021 as opposed to Spring 2021 will allow the necessary time to be successful in establishing a second cohort.

Regarding updates to the Board, the Administration suggests utilizing the existing Bilingual Task Force, in collaboration with the Department of Bilingual and Multicultural Education, as the vehicle to plan and implement bilingual staffing. This will serve to align efforts for greater efficiency and effectiveness.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 7.15 - Bilingual Instruction and Bicultural Education

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

Upon adoption of the resolution as amended, the Administration will continue its implementation efforts relative to the bilingual initiative.

Committee's Recommendation

Your Committee recommends that the Board adopt Resolution 2021R-016 as amended:

RESOLVED, That the Administration continue with the Bilingual Initiative as directed through the Board's action in in 2019 and 2020; and, be it

FURTHER RESOLVED, That the Administration ensure that the ongoing annual funds appropriated in the budget for tuition assistance for this program are made available to bilingual employees who wish to pursue bilingual certification and meet the qualifications to receive funding; and, be it

FURTHER RESOLVED, That the district continue to influence and engage the Wisconsin Department of Public Instruction and the Wisconsin State Legislature to appropriate more funding for bilingual programming and related materials, support, and Grow-Your-Own initiatives, and to adopt a state budget that includes funds for bilingual instruction, and to change testing requirements, such as the FoRT exam, that an obstacle for bilingual teacher certification; and, be it

FURTHER RESOLVED, That the district continue to provide yearly tuition assistance to bilingual employees and other financial support to reduce the out-of-pocket costs of bilingual endorsement; and, be it

FURTHER RESOLVED, That the Administration ensure participation in the Bilingual Grow-Your-Own Initiative, renew investment in its employees, and avoid all confusion regarding the district's support and commitment; and, be it

FURTHER RESOLVED, That the Administration add a full-time bilingual Induction and support mentor position within Milwaukee Public Schools ~~University (MPSU)~~ Department of Organizational Development/Induction and Support to assist in ~~course and curriculum development; the induction and~~ the support of bilingual employees pursuing bilingual certification; ~~and to provide~~

~~advice to MPSU leadership on one-on-one issues affecting recruitment, retention and school placement~~; and, be it

FURTHER RESOLVED, That if there is demand, the Administration add another bilingual cohort similar to the current one to be offered no later than ~~Spring~~ Summer of 2021; and, be it

FURTHER RESOLVED, That the Administration ensure that interested employees receive timely and very specific information on the Bilingual Initiative and on the application process for individuals interested in the bilingual Grow-Your-Own programs offered by MPSU by including it on the MPSU webpage, creating an email listserv for interested subscribers, and by posted notification of ~~meetings~~ information sessions on social media; and, be it

FURTHER RESOLVED, That the Administration make bilingual Grow-Your-Own efforts more efficient by streamlining coordination and services, expediting centralization of access and services of the Bilingual Initiative and other programs by strengthening MPSU and aligning and reorganizing the MPSU team concomitant to its efforts to improve the effectiveness of Human Resources; and, be it

~~FURTHER RESOLVED, That the Administration form a committee of key MPSU staff, its manager, the bilingual Limited Term Employee, member of the bilingual multicultural department, a board member appointed by the Board President, a representative from the Office of Human Resources, and others who shall meet regularly and to plan and implement full compliance with OCR's bilingual staffing requirement; and, be it~~

FURTHER RESOLVED, That the Bilingual Task Force ~~committee~~ shall give a monthly update to the Board, through the appropriate committee, on its progress toward fulfilling the staffing requirements of the OCR order, coordinating bilingual services, and preparing the bilingual teachers and educators of the future.

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

* * * * *

(Item 5) Action on Approval of the $15 Minimum Revised Salary Schedules

Background

In May 2020, the Board considered Budget Amendment 06, by Directors Woodard and Báez, to establish an MPS minimum wage of $15/hour and fully implement the Road to $15.

The Board approved the establishment of an MPS minimum wage of $15/hour to be implemented in January 2021. The following schedules move those below $15/hour up to $15/hour and also include adjustments to the step schedules that reduce the salary compression that would otherwise result.

Engineers – 260 Days

Step	Boiler Attendant Trainee	Boiler Attendant	School Engineer I	School Engineer II	School Engineer III	School Engineer III+	School Engineer IV
99	$36,651.60	$41,742.10	$46,832.60	$51,923.10	$57,013.60	$61,086.00	$66,176.50
1	$37,791.24	$42,853.17	$47,963.15	$53,125.98	$58,346.95	$62,363.84	$67,314.62
2	$38,930.88	$43,964.24	$49,093.70	$54,328.86	$59,680.30	$63,641.69	$68,452.73
3	$40,070.52	$45,075.31	$50,224.24	$55,531.74	$61,013.64	$64,919.53	$69,590.85
4	$41,210.16	$46,186.38	$51,354.79	$56,734.62	$62,346.99	$66,197.37	$70,728.96
5	$42,349.80	$47,297.45	$52,485.34	$57,937.49	$63,680.34	$67,475.22	$71,867.08
6	$43,489.44	$48,408.52	$53,615.89	$59,140.37	$65,013.69	$68,753.06	$73,005.19
7	$44,629.08	$49,519.59	$54,746.44	$60,343.25	$66,347.03	$70,030.90	$74,143.31
8	$45,768.72	$50,630.66	$55,876.98	$61,546.13	$67,680.38	$71,308.74	$75,281.42
9	$46,908.36	$51,741.73	$57,007.53	$62,749.01	$69,013.73	$72,586.59	$76,419.54
10	$48,048.00	$52,852.80	$58,138.08	$63,951.89	$70,347.08	$73,864.43	$77,557.65

Original Step Placement and On-Boarding Schedule

Years	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
Step	99	1	2	2	3	3	4	4	5	5	6	6	7	7	8	8	8	9	9	9	10

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

Step	"BSH I Hourly Rate Grade FLT E9"	BSH I Annual	BSH II Hourly Rate	"BSH II Annual Grade FLT E1"
99	$15.00	$31,200.00	$16.90	$35,152.00
1	$15.50	$32,240.00	$17.42	$36,233.60
2	$16.00	$33,280.00	$17.94	$37,315.20
3	$16.50	$34,320.00	$18.46	$38,396.80
4	$17.00	$35,360.00	$18.98	$39,478.40
5	$17.50	$36,400.00	$19.50	$40,560.00
6	$18.00	$37,440.00	$20.02	$41,641.60
7	$18.50	$38,480.00	$20.54	$42,723.20
8	$19.00	$39,520.00	$21.06	$43,804.80
9	$19.50	$40,560.00	$21.58	$44,886.40
10	$20.00	$41,600.00	$22.10	$45,968.00

Original Step Placement and On-Boarding Schedule

Years	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
Step	99	1	2	2	3	3	4	4	5	5	6	6	7	7	8	8	8	9	9	9	10

Food Service Assistant (FSA), School Kitchen Manager (SKM), Central Kitchen Manager (CKM)-191 days

Step	" FSA Hourly Rate Grade GEN B5 "	" FSA IC Hourly Rate Grade GEN B5A "	SKM Trainee Hourly Rate Grade GEN B6 "	SKM I Hourly Rate	" SKM I Annual Grade FLT B1 "	SKM II Hourly Rate	" SKM II Annual Grade FLT B3 "	SKM III Hourly Rate	" SKM III Annual Grade FLT B5 "	CKM II Hourly Rate	" CKM II Annual Grade FLT B6 "
99	$15.00	$15.25	$15.35	$16.00	$24,448.00	$17.00	$25,976.00	$18.00	$27,504.00	$19.50	$29,796.00
1	$15.45	$15.70	$15.80	$16.48	$25,181.44	$17.51	$26,755.28	$18.55	$28,344.40	$20.07	$30,670.02
2	$15.90	$16.15	$16.25	$16.96	$25,914.88	$18.02	$27,534.56	$19.10	$29,184.80	$20.64	$31,544.03
3	$16.35	$16.60	$16.70	$17.44	$26,648.32	$18.53	$28,313.84	$19.65	$30,025.20	$21.22	$32,418.05
4	$16.80	$17.05	$17.15	$17.92	$27,381.76	$19.04	$29,093.12	$20.20	$30,865.60	$21.79	$33,292.06
5	$17.25	$17.50	$17.60	$18.40	$28,115.20	$19.55	$29,872.40	$20.75	$31,706.00	$22.36	$34,166.08
6	$17.70	$17.95	$18.05	$18.88	$28,848.64	$20.06	$30,651.68	$21.30	$32,546.40	$22.93	$35,040.10
7	$18.15	$18.40	$18.50	$19.36	$29,582.08	$20.57	$31,430.96	$21.85	$33,386.80	$23.50	$35,914.11
8	$18.60	$18.85	$18.95	$19.84	$30,315.52	$21.08	$32,210.24	$22.40	$34,227.20	$24.08	$36,788.13
9	$19.05	$19.30	$19.40	$20.32	$31,048.96	$21.59	$32,989.52	$22.95	$35,067.60	$24.65	$37,662.14
10	$19.50	$19.75	$19.85	$20.80	$31,782.40	$22.10	$33,768.80	$23.50	$35,908.00	$25.22	$38,536.16

Original Step Placement and On-Boarding Schedule

Years	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
Step	99	1	2	2	3	3	4	4	5	5	6	6	7	7	8	8	8	9	9	9	10

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 6.21 - Salary Schedules: Staff

Fiscal Impact Statement

The total cost of the approved increases is $1,018,621.93.

Committee's Recommendation

Your Committee recommends that the Board to approve the attached revised salary schedules to be effective January 4, 2021.

Adopted with 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 Enter into a Contract with EdTech Strategies, LLC, for E-Rate Consulting Services

Background

The Administration is requesting authorization to waive the three-year term limits of Administrative Policy 3.09(9)(e) and enter into a contract with EdTech Strategies, LLC, ("EdTech") for E-Rate consulting 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.

Contractor was chosen pursuant to RFP 1032, which closed on October 21, 2020. The contract will run from January 1, 2021 through September 30, 2021, (the "Initial Term"), with four additional one-year options to extend if certain performance metrics incorporated into the contract are met. The proposed contract is attached to the minutes of your Committee's meeting.

The total cost of the contract in the Initial Term will not exceed $211,845.

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 attachment.
Budget Code:
PIN-0-0-TLN-DW-ETEL ……(Purchased Services – Contract Services) ……....$211,845
EdTech Strategies, LLC
HUB PARTICIPATION
Required ……0%
Proposed ……0%
$ Value ……N/A
STUDENT ENGAGEMENT (hours per 12-month contract)
Paid Student Employment Hour Commitment: 0
Student Career Awareness Commitment: 0

Implementation and Assessment Plan

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

Committee's Recommendation

Your Committee recommends that the Board authorize the waiver of Administrative Policy 3.09(9)(e) and approve the contract with EdTech Strategies, LLC, as set forth in the attachment to this item.

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

* * * * *

(Item 7) Action on Monthly Finance Matters: Report on Emergency Purchases Due to COVID-19 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; Acceptance of Donations.

Informational 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: C029662 - Boys and Girls Club of Greater Milwaukee

On July 30, 2020, the Administration requested authorization to enter into a contract with Boys and Girls Club of Greater Milwaukee for the operation of Community Learning Center(s). Additional funds in the amount of $139,031.00 are now necessary to provide access to an in-person virtual learning support program at the site.

Original Contract Amount: $3,899,000.00

Increase: $139,031.00

Adjusted Contract Amount: $4,038,091.00

Contract: C029663 - Children Outing Association

On July 30, 2020, the Administration requested authorization to enter into a contract with Children Outing Association for the operation of Community Learning Center(s). Additional funds in the amount of $90,000 are now necessary to provide access to an in-person virtual learning support program at the site.

Original Contract Amount: $619,000.00

Increase: $90,000.00

Adjusted Contract Amount: $709,000.00

Contract: C029666 - United Migrant Opportunity Services, Inc.

On July 30, 2020, the Administration requested authorization to enter into a contract with United Migrant Opportunity Services, Inc., for the operation of Community Learning Center(s). Additional funds in the amount of $30,000 are now necessary to provide access to an in-person virtual learning support program at the site.

Original Contract Amount: $148,500.00

Increase: $30,000.00

Adjusted Contract Amount: $178,500.00

Routine Monthly Reports

The report on cumulative purchases in excess of $50,000, the report on revenues and expenses, monthly expenditure control report, report on contracts under $50,000 and cumulative total report, and the report on monthly grant awards are attached. These are informational reports, and no action is required.

Emergency Purchases Due to COVID-19

In compliance with Administrative Policy 3.09(14)(c), the Administration is reporting emergency purchase orders with vendors for products related to the Covid-19 pandemic. Due to the emergency nature of these procurements, these purchases were not previously approved by the Board.

Vendor	PO Number	PO Total	Description of Goods	Procurement Basis
CDW-G	P935764	$755,140.00	Webcams, microphones, table top tripods, USB extension cables, and USB 4 port hubs	ETB

Donations

Location	Donor	Amount	Gift or Purpose
Monetary Donations Over $5,000			
Ronald Reagan High School	NAF	$ 5,000.00	AOHS Distinguished Academy Award
Total Monetary Donations Over $5,000		$ 5,000.00	
Monetary Donations			
Carver School	Teachers From Carver	$ 70.00	PBIS Incentive Donation
Fernwood Montessori	Bay View Neighborhood Association	$ 700.00	Compost Bin, Soil & Flowers
Fifty-Third Street School	Robert & Heather Morris	$ 200.00	General School Supplies
Fifty-Third Street School	Target Corporation	$ 50.00	Gift Card- General School Supplies
Fifty-Third Street School	Robert & Heather Morris	$ 200.00	Garden Donation
German Immersion School	German Immersion Foundation	$ 515.00	Math Books
Keefe Avenue School	The Blackbaud Giving Fund	$ 120.00	Supplies For Virtual Learning
Morse Middle School	Richard & Nansi Hawkins	$ 200.00	General School Supplies
Morse Middle School	Richard & Nansi Hawkins	$ 200.00	Science Donation
Riverside High School	Green Bay Packers Foundation	$ 1,000.00	Packers 11 On Event
Riverwest Elementary School	Milwaukee Spurs Official Supporters Club	$ 550.00	PPE Donation
Riverwest Elementary School	Ruekert & Mielke, Inc.	$ 500.00	Web Cam Donation
Ronald Reagan High School	Donors Choose	$ 1,300.00	Staff Professional Development Donation
Thurston Woods School	MilliporeSigma Corporation	$ 1,000.00	General School Supplies

Location	Donor	Amount	Gift or Purpose
Vincent High School	Milwaukee County Farm Bureau	$ 1,250.00	Agriculture Donation
	Total Monetary Donations	$ 7,855.00	
Non-Monetary Donations			
Allen-Field School	Donors Choose	$ 516.34	General School Supplies
Bay View Montessori	Rhonda Sharpe	$ 100.00	Winter Coats, Backpack & Shades
Bradley Trade & Tech	Donors Choose	$ 406.58	General School Supplies
Burbank School	Donors Choose	$ 275.40	Dry Erase Boards
Fifty-Third Street School	McDonald's Restaurant	$ 49.00	McDonald's Coupons
Fifty-Third Street School	Bella-Canvas.Com	$ 466.65	Masks
Forest Home Avenue School	Donors Choose	$ 486.64	Color Printer
Forest Home Avenue School	Donors Choose	$ 202.39	Student Virtual Supplies
Forest Home Avenue School	Donors Choose	$ 285.36	PBIS Prizes
Forest Home Avenue School	Donors Choose	$ 441.08	Time Student Magazines
Forest Home Avenue School	Donors Choose	$ 393.53	Gift Cards
Forest Home Avenue School	Donors Choose	$ 457.15	General School Supplies
Forest Home Avenue School	Donors Choose	$ 282.52	Virtual Math Supplies
Forest Home Avenue School	Donors Choose	$ 658.78	Art & Decorations Supplies
Forest Home Avenue School	Donors Choose	$ 502.11	Student Markers
Fratney Street School	Donors Choose	$ 398.08	Magnetic Tiles For Mindfulness
Fratney Street School	Donors Choose	$ 162.95	Laminating Materials
Goodrich School	Donors Choose	$ 435.87	Virtual Autism Classroom
Goodrich School	Donors Choose	$ 609.34	Online Learning Supplies
Goodrich School	Donors Choose	$ 617.52	General School Supplies
Goodrich School	Donors Choose	$ 347.42	Workbooks For At Home Learning
Grant School	WYMS Radio	$ 1,985.00	Backpacks With School Supplies
Greenfield School	Zoological Society of Milwaukee	$ 190.00	Zoo Virtual Field Trips
Gwen T. Jackson School	Donors Choose	$ 399.15	Distance Learning Materials
Gwen T. Jackson School	Donors Choose	$ 492.29	Art Supplies
Hampton School	Donors Choose	$ 185.65	Nearpod License
Hayes Bilingual School	Donors Choose	$ 185.65	Nearpod License
Hayes Bilingual School	Donors Choose	$ 357.96	Distance Learning Supplies
I.D.E.A.L. At Sholes	Donors Choose	$ 619.56	Scholastic News Magazine
Kagel School	Donors Choose	$ 571.69	Board Book for Virtual Learning
Kagel School	Donors Choose	$ 894.34	Pre-Writing & Materials
Kagel School	Donors Choose	$ 531.67	Soccer Ball
Kagel School	Donors Choose	$ 397.72	Art Materials
Kilbourn School	Donors Choose	$ 399.53	General School Supplies
Kilbourn School	Donors Choose	$ 465.18	General School Supplies
Kilbourn School	Donors Choose	$ 670.48	General School Supplies
Kluge School	Donors Choose	$ 444.00	Home Learning Materials
Manitoba School	Donors Choose	$ 492.29	Virtual Learning Materials
Maple Tree School	Donors Choose	$ 335.34	General School Supplies

Location	Donor	Amount	Gift or Purpose
Maple Tree School	Donors Choose	$ 280.20	General School Supplies
Maple Tree School	Donors Choose	$ 258.14	General School Supplies
Maple Tree School	Donors Choose	$ 477.39	General School Supplies
Maple Tree School	Donors Choose	$ 182.91	General School Supplies
Maple Tree School	Donors Choose	$ 384.32	General School Supplies
Marvin Pratt School	Donors Choose	$ 599.00	Incentives for Students
Marvin Pratt School	Donors Choose	$ 771.00	Headphones
Meir School	Donors Choose	$ 322.25	Books
Meir School	Donors Choose	$ 364.20	Books
Meir School	Donors Choose	$ 218.20	Books
Milw High Sch of Arts	Donors Choose	$ 1,024.75	iPad & Pencil
Morgandale School	Donors Choose	$ 731.42	Writing Materials for Students
Ninety-Fifth Street School	Donors Choose	$ 209.82	Classroom Organization
Ninety-Fifth Street School	Donors Choose	$ 290.15	Distance Learning Kits
Ninety-Fifth Street School	Donors Choose	$ 346.94	Special Needs Items
Ninety-Fifth Street School	Donors Choose	$ 352.44	Financial Literacy at Home
Ninety-Fifth Street School	Donors Choose	$ 274.12	Teacher Subscription
Ninety-Fifth Street School	Donors Choose	$ 383.29	Learning Kits
Ninety-Fifth Street School	Donors Choose	$ 593.44	Board Games
Ninety-Fifth Street School	Donors Choose	$ 611.64	Virtual Learning Items
Ninety-Fifth Street School	Donors Choose	$ 562.81	Incentives
North Division High School	Fiskars Group	$ 1,000.00	Orange Thumb Award
Office of Academics- Special Education	Junior's Smoked BBQ, LLC.	$ 1,200.00	Gift Certificates for School to Work
Office of Finance- Recreation	Eugene & Jill Barz	$ 3,200.00	Hay for Animals
Office of Communications-Strategic Partnerships & Customer Service	Michael Herman	$ 200.00	General School Supplies
Office of Communications-Strategic Partnerships & Customer Service	Anonymous Donors	$ 350.00	General School Supplies
Starms Early Childhood School	Donors Choose	$ 328.38	Virtual Learning Supplies
Starms Early Childhood School	Donors Choose	$ 303.98	ESGI Assessment Software
Starms Early Childhood School	Donors Choose	$ 267.00	Student Resources
Thurston Woods School	Donors Choose	$ 558.32	Virtual Teaching Must Haves
Thurston Woods School	Donors Choose	$ 676.29	Help With Distance Learning
Thurston Woods School	Donors Choose	$ 530.25	Virtual Teaching
Thurston Woods School	Donors Choose	$ 166.69	Growing Into Learners
Thurston Woods School	Donors Choose	$ 531.42	Social-Emotional Needs
Vincent High School	Donors Choose	$ 166.62	Student Customizable Yard Signs
Vincent High School	Donors Choose	$ 157.87	Postcards Sent To Seniors
Vincent High School	Donors Choose	$ 459.73	Button Maker & Supplies
Vincent High School	Donors Choose	$ 159.20	Mail Postcards To Students
Vincent High School	Donors Choose	$ 158.48	Pencils, Pens & Highlighters
Zablocki School	Walmart	$ 800.00	General School Supplies

Location	Donor	Amount	Gift or Purpose
Zablocki School	Donors Choose	$ 393.53	General School Supplies
Zablocki School	Donors Choose	$ 625.59	Scholastic Magazines & Books
Zablocki School	Donors Choose	$ 554.31	Consumables for Students
Total Non-Monetary Donations		*$ 39,738.30*	
Total Value for December 2020		*$52,593.30*	

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 3.06 - Fiscal Accounting and Reporting

Fiscal Impact Statement

This item does not authorize expenditures.

Committee's Recommendation

Your Committee recommends that the Board accept the donations as listed in the attachments, with appropriate acknowledgement to be made on behalf of the Board.

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

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

Background

Exception Authorization to Extend a Contract with Smart Interpreting Services, Inc. d/b/a Professional Interpreting Enterprise for Interpretation Services

The Administration is requesting authorization to extend the contract with Smart Interpreting Services, lnc. d/b/a Professional Interpreting Enterprise ("PIE") for interpretation services.

Contractor shall provide interpretation services for students and staff who are deaf and hard of hearing in MPS. The grade level of the students may be from Pre-K3 to twelfth grade. The students will have varied proficiency in American Sign Language (ASL). Interpretation services may be needed for classroom instruction as well as after school activities, such as sporting activities, after school programs, and other similar programs. In addition, interpreters may be needed to accompany students on field trips. Interpretation services will be needed for adults who participate in activities sponsored by MPS as well as staff who work for MPS. Activities may include but are not limited to individualized education plan (IEP) meetings, parent/teacher conferences, school performances, and graduation ceremonies.

According to the Americans with Disabilities Act (ADA), MPS is required to provide interpretation services to any individual who utilizes sign language as their primary mode of communication for any school activity or individual conference at which the parent is present. The State of Wisconsin Department of Regulations and Licensing (DRL) require interpreters to have a DRL license to interpret for adults who are Deaf or Hard of Hearing in school settings. This vendor is an exception to bid because they 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 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 contract extension will run from January 1, 2021, through December 31, 2021.

The total cost of the contract in this extension year will not exceed $350,000.

Budget Code:

HI2-0-I-EEN-DW-ECTS....(Interpreting Services - Contract Services) $350,000

Smart Interpreting Services, Inc. d/b/a Professional Interpreting Enterprise HUB PARTICIPATION

Required 0%

Proposed.....0%

$ Value N/A

STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment-Hour Commitment: 300

Student Career-Awareness Commitment: 10

Exception 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. Due to the high level of application customization that has been done, it is imperative that we retain the contractor who created this custom code. Phase 1 of upgrades will include upgrading the database from Oracle to the MS SQL programming language, which will result in anticipated annual licensing savings of $300,000 per year. Phase 2 will include upgrading PeopleTools and PUM maintenance, which is about three years overdue.

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 first extension of this contract. This first contract extension will run from January 1, 2021, through December 31, 2021.

The total cost of the contract in this extension year will not exceed $148,500.

Budget Code:

TSV-0-0-TLN-DW-ECTS (Technology - Contracted Services) $148,500

Walk on Water Consulting, Inc.

PRIME VENDOR

HUB PARTICIPATION

Required 0%

Proposed.....0%

$ Value N/A

STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment-Hour Commitment: 0

Student Career-Awareness Commitment: 0

Exception Authorization to Contract with Amplify Education, Inc., for Supplemental Curriculum Based Materials for Grades K3-5

The Administration is requesting authorization to enter into a blanket agreement with Amplify Education, Inc., ("Amplify") for supplemental curriculum based material for grades K3-5. Amplify provides high-quality original, authentic, and engaging texts selected to increase students' knowledge, comprehension, and range of reading and listening experiences.

In grades K-3, read-aloud texts feature specially commissioned, knowledge-rich texts by children's authors on topics such as the fables from around the world, insects, early Asian civilizations, the five senses, mythology human body, early world civilizations, early exploration, and U.S. history. Informational texts build within and across grades, developing a solid foundation of knowledge that can be applied in later grades.

Student readers in grades 3–5 feature literary classics and specially commissioned, knowledge-rich

texts by children's authors on topics such as the human body, world civilizations in the Middle Ages, chemistry, Native Americans, and U.S. history. Informational texts build upon previous domains in earlier grades, asking students to delve into a topic with increasing focus.

Amplify Reading leverages the power of compelling storytelling, taking students on a personalized journey to learn the skills they need, whether they are just learning to read or mastering close reading. The program aligns closely with the Core Knowledge Language Arts ("CKLA") scope and sequence and provides students with targeted and engaging instruction and practice in the skills and standards that students need to become successful readers: phonological awareness, phonics, fluency, vocabulary, and comprehension. After instruction, students need individual and focused time to practice what they've learned. In Amplify Reading, students enter a captivating narrative where each storyline requires them to apply foundational skills to navigate a series of games. Each game focuses on a specific skill, allowing students to practice that skill to mastery.

The Administration has observed spending at individual MPS schools that exceeds a cumulative purchase amount of $50,000 each fiscal year. Therefore, the exception from the requirement of a competitive procurement process for this purchase has been granted on the basis of continuity (Administrative Policy 3.09(7)(e)(1)(b)(i)).

The blanket contract will run from January 1, 2021 through December 31, 2023.The total cost of the contract will not exceed $325,000.

Budget Code:

Varies by location ordering goods.....$325,000

Amplify Education, Inc.
HUB PARTICIPATION

Required 0%

Proposed..... 0%

$ Value N/A

STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment Hour Commitment: 0

Student Career Awareness Commitment: 0

Exception Authorization to Purchase from Discovery Education, Inc., for Discovery Education Science Tech for Middle School

The Administration requests authorization to purchase Discovery Education Science Tech Book for Middle School from Discovery Education, Inc. ("Discovery Education").

Discovery Education provides teachers and students with high quality simulations and Next Generation Science Standards (NGSS) aligned science activities for grades 6-8. These simulations allow students to collect data and information that would otherwise be difficult to capture in a practical application at the elementary and middle school levels. Discovery Education also provides student with leveled text and reading passages aligned to the NGSS and Common Core State Standards (CCSS). Content is kept current, and helps bridge gaps between traditional print resources and current science learning and information. Licenses for 70 school sites in MPS will be renewed for all teachers and students for the 2020-2021 school year through this purchase.

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)). Discovery Education is the proprietary owner, creator, and producer of Discovery Education Science, and is the sole distributor of the product in Wisconsin.

The total cost of the goods purchased from Discovery Education will not exceed $87,764.32.

Budget Code:

SDV-0-0-CAI-CI-ECTS-COVD....(Curriculum & Instruction – Contract Services)...$87,764.32

Discovery Education, Inc.
HUB PARTICIPATION

Required 0%

Proposed..... 0%%

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

Paid Student Employment Hour Commitment: 100

Student Career Awareness Commitment: 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.

Committee's Recommendation

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

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

* * * * *

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

Background

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

RFPs 936 & 937 Authorization to Extend Two Contracts with Time Warner Cable Business, LLC, for Leased Metro Ethernet Services and Internet-Access Service and Connectivity

The Administration is requesting authorization to extend two contracts with Time Warner Cable Business, LLC, ("Time Warner"), for services associated with Leased Metro Ethernet Services and Internet Access Service and Connectivity.

The E-Rate program, administered by the Federal Communications Commission ("FCC"), provides discounts on eligible telecommunications services to 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. The District must strictly adhere to the FCC's rules and orders, and sufficient funding must be available for E-Rate funding to be granted. The most significant requirements are 1) the selection of the winning vendor via a competitive procurement where price is the primary factor, and 2) full execution of the resulting contracts before the submission of applications for funding requests to the SLD.

Time Warner was the chosen vendor in each of the separate competitive RFPs, 936 and 937. The original contracts provided for four additional one-year extensions to be exercised solely in the discretion of MPS. These will each be the fourth one-year extension.

It is anticipated that E-Rate will pay an estimated 90% of the amount deemed E-Rate-eligible for Leased Metro Ethernet Service and Internet Access Service and Connectivity.

The contract extensions will run from July 1, 2021, through June 30, 2022. The total contract amounts in the fourth extension year are as follows:

RFP 936	Leased Metro Ethernet Service	
	TOTAL CONTRACT AMOUNT:	$6,086,700
	ANTICIPATED E-RATE REIMBURSEMENT:	$5,402,700
	ANTICIPATED MPS SHARE:	$684,000*
RFP 937	Internet Access Service and Connectivity	
	TOTAL CONTRACT AMOUNT:	$270,000
	ANTICIPATED E-RATE REIMBURSEMENT:	$243,000
	ANTICIPATED MPS SHARE:	$27,000

*$83,700 of total costs are ineligible under E-Rate. As such, the 90% E-Rate share is based on total E-Rate eligible costs of $6,273,000.

Upon the Board's approval, the District will sign the contract extensions prior to filing E-Rate applications. The Administration will make a request for funds to pay its share of the contract costs during the FY21-22 budget process.

Budget Code:

PIN-0-0-TLN-DW-ETEL (E-Rate Contracts) $6,356,700

Time Warner Cable Business LLC d/b/a Time Warner Cable HUB PARTICIPATION

Required 0%

Proposed..... 0%

$ Value N/A STUDENT ENGAGEMENT (hours per 12-month contract) Paid Student Employment-Hour Commitment: 0

Student Career-Awareness Commitment: 0

RFP 986 Authorization to Extend a Contract with Follett School Solutions, Inc., and Mackin Educational Resources for Library Books and Library Materials

The Administration is requesting authorization to extend two contracts with Follett School Solutions, Inc., ("Follett") and Mackin Educational Resources ("Mackin") for library books and library materials. Schools throughout the District will be able to place purchase orders as needed throughout the term of these contracts. These contractors are to deliver library books and library materials throughout MPS.

The contractors were chosen pursuant to RFP 986, which closed October 3, 2018. The original contract provided for two one-year options to extend if certain performance metrics were met. Follett and Mackin have met the performance metrics codified in the contract; therefore, MPS is exercising the second option year for the contract. These contract extensions will run from January 1, 2021, through December 31, 2021.

The total cost of the contracts in this extension year will not exceed $1,600,000.

Vendor	Award
Follett School Solutions, Inc.	$800,000
Mackin Educational Resources	$800,000

Budget Code:

Varies by location ordering goods.....$1,600,000

Follett School Solutions, Inc.

PRIME CONTRACTOR INFORMATION

Certified HUB Vendor? .....No

Total # of Employees .....1,200+

Total # of Minorities 150

Total # of Women 720

HUB PARTICIPATION

Required 5%

Proposed.....5%

$ Value TBD STUDENT ENGAGEMENT (hours per 12-month contract) Paid Student Employment-Hour Commitment: 300

Student Career-Awareness Commitment: 10

Mackin Educational Resources

PRIME CONTRACTOR INFORMATION

Certified HUB Vendor? .....No

Total # of Employees 525

Total # of Minorities 144

Total # of Women 338

HUB PARTICIPATION

Required 5%

Proposed.....5%

$ Value TBD

STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment-Hour Commitment: 300

Student Career-Awareness Commitment: 10

RFP 1033 Authorization to Enter into a Contract with Sentinel Technologies, Inc., for Wireless Access Points

The Administration is requesting authorization to enter into a contract with Sentinel Technologies, Inc., ("Sentinel") contingent upon a commitment for funding from the Universal Service Administrative Company ("USAC"), for the purchase of Wireless Access Points (WAPS). Presidio was the chosen vendor through RFP 1033. Under the contract the District will be authorized to purchase WAPs for school locations that are considered E-Rate eligible and non-E-Rate eligible sites.

The E-Rate program, administered by the Federal Communications Commission ("FCC"), provides discounts on eligible telecommunications services to eligible schools and libraries. Discounts are available through an application process. The District has participated in this program since its inception in 1998.

E-Rate is governed by the Telecommunications Act of 1996 and the corresponding rules promulgated by the FCC as well as subsequent guidance and rule changes issued through FCC Orders. E-Rate is administered by the FCC's contractor, the Schools and Libraries Division ("SLD") of USAC. The District must strictly adhere to the FCC's rules and orders in order for its applications for E-Rate funding to be granted. The most significant requirements are: 1) to select the winning vendor via a competitive procurement where price is the primary factor, and 2) resulting contracts must be fully executed before submitting applications for funding requests to the SLD.

This contract for the purchase of WAPS is eligible for E-Rate funding under Category 2 of the E-Rate program. Category 2 funding provides discounts on items like WI-FI equipment, including wireless access points. Available Category 2 funding for the District is based on need and upon a pre-discount rate of $167.00 per student.

It is anticipated that E-Rate will pay an estimated 85% of the cost of the WAPs deemed E-Rate eligible with the District being responsible for paying the remainder. E-Rate will not cover any of the cost associated with the purchase of WAPs at non-E-Rate eligible locations. Therefore, the District will be responsible for paying the total amount for WAPS at non-E-Rate eligible locations.

The contract will run from July 1, 2021, through June 30, 2022. The total contract amount and a breakdown of the E-Rate share and MPS share:

RFP 999 Wireless Access Points	
TOTAL CONTRACT AMOUNT:	$374,744
ANTICIPATED E-RATE SHARE:	$290,649
ANTICIPATED MPS SHARE:	$84,095*

*$32,804 of the total contract amount is ineligible under E-Rate as these funds are for the purchase of WAPS at non-E-Rate eligible locations. As such, the 85% E-Rate share is based on the total E-Rate eligible costs of $341,940.

Upon Board approval, the District will sign the contract prior to filing E-Rate applications. The Administration will make a request for funds to pay its share of the contract costs during the FY19-20 budget process.

Budget Code:

TSV-0-0-TLN-DW-ENCQ (Non-Capital Equipment) $374,744

Sentinel Technologies, Inc.
HUB PARTICIPATION

Required 0%

Proposed 0%

$ Value N/A

STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment Hour Commitment: 0

Student Career Awareness Commitment: 0

RFP 1034 Authorization to Enter into Contract with Goodwill Talentbridge, LLC for Contingent Staffing Services

The Administration is requesting authorization to enter into a contract with Goodwill TalentBridge, LLC for contingent staffing services. This contractor will be used to deliver contingent staffing services for nonexecutive personnel (classified positions). Positions include, but are not limited to secretarial/clerical, food services and children's health assistants to Milwaukee Public Schools.

As a result of the high volume of hiring the district is required to enter into contract for contingent staffing, for classified positions, it is necessary to fill these positions temporarily while the recruitment and hiring process is completed.

Contractor was chosen pursuant to RFP 1034, which closed on November 9, 2020. The contract will run from January 1, 2021 through December 31, 2021, (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 $3,750,000.

Budget Code:

Varies by location using services $3,750,000

Goodwill Talentbridge, LLC

PRIME CONTRACTOR INFORMATION

Certified HUB Contractor? .....No

Total # of Employees 4,504

Total # of Minorities 2,248

Total # of Women .....2,667 HUB PARTICIPATION

Required 5%

Proposed.....5%

$ Value $187,500 STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment Hour Commitment: 600

Student Career Awareness Commitment: 30

State Authorization to Enter Into a Blanket Agreement with Ricoh USA, Inc., for Lease and Contract Purchase of Copiers/Multifunction Device Equipment and Related Maintenance 505ENT-M20-MFDCOPIER-01

The Administration requests authorization to enter into a blanket agreement with Ricoh USA, Inc., to provide copiers/multifunction device equipment, and associated maintenance, to all MPS schools and departments under the State of Wisconsin's Participating Addendum to a Western States Contracting Alliance–National Association of State Procurement Officials Master Agreement.

This blanket agreement will run from January 1, 2021 through December 31, 2023. Based on the previous contract expenditures the total cost of this blanket agreement will be no more than $5,000,000.

Budget Code:

Varies by location ordering goods.....$5,000,000

Ricoh USA, Inc.

HUB PARTICIPATION

Required 0%

Proposed..... 0%

$ Value N/A

STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment Hour Commitment: 0

Student Career Awareness Commitment: 0

RFB 5783 Authorization to Extend a Contract with United HealthCare Services, Inc., for Stop Loss Insurance

The Administration is requesting authorization to extend a contract 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, 2021 through December 31, 2021 that could otherwise be paid from the period January 1, 2021 through December 31, 2022.

Contractor was chosen pursuant to RFB 5783. The contract ran from January 1, 2020 through December 31, 2020, (the "Initial Term"), with the possibility of one, one-year extension, upon written mutual agreement of the parties, at the same terms. MPS is exercising the option year for the contract. This contract extension will run from January 1, 2021, through December 31, 2021.

The total cost of the contract in this extension will not exceed $1,017,500.

Budget Code:

DWC-0-0-EMB-DW-EMDI (Medical Insurance – District Wide) $1,017,500

United HealthCare Services, Inc.

PRIME CONTRACTOR INFORMATION

Certified HUB Vendor?.....NO

Total # of Employees 198,126

Total # of Minorities 145,226

Total # of Women 77,467

HUB PARTICIPATION

Required 0%

Proposed..... 0%

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

Paid Student Employment-Hour Commitment: 300

Student Career-Awareness Commitment: 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.

Committee's Recommendation

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

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

* * * * *

(Item 10) Action on Monthly Facilities Matters: FMS Award of Construction Contracts and Professional Services Contracts Committee's Recommendation

Construction Contracts

ALLCON LLC for fieldhouse renovations – division 2 at Columbia Playfield
Code: STS 00 RFI RC ECNC.....$181,056.00
ALLCON LLC for fieldhouse renovations – division 5 at Southgate Playfield
Code: STS 00 RFI RC ECNC.....$180,177.00

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 3.09 - Purchasing and Bidding Requirements

Fiscal Impact Statement

The item authorizes expenditures for:
Construction Contracts:
Total Construction Contracts Requested = $361,233

Implementation and Assessment Plan

Upon Board approval, the attached construction contracts shall be executed.

Committee's Recommendation

Your Committee recommends that the Board approve the attached construction contracts.

President Miller moved to send the item back to Committee, at the request of the Administration. The motion passed, the vote being as follows:

Ayes — Directors Báez, Herndon, O'Halloran, Peterson, Phillips, Siemsen, Taylor, Woodward, and President Miller — 9.
Noes – None-0.

* * * * *

(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 took action to direct the Administration to establish a special task force to develop capacity in attracting, retaining, and developing bilingual teachers and support staff.

Since December 2019, there have been four meetings of the task force: January 16, February 11, March 4, and November 11, 2020.

At the March 4, 2020, meeting, the Administration presented information in regard to programs that exist through MPSU to assist in the development of a pathway leading towards bilingual certification. There was then an opportunity for the audience members to ask questions. The audience was also engaged in a sharing activity to highlight any barriers that they had encountered, or could foresee, in this pathway process. The task force will examine those responses and plans to use that information to create solutions or opportunities that will be presented to the Board.

Due to the pandemic, meetings of the task force were suspended for the remainder of the 2019-2020 school year. There was a written update sent to task force members in July 2020. This written update provided answers to some of the questions that were asked by members in earlier meetings. Also included in that communication was information taken from the 2019 Milwaukee Public Schools Education Pathways document.

The November 11 meeting started with a brief segment on virtual meeting norms and an overview of the purpose of the Bilingual Task Force. The main focus of the meeting was an MPSU program update and information regarding student program offerings. The meeting concluded with a discussion on steering committee roles and responsibilities, a call for volunteers, and setting the date for the next meeting, which is scheduled to take place on December 9, 2020.

Following the meeting on November 11, 2020, the Administration provided answers to the questions that were posed by the task force members during, and prior to the meeting. These responses were sent via email to all task force members. At the November meeting, the web page was discussed, and mention was made that it would soon be live and available. That web page is now active and has program descriptions as well as other important information. Feedback gathered at the December 2020 meeting will be used to improve the web page. In addition, there was a frequently asked question section on the web page where the question responses from the November meeting were also posted.

During the November meeting there was a call for volunteers to be part of the steering committee of the task force. Those who wished to volunteer were asked to respond their intent to be on the steering committee by November 30, 2020, to be announced to the group at large during the December 2020 meeting.

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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(Item 12) Report with Possible Action on Central Region Staffing

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 June 25, 2020, Resolution 2021R-005 regarding Central Region staffing was introduced and referred to the Committee on Accountability, Finance and Personnel. The resolution was discussed at the July 30, 2020, and September 24, 2020, Board meetings, at which time the Administration provided additional analysis as requested by the Board.

At the September 24, 2020, meeting, the Board approved a motion to send the resolution back to committee. The motion also included direction to the Administration to form a task force to review possible revisions in current policies or procedures to increase the recruitment and long-term stability of employees working in hard-to-staff schools.

As reported in October, the Administration formed the task force and the first meeting took place on October 29, 2020. At the first meeting, task force participants gained an understanding of the resolution and their role as detailed in the motion that was approved by the Milwaukee Board of School Directors on September 24, 2020. In addition, the Office of Human Resources presented an overview of the staffing process.

The second meeting of the task force was held on November 12, 2020. The focus of this meeting was to discuss various perspectives and observations relative to staff concerns at schools.

The third meeting of the task force is scheduled for December 3, 2020. The task force will continue to review the problems identified by the group and work toward solutions. The group will also review preliminary staffing data to help drive the discussion. The Administration will continue to report to the Board on a monthly basis.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 6.23 - Recruitment and Hiring: Staff

Fiscal Impact Statement

N/A

* * * * *

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 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.

Indicator 5, Educational Placement Ages 6-21, 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 with IEPs ages 6 through 21 served inside the regular class 80% or more of the day
Indicator 5B	Percent of students with IEPs ages 6 through 21 served inside the regular class less than 40% of the day
Indicator 5C	Percent of students with IEPs ages 6 through 21 served in separate schools, residential facilities, or homebound/hospital placements.

The information below compares MPS LRE data-relative services to the projection in DPI's 2018 Annual Performance Report Summary for Wisconsin school districts. The MPS percent includes all students who have an IEP, including speech and language services. A report, attached to your Committee's minutes, includes the district's information as well as each school's percentage.

State of Wisconsin Target	5 A:	5B:	5 C:
	70.00%	7.90%	0.95%
MPS May 2020	78.98%	16.36%	0.37%
MPS August 2020^	79.23%	17.08%	0.31%
MPS September 2020	79.49%	17.01%	0.35%
MPS October 2020	80.08%	16.57%	0.35%
MPS November 2020	80.50%	15.99%	0.35%

It is important to note that, as of the date of this report, due to the contingencies of the COVID-19 health pandemic, the district has been operating under Phase I of the school reopening plan. All students, including those with special needs, have been learning remotely.

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 2) Report with Possible Action on Annual School Procedural Compliance Self-Assessment (PCSA)

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

Background

The Procedural Compliance Self-Assessment (PCSA) includes a school-based assessment aspect that is completed annually during the spring. At that time, an annual measurement of compliance is completed by each school in the district. The results of the measurement are reported by school and by district-level. The school data is used to form the goals and action steps for special education compliance in each individual School Improvement Plan (SIP). The district data is used to analyze district supports and to develop plans of improvement for district-wide systems that serve students with disabilities.

Each school receives the results of the 2019-20 PCSA with the expectation that data will be included in the school-wide planning for the 2020-21 school year. Each school is required to include plans within their SIP to address all of the individual compliance items that were measured below 100% and are, therefore, considered to be in need of intensive monitoring. The target for the PCSA is to achieve (and maintain) 100% in each of the identified compliance items. Federal oversight requires 100% compliance.

While conducting the annual assessment, Milwaukee Public Schools (MPS) was closed due the public health order on March 18, 2020. DPI agreed to an adjusted timeline and MPS entered PCSA responses for IEP Implementation and Discipline items into the DPI Reporting Tool on April 17, 2020.

Each school is required to submit a Special Education Compliance Plan Assurance Document. The principal/educational leader, Specialized Services Regional Manager, Special Education Supervisor and the Regional Superintendent sign the assurance on behalf of the entire school staff. This document is a commitment to the continuous oversight of the Special Education Oversight Action Plan (SOAP) and to the improved achievement of students with disabilities in each school.

The assurance document commits the school to strive for excellence in the following areas;

· Compliance (ongoing and measured annually)

· Professional development commitment on topics that effect students in special education, most notably, Least Restrictive Environment (LRE)

· Ongoing review and monitoring of compliance

· Implementation of the school Special Education Compliance Plan

· Commitment of IDEA funds to implement IEP services and compliance activities, including using staff appropriately

· Ongoing evaluation of effectiveness of all special education strategies

· Imbedded School Improvement goals that target the improvement of special education achievement, attendance, truancy, graduation rates and family engagement while reducing truancy and discipline issues.

The 2019-20 results are presented in the report attached to the minutes of your Committee's meeting. Each criteria is listed with the district's overall percent achieved for each. Schools are evaluated in areas concerning student evaluation, Individualized Education Plan creation, the extent to which the goals of plans are met, parent communication, and discipline of students with special education needs.

Additionally, the results of individual schools are listed. Several MPS schools achieved 100% of each evaluation metric. These include Alcott, Bay View Montessori, Brown Street, Carmen-South, Clemons, Grandview, Hi-Mount, Jackson, Keefe, Lincoln, Lowell, Manitoba, MC2, Mitchell, Morgandale, Shalom, Whitman, Whittier, and Zablocki.

Nearly all schools have made improvements to their scores since the previous year.

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 3) 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 will be to provide an update on the results of the 2020 Family Interest Survey. This survey is conducted each year by the Department of Strategic Partnerships in compliance with Wisconsin State statue 119.16 (14) regarding the survey of families. This survey is used to gain valuable information on how schools can more effectively engage families and develop the family's capacity to contribute to their children's academic success.

There was a total of 12,519 families who completed the survey between August 25 and October 31, 2020.

Statements pertaining to the school culture were:

- My school is connected to the community.

- My school has tools and knowledge to build relationships with families and the community
- I know the school and district provides tools and knowledge needed to be active in my child's education.
- I have opportunities to build peer networks with other families in the school
- I feel this school is a welcoming and culturally relevant environment
- I am aware that there are opportunities to serve as a leader in the school and district to provide input.

Favorable responses to the above were about 68%, with slight variations for each statement.

When asked what topics parents would like more information about, the most popular topics included "how to help my child continue to learn at home" and "promoting positive child behavior." The topics of least interest were "bullying" and "social media." Other topics, including testing, college readiness, and report cards fell in the mid-range.

A sign of the times, the most preferred form of communication was text messaging, at 42%. Email communication was second in preference, at 37. Only 11% of parents want phone calls, 6% prefer fliers, and only 2% go to the parent portal on the website for information.

Now that the survey has been tabulated, individual school results will be sent to school leaders who will be able to update parent preferences, plan training sessions, and implement programs and volunteer opportunities in which parents are interested.

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 9.11 - School Engagement Councils

Fiscal Impact Statement

N/A

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(Item 4) Report with Possible Action Regarding Data and Progress Associated with the Office of 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.

Action Steps 1, 6, and 8.

These are considered completed until the district receives feedback from the OCR.

Action Step 2, Identification of Students At-Risk for Behavioral Difficulties and Early Intervention

The district met its November benchmark, with a 45% increase in Tier 2 interventions and a 50% increase in Tier 3 interventions since October.

Action Step 3, Outreach to Students

The first Student Leadership Summit is scheduled as a virtual gathering on December 11, 2020. It is one of two student summits planned for the 20-21 school year. Students will hear pre-recorded keynote presentations and participate in break-out sessions. Feedback will be solicited from the participating students.

Action Step 4, Outreach to District Staff

School discipline work groups continue to meet monthly. The December benchmark is for 100% of MP:S schools to submit evidence of their meetings, during which they champion best practices, supports, and discuss articles for reflection. In November a131 of 131 schools met the benchmark.

Action Step 5, Outreach to Community Members

The district continues to hold Community Conversations to engage the community on topics such as support for LBGTQ students, relationship building in virtual settings, mental health supports, interventions for students, and other opportunities for collaboration.

Action Step 7 – Staff Professional Development

A variety of offerings were made available to various work groups within the district, with at least six offerings open to all MPS staff. Topics included elements of student discipline and various topics about race. In December, the five-part series *Antiracist Universal Supports* will commence.

Action Step 9 – Data Evaluation

Monthly meetings to evaluate discipline data continue to take place. In November, the two cohorts using the *Courageous Conversations about Race* framework met to discuss the role of race in the climate and discipline in education. In December, cohorts will use sessions entitled, *Antiracist Universal Supports* and the *By Every Measure* podcast series in their discussions.

The full December 2020 report is attached to the minutes of your Committee's meeting.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 1.06 - Equity in MPS

Fiscal Impact Statement

N/A

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COMMITTEE ON STUDENT ACHIEVEMENT AND SCHOOL INNOVATION

Director Báez 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 2021 Summer Academy Plan

Background

Milwaukee Public Schools is pleased to offer summer extended-learning opportunities that provide academic skills and enrichment experiences to the youth residents of the city. For the summer of 2021, MPS will offer June Academy for high school students (including rising freshmen), which will run June 7–July 1; July Academy for grade 7–12 students, which will run July 6–29; and Summer Academy for K5–grade 8 students, which will run June 21–July 29. K5–grade 8 students attend Monday through Friday from 8:00 a.m. to 12:00 p.m., and high school students attend Monday through Friday from 8:30 a.m. to 12:30 p.m. July 5 is a non-attendance day. 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 the career exploration program. Offerings include career exploration programs, GED Option #2, Virtual Summer program for students who have daytime commitments, and school-to-work transition programs.

Middle School Summer Academy offerings seek to provide a variety of interactive, academically engaging experiences based on student interests. Students have the option of participating in several career exploration programs. Offerings include programs to ensure eighth grade promotion, extended school year to qualifying students with IEPs, and the Explore Your Future career-planning program.

Elementary Summer Academy curriculum is designed to prepare students in grade K5-8 for the rigor of the next grade level. Students will participate in six one-week themed camps focused on different content areas.

Elementary Enrichment Camps are held to give students exposure to new subjects, identify new areas of interests and abilities, encourage curiosity, and further learning. Camps may take place half-day, full-day, week-long, or overnight at school locations or community organizations. Offerings are made through exploration camps, extended school year for qualifying students with IEPs, and summer adventures field trips.

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.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 7.17 - Summer Academy

Fiscal Impact Statement

Projected expenditures of $5.7 million. $3.2 million from extension funds for elementary. $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, Administration will begin preparing for implementation in the summer of 2021. All summer programs are contingent upon funding, enrollment and facilities and maintenance building modification projects. Changes necessitated by these contingencies will be reported to the Board.

Committee's Recommendation

Your Committee recommends that the Board Approve the 2021 Summer Academy Plan.

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

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(Item 2) Action on a Recommendation for Renewal of the Non-Instrumentality Charter School Contract for La Causa Charter School

Background

La Causa Charter School was established as a non-instrumentality charter school beginning with the 2003-2004 school year. La Causa has two campuses located at 1643 South 2nd Street (main campus) and 809 West Greenfield Avenue (early childhood center). The 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.

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 and vocational education, bilingual education, while engaging the entire family in their children's educational experience.

In July 2020, the Department of Contracted School Services initiated the Charter School Contract Review Process. On July 15, 2020, representatives from La Causa submitted the Charter Renewal Intent Cover Sheet and, on August 28, 2020, La Causa submitted its Charter Renewal Application to seek renewal of its charter school contract with the Milwaukee Board of School Directors.

On October 15, 2020, the Charter School Contract Review Team (Team) conducted a virtual, full-day, site visit at La Causa. 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 also reviewed any additional responses and information provided by the school. The Team also heard testimony of parents and students, and participated in virtual classroom observations.

Based on a thorough review of the school's application and data, school presentation, and site visit, the Charter School Contract Review Team has recommended a five-year renewal of the non-instrumentality charter school contract with La Causa. The recommendation was based on the strong leadership and staff at La Causa, the unique nature of the educational program as exemplified by its STEM programming, fine arts programming and its dual language programming, as well as the strong school community and culture. 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.

The Administration recommends that the Board:

1. approve the renewal of a five-year non-instrumentality charter school contract with for La Causa Charter School; 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 La Causa and to draft a renewed non-instrumentality charter school contract to begin with the start of 2021-2022 school year and to end with the last regularly scheduled day of the 2025-2026 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 Statement

Administrative Policy 9.12 - Charter Schools

Fiscal Impact Statement

Adoption of this item alone does not authorize expenditures. School allocations are approved annually by the Milwaukee Board of School Directors as part of the Superintendent's proposed budget. Pending contract approval, the funds for the 2021-2022 charter school contract will be authorized as a part of the FY22 budget process.

Implementation and Assessment Plan

Upon the Board's approval, negotiations will begin between the Superintendent's designee, in consultation with the Board's designee and the Office of the City Attorney, and representatives of La Causa in anticipation of developing a renewed charter contract to be presented to the Board.

Committee's Recommendation

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

Director Báez moved approval of the Administration's recommendation for a five-year contract with La Causa and authorizes the parties to enter into negotiations. The motion failed, the vote being as follows:

Ayes — Directors Báez, and Phillips – 2.
Noes – Directors Herndon, O'Halloran, Peterson, Siemsen, Taylor, Woodward, and President Miller - 7.

Director O'Halloran moved to approve authorization of a three-year contract renewal with La Causa and to authorize contract negotiations for a contract to begin with the 2021-22 school year and to end on the last regularly scheduled day of the 2023-24 school year. The motion passed, the vote being as follows:

Ayes — Directors Herndon, O'Halloran, Peterson, Siemsen, Taylor, Woodward, and President Miller - 7.
Noes – Directors Báez, and Phillips – 2.

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(Item 3) Action on a Recommendation for Renewal of the Non-Instrumentality Charter School Contract for Milwaukee Excellence Charter School

Background

Milwaukee Excellence Charter School was established as a non-instrumentality charter school beginning with the 2016-2017 school year. Milwaukee Excellence is located at 4950 North 24th Street. 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.

Milwaukee Excellence's mission is through rigorous academics and character essential for success, to educate 6th through 12th grade students to excel within and graduate from four-year colleges and pursue the professions of their choice. 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.

In July 2020, the Department of Contracted School Services initiated the Charter School Contract Review Process. On August 3, 2020, representatives from Milwaukee Excellence submitted the Charter Renewal Intent Cover Sheet and, on September 16, 2020, Milwaukee Excellence submitted its Charter Renewal Application to seek renewal of its charter school contract with the Milwaukee Board of School Directors.

On October 19, 2020, the Charter School Contract Review Team (Team) conducted a virtual, full-day, site visit at Milwaukee Excellence. 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 participated in virtual classroom observations.

Based on a thorough review of the school's application and data, school presentation, and site visit, the Charter School Contract Review Team has recommended a five-year renewal of the non-instrumentality charter school contract with Milwaukee Excellence. The recommendation was based on the academic achievement and its commitment to data-driven growth. Milwaukee Excellence is diverse and dedicated with

strong leadership and staff to provide educational offerings in a safe, family-centered environment. 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.

The Administration recommends that the Board:

1. approve the renewal of a five-year non-instrumentality charter school contract for Milwaukee Excellence Charter School; 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 Excellence and to draft a renewed non-instrumentality charter school contract to begin with the start of 2021-2022 school year and to end with the last regularly scheduled day of the 2025-2026 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 Statement

Administrative Policy 9.12 - Charter Schools

Fiscal Impact Statement

Adoption of this item alone does not authorize expenditures. School allocations are approved annually by the Milwaukee Board of School Directors as part of the Superintendent's proposed budget. Pending contract approval, the funds for the 2021-2022 charter school contract will be authorized as a part of the FY22 budget process.

Implementation and Assessment Plan

Upon the Board's approval, negotiations will begin between the Superintendent's designee, in consultation with the Board's designee and the Office of the City Attorney, and representatives of Milwaukee Excellence in anticipation of developing a renewed charter contract to be presented to the Board.

Committee's Recommendation

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

Director Siemsen moved to approve authorization of a three-year contract renewal with Milwaukee Excellence charter School and authorize contract negotiations for a contract to begin with the 2021-22 school year and to end on the last regularly scheduled day of the 2023-24 school year. The motion passed, the vote being as follows:

Ayes — Directors Herndon, O'Halloran, Peterson, Phillips, Siemsen, Taylor, Woodward, and President Miller -8.
Noes – Directors Báez - 1.

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(Item 4) Action on a Recommendation for Renewal of the Instrumentality Charter School Contract for Individualized Developmental Educational Approaches to Learning (IDEAL)

Background

Individualized Developmental Educational Approaches to Learning (IDEAL) was established as an instrumentality charter school beginning with the 2001-2002 school year. IDEAL is located at 1420 West Goldcrest Avenue. 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 their previous renewal cycles.

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 their educational program: multi-aged inclusive classrooms, students actively engaged in meaningful learning, assessment by performance, product demonstration, shared governance model, and community involvement.

In July 2020, the Department of Contracted School Services initiated the Charter School Contract Review Process. On July 8, 2020, representatives from IDEAL submitted the Charter Renewal Intent Cover Sheet and, on August 28, 2020, IDEAL submitted its Charter Renewal Application to seek renewal of its charter school contract with the Milwaukee Board of School Directors.

On October 22, 2020, the Charter School Contract Review Team (Team) conducted a virtual, full-day, site visit at IDEAL. 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 participated in virtual classroom observations.

Based on a thorough review of the school's application and data, school presentation, and site visit, the Charter School Contract Review Team has recommended a five-year renewal of the instrumentality charter school contract with IDEAL. The recommendation was based on the strong academic achievement, consistently meeting contractual goals, a dedicated and committed leadership staff, the unique educational offerings including multi-age programming, and the school culture. 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.

The Administration recommends that the Board:

1. approve the renewal of a five-year instrumentality charter school contract with IDEAL; 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 IDEAL and to draft a renewed instrumentality charter school contract to begin with the start of 2021-2022 school year and to end with the last regularly scheduled day of the 2025-2026 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 Statement

Administrative Policy 9.12 - Charter Schools

Fiscal Impact Statement

Adoption of this item alone does not authorize expenditures. School allocations are approved annually by the Milwaukee Board of School Directors as part of the Superintendent's proposed budget. Pending contract approval, the funds for the 2021-2022 charter school contract will be authorized as a part of the FY22 budget process.

Implementation and Assessment Plan

Upon the Board's approval, negotiations will begin between the Superintendent's designee, in consultation with the Board's designee and the Office of the City Attorney, and representatives of IDEAL in anticipation of developing a renewed charter contract to be presented to the Board.

Committee's Recommendation

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

Director Taylor moved approval of a three-year contract renewal with I.D.E.A.L. and to authorize contract negotiations for a contract to begin with the 2021-22 school year and end on the last regularly scheduled day of the 2023-24 school year. The motion passed, the vote being as follows:

Ayes — Directors Herndon, O'Halloran, Peterson, Phillips, Siemsen, Taylor, Woodward, and President Miller -8.
Noes – Directors Báez - 1.

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(Item 5) Report with Possible Action on the Northwest Regional Showcase

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 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 Northwest Region is featured. The Northwest Region comprises 25 schools, and serves nearly 9,000 students in diverse settings to meet the varied needs of our students. 20.8% of the students in the region are students with disabilities, 84.5% are economically disadvantaged, and 2.1% are English language learners.

Schools in the Northwest Region include the following: Barton, Bruce, Browning, Bryant, Carson, Congress, Craig, Eighty-first Street, Emerson, Engelburg, Goodrich, Grantosa, Hampton, Hawthorne, Kilbourn, Kluge, Lancaster, Maple Tree, Milwaukee Sign Language, Milwaukee German Immersion, Ninety-fifth Street, Parkview, Stuart, Thoreau, and Thurston Woods.

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

The featured school this month is Hampton School, with 198 students. Of those, 27.3% are students with disabilities, 91,9% are economically disadvantaged.

The mission of Hampton Elementary School is to work as a Professional Learning Community to increase student achievement and reduce the achievement gap by providing consistent and rigorous standards-based instruction for all students in a safe and engaging environment to prepare them for success in the future.

Hampton offers several programs to enhance student learning across a variety of student interests. These include:

- Milwaukee Art Museum – Junior Docent Program
- Zoo Ambassador Program
- Danceworks Mad Hot Ballroom and Tap
- Basketball Team
- Playworks
- Mindfulness Mentors

Hampton is proud of its family engagement efforts. The school holds monthly School Engagement Council meetings and has held workshops with Penfield Children's Center to expand knowledge and resources for parents. The school holds regular Family Fun Nights with a variety of family friendly activities and hosts a yearly family trip to the Milwaukee County Zoo. Hampton parents are well informed through open and frequent communication with families by classroom teachers and a monthly newsletter to families that provides a variety of information.

Hampton is particularly proud of its recognition in the area of equitable systems of support. They have won the Silver award from the RtI Center in Behavior, Read, and Math for the last three years!

Hampton also has a dedicated staff who are invested in the school. The school has enjoyed a low teacher turnover rate with some of its staff remaining at the school for 26 years. The majority of staff are veteran teachers with more than 10 years of experience, with the majority of their years at Hampton.

Hampton "Exceeds Expectations" in the last reporting year for the School Report Card. But they plan to work on increasing attendance, increasing enrollment, and decreasing the achievement gap for students with disabilities.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

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

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(Item 6) Report with Possible Action Regarding Black Lives Matter Week Campaign and Planning for the 2020-2021 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 July 2020 meeting, the Board referred Resolution 2021R-010 by Director Miller 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.

Since the Board's action, the Administration has started implementing 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 items were identified, addressed with the BLM committee, and sub-groups were created that are focusing on the following areas: Curriculum & Professional Development; Week in Action; and Monthly BLM Projects. All sub-groups include student representation to ensure student voice is heard.

The committee and sub-groups continue to meet regularly, and the first phase of implementation for all schools has been identified. The Administration provided its first updates to the Board during the October and November Board cycles, and will continue to report its progress relative to implementing Resolution 2021R-010 monthly. Below are updates on three key areas of our planning:

Curriculum & Professional Development

• At the December Institutes, there will be a brief mention of upcoming materials and support to acknowledge Black Lives Matter At School Week of Action to take place February 1-5, 2021.

• At the December SST institute, there will be a brief overview of what is to come for January.

Week of Action

• Continuing to plan and finalize activities for February 2021.

Monthly School Projects

• December: International Day Of People With Disabilities.

• Activities will engage students through critical conversations about tolerance, overlooked history of black disabled people, and examples of what tolerance is, looks like, and can be.

• Prompt: Thinking about some of the black activists we've learned about, how does it look when we accept people and work together? What are you proud of that makes you different from others?

• Student submissions can be shared in the following formats: writing, essay, poetry, art, sketch, express, skits, video, group projects etc.

• Due date: December 18, 2020, utilizing Google forms to submit.

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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REGULAR ITEMS OF BUSINESS

(Item 1) Reports of the Board's Delegates

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

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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 during the month of December 2020 included the following:

Academic Achievement

Met or had conversations with individuals or groups on:
• Black Lives Matter at Schools
• ASC and MTEA Leadership

Effective and Efficient Operations

• Meet with the Superintendent and Board Clerk regularly for information sharing and to ensure that the Board operations continue during COVID-19
• Followed up with the City Attorney's Office on a meeting with Board members
• Received Legislative updates from the Governor Tony Evers and state legislators

Student, Family, and Community Engagement

Met (virtually) or held conversations with school and community groups:
• Took part in meetings of the Milwaukee Library Board as the Board's Delegate
• Having previously assumed role as Chair of Milwaukee Library Board Innovation and Strategy Committee, began the work of the group

RESOLUTIONS

Resolution 2021R-017

By Director Báez

1. WHEREAS, Administrative Policy 3.09, Purchasing and Bidding Requirements, states "The authority to purchase goods and services resides with the Milwaukee Board of School Directors ("the Board"). All procurements must be in the name of the Milwaukee Board of School Directors…"; and

2. WHEREAS, Administrative Policy 3.09, Purchasing and Bidding Requirements, delegates authority to execute contracts binding to the Board to the Director of Facilities and Maintenance Services and the Director of Procurement & Risk Management for contracts under $50,000, and to the Board's three executive officers and the President of the Board for contracts above $50,000; and

3. WHEREAS, Administrative Policy 3.09, Purchasing and Bidding Requirements, states, "Any contract executed by an individual lacking the express delegated authority to bind the Milwaukee Board of School Directors is null and void and shall not bind MPS"; and

4. WHEREAS, No portion of Administrative Policy 3.09 explicitly extends the aforementioned delegation of authority beyond the purchasing of goods and services; and

5. WHEREAS, While Administrative Policy 3.09 indicates that a Memorandum of Understanding may be utilized for the provision of services at no-cost to the District, it does not outline execution authority for such an agreement; and

6. WHEREAS, An agreement between the district and another party that may not include the exchanging of funds, goods, or services may still obligate the district to specific deliverables, benchmarks, and requirements; and

7. WHEREAS, Wisconsin State Statute 119.10(1) defines the Milwaukee Board of School Directors as a continuing body, and 119.16(1m) states that "[t]he board shall have the possession, care, control and management of the schools, facilities, operations, property and affairs of the school district"; and

8. WHEREAS, Board Governance Policy 2.03, Board Powers and Duties, states, "The Board has the legal responsibility for the conduct of the public schools and is the only official agency in the community that has such"; and

9. WHEREAS, The Board as having the legal responsibility, is ultimately responsible for all agreements made between the district and another party; now, therefore, be it

10. RESOLVED, That all MPS agreements with federal, County, State and any other governmental bodies, including memorandums of understanding, resolution agreements, agreements that bind the Board or the district to any deliverables, benchmarks, or other requirements for more than one school year be brought to the Board for approval; and, be it

11. FURTHER RESOLVED, that the Board direct the Administration, in collaboration with the Office of Board Governance and the Office of Accountability and Efficiency, to bring any necessary policy revisions to the Board for its approval.

Referred to the Committee on Accountability, Finance and Personnel

Resolution 2021R-018

By Directors Báez

1. WHEREAS, Through Administrative Policy 7.36, Balanced Assessment System, the district has developed a system designed to match assessment types, purposes, and users in order to improve data-driven decision making throughout the district; and

2. WHEREAS, The testing system in MPS was designed to support instructional planning, school-improvement efforts, curriculum and program evaluation, resource planning, and accountability; and

3. WHEREAS, The testing system was also designed to support graduation- and promotion-related decisions for individual students and factors in accommodations for students with Individualized Education Plans as well as English language learners; and

4. WHEREAS, The district's testing system includes a balance of summative, benchmarks, and formative assessments; and

5. WHEREAS, The testing system also includes examinations commonly referred to as "standardized tests" that are required by either the state or federal governments and which have become the subject of debate on a national level; and

6. WHEREAS, The Board also recognizes, however, that there are growing concerns over the extent to which standardized testing undermines student confidence, pressures teachers to "teach to the test," fails to align to what is being taught in the classroom, and fails to provide a full picture of a student's strengths and weaknesses; and

7. WHEREAS, The Board is also concerned about other possible consequences of standardized testing, including: the loss of learning opportunities; the stress placed on our students; the triggering of behaviors that may interfere with learning; the interruption of schedules of our special education's students and students in our bilingual and ESL programs; the time spent on professional development for testing that could be put to other purposes; and, the potential for implicit bias in the testing process that would disproportionately affect all students of color; and

8. WHEREAS, The board is further concerned about how standardized and other testing is aligned with the multiple efforts by this district regarding equity, anti-racist and culturally and linguistically inclusive and sensitive curriculum and related staff professional development; and

9. WHEREAS, The time has come for a rigorous discussion on standardized testing and MPS' policies on all testing; now, therefore, be it

10. RESOLVED, That the Administration present a report to the Board on the subject of standardized testing; and, be it

11. FURTHER RESOLVED, That the report include the following information relative to standardized tests required by both the federal and state government:

    a. A list of the companies or vendors with whom MPS contracts or partners with to provide standardized tests; the name, type of test, or testing service; the grade levels or other purposes served by these vendors; and the costs of the services provided;
    b. Disaggregated by federal and state, the estimated annual costs to MPS of purchasing required standardized exams and related guides and materials currently in force for students in all MPS schools;
    c. Information about the annual costs of implementing, monitoring and conducting professional development to others on all standardized testing at Central Office by Central Office administrators;
    d. An estimate, disaggregated by the above categories, of the costs of staff time/hours and any additional school-based expenditures incurred in every school in order to implement standardized testing;
    e. An estimate of the annual costs of contracts to vendors for analyzing scores and categorizing such tests, as well as the annual costs of any related analysis and professional development they may provide;
    f. Assuming their analysis and services are for purposes of informing, based on student performance on these tests, the categorization or performance of schools, and the curriculum and instructional practices at MPS, please provide related annual estimated costs to Central Office and to individual schools;
    g. The estimated annual costs associated with printing, duplication and dissemination of all testing and related activities, including materials for professional development related to testing;
    h. Estimates of the amount of instructional time that is spent on student test preparation, test administration, and make-up testing for students who are absent for all types of testing including regularly computer based "formative" assessments;
    i. Information on the impact of testing on the closure of school libraries/media centers or limitations on their hours because of testing taking place in such sites; and, be it

12. FURTHER RESOLVED, That the same information listed above should be provided relative to any other standardized or academic performance tests currently required by MPS; and, be it
13. FURTHER RESOLVED, That this report should be brought to the Board through the appropriate committee in the February 2021 Board cycle.

Referred to the Committee on Student Achievement and School Innovation

Resolution 2021R-019

By Director Phillips

1. WHEREAS, The Milwaukee Public Schools, in fulfilling its role *in loco parentis,* has a legal, professional, and moral obligation to safeguard and to promote the wellbeing of all children under its jurisdiction; and
2. WHEREAS, The Milwaukee Board of School Directors, as the governing body of the Milwaukee Public Schools, in recent years has demonstrated its determined commitment to fulfilling that obligation, most prominently through its investment in helping young boys through the creation of the Department of Black and Latino Male Achievement (BLMA); and
3. WHEREAS, One study has shown that, while boys and girls tend to feel equally confident until the age of 12, between the ages of 8 and 14, girls' confidence levels tend to plummet by 30 percent; and
4. WHEREAS, A report by the Alverno College Research Center for Women and Girls, in partnership with the Girl Scouts of Wisconsin Southeast, states that the number of girls in Wisconsin who experience anxiety, contemplate self-harm, and experience bullying has increased in the last decade; and
5. WHEREAS, Recent trends demonstrate that more girls than boys in Wisconsin have reported that they have contemplated suicide and have exhibited suicidal, as well as self-harming, behaviors; and
6. WHEREAS, another study revealed frequent social media use disproportionately affects teen girls' mental health more negatively than that of teen boys; and
7. WHEREAS, Girls and nonbinary children of color are more likely to be subjected to higher rates of violence and discipline and are more likely to be targets of human trafficking; now, therefore, be it
8. RESOLVED, That the Board direct the Administration to develop and present to the Board a catalogue of all existing or available programming that focuses on girls within MPS; and be it
9. FURTHER RESOLVED, That the MPS Office of Communications and School Performance, through its Research, Assessment and Data Team, be directed to work collaboratively with psychologists, social workers, and school counselors, as well as any appropriate community partners, to create an annual student survey of students in the fifth through twelfth grades enrolled in the Milwaukee Public Schools to measure the following as they relate to race, gender, and ability:
    - self-confidence and self-image;
    - indicators of self-harm and suicidal ideation;
    - rates of traditional and social media consumption;
    - attitudes/behaviors as it relates to relationships
    - violence against students; and
    - bullying; and be it
10. FURTHER RESOLVED, That this annual survey shall be used to track trends and improvements in these areas and to develop appropriate interventions to increase the wellbeing of girls and nonbinary children at MPS schools, to include, but not be limited to:
    - Increasing the levels of confidence in girls;

- providing education in critical thinking about media consumption, especially as it relates to promoting healthy self-image;
- healthy relationships and prevention of violence; and
- self-advocacy and leadership; and be it

11. FURTHER RESOLVED, That this survey shall be presented, through the Board's Committee on Parent and Community Engagement, each year for public hearing and comment; and be it

12. FURTHER RESOLVED, That, throughout each year, the Administration shall bring to the Board, for its approval, recommendations for the development and improvement of such interventions as the annual survey shall indicate are necessary; and be it

13. FURTHER RESOLVED, That the Administration shall seek appropriate resources — such as budgetary dollars, philanthropic funds, grants, and other sources of revenue — to fund such interventions and programs for girls in the district.

Referred to the Committee on Parent and Community Engagement

Resolution 2021R-020

By Directors Miller and Siemsen

1. WHEREAS, School districts across the state have made incredible efforts to continue to provide educational opportunity to students in the midst of the COVID-19 public health pandemic which, to date, has left millions ill and which has caused over 350,000 deaths to date; and

2. WHEREAS, Students, parents, teachers, administrators, have all taken on the challenge to protect the health and welfare of our communities as our understanding and knowledge about a highly contagious, airborne virus has evolved over the past ten months; and

3. WHEREAS, Since the onset of the pandemic, the nation's leading epidemiologists and doctors have consistently warned that multiple safety factors must be adhered to in order to diminish the spread of the disease and ensure the safety of those in public spaces; and

4. WHEREAS, School districts across the state have repeatedly asked for assistance and leadership from the federal and state levels in order to mitigate the spread of the disease; and

5. WHEREAS, The federal-level assistance available to support communities and schools has not met the moment and continues to be delayed; and

6. WHEREAS, The state-level response includes a proposal from leadership in the State Assembly that would subvert local control and retroactively impose punitive fiscal penalties upon school districts engaged in virtual education; and

7. WHEREAS, To put forth such a draconian policy proposal, so unlike any measure proposed elsewhere in the nation, in the middle of a pandemic, is counterintuitive and does not provide school districts with the assistance they need in order to keep providing educational opportunities to children during this pandemic; now, therefore, be it

8. RESOLVED, That the Milwaukee Board of School Directors join with its partners across the state to once again ask elected officials at all levels to lead at this time of immense need; and, be it

9. FURTHER RESOLVED, That the Milwaukee Board of School Directors calls on Congress to immediately pass legislation of sufficient size to protect and support the citizens of Wisconsin; to provide the tools and resources necessary to decrease the spread of COVID-19; to fund rapid testing and contact tracing; to fund sufficient levels of personal protection equipment for health care workers and for school district students and staffs; and, be it

10. FURTHER RESOLVED, The Milwaukee Board of School Directors calls on Congress to provide the resources necessary to support extraordinary costs already incurred as districts have moved to remote education; and, be it

11. FURTHER RESOLVED, That the Milwaukee Board of School Directors calls on all levels of government to provide the resources necessary to ensure that physical spaces within schools include smaller, socially distanced classrooms and are in all other ways safe; and, be it

12. FURTHER RESOLVED, That the Milwaukee Board of School Directors hereby joins with President-Elect Biden in the call for all citizens to fight the pandemic together by wearing masks, socially distancing, avoiding gatherings, and taking all of the steps that are urgently recommended by our doctors and health officials; and, be it

13. FURTHER RESOLVED, That the Milwaukee Board of School Directors is committed to working together with stakeholders, over the upcoming months, to create a state budget with a fiscal policy that continues to protect citizens and students and recognizes the unprecedented amount of time, intelligence, leadership and level of resources that the children and families of Wisconsin will need, both immediately and over the long-term, to emerge stronger from this moment.

Referred to the Committee on Legislation, Rules and Policies

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The Board adjourned at 8:38 P.M.

JACQUELINE M. MANN, Ph.D.
Board Clerk

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BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JANUARY 21, 2021

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

Present — Directors Báez, Herndon, O'Halloran, Phillips, Siemsen, Taylor, Woodward, and President Miller — 8.
Absent and Excused — Director Peterson — 1.

The Board Clerk read the following call of the meeting:

January 19, 2021
REVISED

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Larry Miller, a special meeting of the Board of School Directors will be held at 5:30 P.M. on Thursday, January 21, 2021. This meeting will be virtual, and 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. Written comments received before 3:00 P.M. on January 21, 2021, will be forwarded to the Board for its consideration.

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

Special Board Meeting
5:30 p.m., Thursday, January21, 2021

The purpose of this meeting is to:

1. Take action on a request to retire to executive session in order to consider information received in accordance with Administrative Policy 6.35, Whistleblower Protections

   The Board may retire to closed session to consider this item, pursuant to Wisconsin Statute 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 Statute 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.

2. Take action on a on a request to retire to executive session in order to confer with legal counsel concerning strategy with respect to litigation in which the Milwaukee Board of School Directors is or is likely to become involved.

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

3. Take action on a request to retire to executive session in order to consider employment, compensation, and performance-evaluation data relative to the terms of employment agreement with the Board Clerk/Chief Officer, Office of Board Governance.

   Pursuant to Wisconsin Statutes 19.85(1)(c), which provides that a governmental body may convene in executive session for the purpose of "considering employment, promotion, compensation or performance-evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility," the Board may convene in executive session for the purpose stated above.

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

JACQUELINE M. MANN, Ph.D.
Board Clerk

(Item 1) 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, [under the following 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;
- 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

That the Board determine how it wishes to proceed with this item.

* * * * *

(Item 2) Action on a Request to Retire to Executive Session in Order to Confer with Legal Counsel Concerning Strategy with Respect to Litigation in Which the Milwaukee Board of School Directors Is or Is Likely to Become Involved

Background

Pursuant to Wisconsin Statutes, Section 19.85(g), the Board may retire to executive session for the purpose of conferring with legal counsel who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved.

The Board will reconvene in open session to take any action on matters discussed in executive session, if necessary. Otherwise, the Board will adjourn from executive session.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Board Rule 1.04, Executive Sessions

Recommendation

That the Board determine how it wishes to proceed with this item.

* * * * *

(Item 3) Consideration of Employment, Compensation, and Performance-evaluation Data Relative to the Terms of Employment Agreement with the Board Clerk/Chief Officer, Office of Board Governance

Background

Pursuant to Wisconsin Statutes 19.85(1)(c), which provides that a governmental body may convene in executive session for the purpose of "considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility," the Board may convene in executive session for the purpose stated above.

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

Fiscal Impact Statement

The impact on district finances is dependent upon any action the Board may take relative to this matter.
Implementation and Assessment 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

Board Governance Policy BG 3.01, Board-appointed Officials

Recommendation

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

* * * * *

Relative to the three items on this agenda, Director Báez moved to retire to executive session in order to, respectively:

1. consider Information received in accordance with Administrative Policy 6.35, Whistleblower Protections, pursuant to
    a. 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

b. 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;

2. confer with legal counsel concerning strategy with respect to litigation in which the Milwaukee Board of School Directors is or is likely to become involved, pursuant to Wisconsin Statutes, §19.85(g), which allows a governmental body to retire to executive session for the purpose of conferring with legal counsel who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved; and

3. consider employment, compensation, and performance-evaluation data relative to the terms of employment agreement with the Board Clerk/Chief Officer, Office of Board Governance, pursuant to Wisconsin Statutes, §19.85(1)(c), as stated in the call of the meeting.

The motion passed, the vote being as follows:

Ayes — Directors Báez, Herndon, O'Halloran, Phillips, Siemsen, Taylor, Woodward, and President Miller — 8.
Noes — None.

The Board retired to executive session at 5:43 p.m.

Dr. Jacqueline M. Mann served as Secretary for the discussion of Items 1 and 2.

Jill Kawala served as Secretary for the discussion and action on Item 3.

The Board reconvened in open session at 9:56 p.m.

Director Taylor moved to extend the contract with Dr. Mann to serve as the Board Clerk and that that the Board authorize the Board's President to sign and to execute the contract extension, consistent with the terms discussed in closed session.

The motion passed, the vote being as follows:

Ayes— Directors Báez, Herndon, O'Halloran, Phillips, Siemsen, Taylor, Woodward, and President Miller — 8.
Noes — None.

The Board adjourned at 9:58 P.M.

JACQUELINE M. MANN, Ph.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JANUARY 28, 2021

Regular meeting of the Board of School Directors called to order by President Miller at 6:35 p.m.

Present — Directors Báez, Herndon, O'Halloran, Peterson, Phillips, Siemsen, Taylor, Woodward, and President Miller — 9.
Absent and Excused — None.

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

- Renee Chapman, a building service helper at James Madison Academic Campus, who had passed away on December 17, 2020;
- Cynthia Miller, a retired educational assistant at Reagan High School, who had passed away on December 22, 2020;
- Wayne Elliott, a retired assistant principal at Rufus King High School, who had passed away on December 23, 2020;
- Ora Rainey, a retired educational assistant at Auer Avenue School, who had passed away on December 28, 2020;
- Shirley Manard, a retired teacher at Carver Academy, who had passed away on January 4, 2021;
- Robbie Taylor, a retired teacher with the Milwaukee Public Schools, who had passed away on January 6, 2021;
- Nevaeha Ware, a student at Lincoln Center of the Arts, who had passed away on January 9, 2021;
- Johnny Parker, a retired assistant principal at Starms Discovery School, who had passed away on January 19, 2021;
- Daphne Daniels, a children's heath assistant at Milwaukee Parkside School, who had passed away on January 22, 2021;
- Lisa Martin, a science teacher leader at Central Services, who had passed away on January 22, 2021;
- Lucien Alvarado, a teacher at Audubon School, who had passed away on January 26, 2021; and
- Robert Nusbaum, a retired teacher at Escuela Fratney, who had passed away in January 2021.

President Miller also acknowledged the passing of:

- former Wisconsin Supreme Court Chief Justice Shirley Abrahmson, who had passed away on December 19, 2020; and
- Maria Monreal-Cameron, a leader within the Latinx community in the City of Milwaukee, who had passed away on January 18, 2021.

APPROVAL OF MINUTES

The minutes of the special and regular board meetings of December 2020 were approved as printed.

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REPORTS AND COMMUNICATIONS FROM THE SUPERINTENDENT OF SCHOOLS

(Item 1) Monthly Report of the Superintendent of Schools

Background

The Superintendent's Report is designed to provide the Milwaukee Board of School Directors and the MPS community with an update on current activities underway to support the district 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 December through mid-January are also included in the following report.

MPS Celebrates the Birthday of Dr. Martin Luther King, Jr.

Monday, January 18, 2021, was the formal observance of the birthday of Dr. Martin Luther King, Jr. 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. King would have been 92 years old this year.

Students and families observed this important 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 Sunday, January 17, 2021, the celebration of Dr. King's birthday culminated with the 37th Annual Dr. Martin Luther King, Jr., Virtual Celebration, sponsored by the Marcus Center for the Performing Arts. Milwaukee is one of only two cities that have celebrated the holiday annually since 1984. This much-anticipated event included recognition of the 37th Annual Dr. Martin Luther King, Jr., Art, Speech and Writing Contest's participants. Milwaukee Public Schools' students performed, delivered speeches, and shared artwork during this year's event, which was livestreamed. This year's contest theme was "Keep Moving Forward."

Student winners of the Dr. Martin Luther King, Jr., Speech Contest and student-performance groups were viewed via video during the celebration. Artwork by winners in the Art Contest was presented via slideshow.

The following are the MPS students who placed in the contest:

Art Winners

Grades K-2

1st Place

Remi Davies, Lloyd Barbee Montessori School;
Grade 1 Teacher: Ms. Ashley

2nd Place

Sam Solis, Burbank School;
Grade 2 Teacher: Anna Petersen

3rd Place

Florence Okidi, Milwaukee Spanish Immersion School;
Grade 2 Teacher: Tracy Matel

Grades 3-5

1st Place

Jaden Old Coyote, Burbank School;
Grade 5 Teacher: Anna Petersen

2nd Place

Nora Synovic, Milwaukee German Immersion School;
Grade 5 Teacher: Karen Silber

3rd Place

Matthew Tania Munoz Prada, ALBA School;
Grade 5 Teacher: Jennifer Santiago

Grades 6-8

1st Place

Nandar Oak, Wedgewood Park IB School;
Grade 7 Teacher: Margaret Fish

2nd Place

Zachariah Lara, Wedgewood Park IB School;
Grade 6 Teacher: Margaret Fish

3rd Place

Mariana Lopez Carro, Escuela Vieau School;
Grade 7 Teacher: Laura Lofton

Grades 9-12

1st Place

Aubrey Jilla, Milwaukee High School of the Arts;
Grade 10 Teacher: Ms. Wojnar

2nd Place

Camorra Forrest, Milwaukee High School of the Arts;
Grade 9 Teacher: Ms. Wojnar

3rd Place

Bryonna Saygo, Milwaukee High School of the Arts;
Grade 11 Teacher: Brendan Senne

Speech Winners

Grades K-2

1st Place

Essence Green, Craig Montessori School, K5
Teacher: Susan Starkman

2nd Place

Jurni Johnson, Elm Creative Arts School;
Grade 1 Teacher: Therese Kroll

Grades 3-4

1st Place

Niles Janzen, Fernwood Montessori School;
Grade 4 Teacher: Katy Gabor

2nd Place

Justice Edwards, Golda Meir;
Grade 3 Teacher: Erin Bailey

3rd Place

Orjan Oulahan, Maryland Ave. Montessori School;
Grade 4 Teacher: Lauren Bolinski

Grades 5-6

1st Place

Kayle Phillips, Golda Meir Upper Campus;
Grade 6 Teacher: Nicole Price

3rd Place

Cornel Penager Davidson, Fernwood Montessori School;
Grade 6 Teacher: Sara Raasch

Grades 7-8

1st Place

Zora Penager Davidson, Fernwood Montessori School;
Grade 8 Teacher: Sara Raasch

2nd Place

Raya El-Hajjar, Maryland Ave. Montessori School;
Grade 8 Teacher: Gina Follstad

3rd Place

Sahmii Dixon, Lincoln Center of the Arts;
Grade 7 Teacher: Sandra Meeks

Grades 9-10

1st Place

Janiya Williams, Golda Meir Upper Campus;
Grade 10 Teacher: Jayme Timmons

2nd Place

Brandon Gorton, Reagan IB High School;
Grade 9 Teacher: Kristoffer Puddicombe

Grades 11-12

1st Place

Taira McClellan, Vincent High School;
Grade 12 Teacher: Jennifer Koss

3rd Place

Mohammad Faisal Khan Mohammad Rofiq, Milwaukee High School of the Arts;
Grade 11 Teacher: Sarah Harley

Writing Winners

Grades 2-3

1st Place

Leslie White, Golda Meir Lower Campus;
Grade 3 Teacher: Erin Bailey

2nd Place

Zariah Bowers, Golda Meir Lower Campus;
Grade 3 Teacher: Erin Bailey

Grades 4-5

1st Place

Isabella Krieger-Silva, Fernwood Montessori School

2nd Place

Dahlia Santiago, Golda Meir Lower Campus;
Grade 5 Teacher: Kermit McClendon

3rd Place

Kya Barnes, IDEAL School;
Grade 5 Teacher: Karla Zuehlke

Grade 6

1st Place

Cornel Penager Davidson, Fernwood Montessori School;
Grade 6 Teacher: Nikolai Gurda

2nd Place

Claire Wise, IDEAL School;
Grade 6 Teacher: Amy Rognsvoog

Grades 7-8

1st Place

Victoria Kona, Milwaukee Academy of Chinese Language;
Grade 7 Teacher: Bianca Gasparri

2nd Place

Bilal Hassan, Trowbridge School;
Grade 7 Teacher: Linda Lemmen

3rd Place

Aniah Gilbert, Trowbridge School;
Grade 8 Teacher: Frederick Franklin

Grades 9-10

2nd Place

Destiny Dokes, Rufus King IB High School;
Grade 9 Teacher: Kelly O'Keefe Boettcher

3rd Place

Ashton Schmidt, Rufus King IB High School;
Grade 9 Teacher: Kelly O'Keefe Boettcher

Grades 11-12

2nd Place

Nevaeh Biddle, Rufus King IB High School;
Grade 11 Teacher: Dawn Schlipp

3rd Place

Tyra Wilson, Milwaukee Marshall High School;
Grade 11 Teacher: Michael Hirsch

Happy birthday, Dr. King and congratulations to all of this year's contest participants!

MPS Honors Graduates with Virtual Ceremony

Congratulations, Milwaukee Public Schools winter graduates! Students and their families were able to see their photos during a full-length virtual program. The graduation video to recognize winter graduates can be found on the MPS YouTube channel

We invite the entire Milwaukee community to help celebrate our graduates! Hang signs, get creative, or post on social media and tag with #MPSClass2021, #MPSProud, or #MPSGrads. Graduates can email photos to us at comm@milwaukee.k12.wi.us.

Congratulations, graduates! We wish you a bright and successful future!

MPS Hosts Kindergarten Enrollment Fairs on February 6 and 20, 2021

Milwaukee Public Schools will host two virtual Kindergarten Enrollment Fairs on February 6 and 20, 2021, from 9:00 a.m. to 2:00 p.m. The Fair will help families explore schools, make choices, and enroll students for fall 2021. Wisconsin law requires children to complete five-year-old kindergarten before entering first grade.

All MPS schools that offer Head Start and kindergarten will be available to video-chat so families can ask questions, learn about programs, and identify the best options for their children. Families will have the chance to speak directly with school staff. Interpreters will be available. Children are welcome to join the virtual event so that they can hear about school programs and be ready to attend in fall.

A link to the virtual fair will be available at mpsmke.com/enroll.

Families can learn about the many programs and offerings in MPS schools. The district provides free breakfast and lunch for all students. Many schools have before- and after-school care to accommodate parents. Bus transportation is available; each school can provide information. Uniforms are worn by students in many MPS schools.

Head Start

Free 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

Limited programs are available at some schools. Children must turn three years old by September 1 to be eligible.

Four-year-old Kindergarten

Programs are available at most schools across the district. Children must turn four years old by September 1 to be eligible.

Five-year-old Kindergarten

Programs are available at most schools across the district. Children must turn five years old by September 1 to be eligible.

For questions about enrollment or the Enrollment Fair, call 414-475-8159.

MPS Students Spend Holiday Break Learning through Virtual Camps

Thanks to community partners, Milwaukee Public Schools students had the chance to spend part of their holiday break learning about animals and music. The Wisconsin Humane Society (WHS) and the Wisconsin Conservatory of Music both delivered virtual programs to students in partnership with the MPS Extended Learning Opportunities office.

Twelve MPS students in grades 1 through 6 attended the Wisconsin Humane Society's virtual winter camp. Participants took a virtual tour of the WHS, met live animals, played games, and created animal-related works of art. Students learned about appropriate ways to pet or approach a dog, animal body language, and careers in helping animals. Each camper received an exclusive WHS camp kit filled with supplies to make the camp engaging and facilitate hands-on activities.

Fourteen MPS students in grades 6 through 12 participated in a Music Technology camp through the Wisconsin Conservatory of Music. This camp was an introduction to the rapidly growing industry of music production and technology. Campers joined the Conservatory's faculty for three days to create and to compose music using digital audio workstations to sample, to record, to mix, and to master. Campers received a subscription to Soundtrap software so they can mix and engineer their own songs. At the end of the camp, a listening party was held for students to showcase their creations.

The Extended Learning Opportunities office works with a variety of community partners to offer enrichment programming on non-school days and during holiday breaks. Families can learn more about programs and partners on the Extended Learning Adventures web page.

Free Fresh Produce Bags for Children in January

The MPS Fresh Fruit and Vegetable Program has been a hit with families! Therefore, the district is extending the program through the Department of Nutrition Services. The theme for 2021 is Healthy Habits for the New Year.

Free weekly produce bags are available on Thursdays at MPS's Stop, Grab, and Go locations. All children age 18 and under can receive a bag. Pick up your bags and join the fun!

Weekly themes are designed to help families cook together, enjoy new foods, and learn more about nutrients that are essential for good health, growth, and learning. Each produce bag has been specially selected to provide healthful fresh fruits and vegetables along with nutrition facts and recipes. Cooking videos are available on the MPS YouTube page.

Themes for January 2021

January 7: Make it Smart! How to Set Realistic, Effective Health Goals

Recipe: Garden Vegetable Soup with Blood Orange and Champagne Mango
Produce Items: Blood orange, carrots, champagne mango, garlic, green beans, green cabbage, yellow onion, zucchini

January 14: Better Body Image

Recipe: Curry House Cauliflower, Raita Cucumber Salad, and Red Bananas with Cardamom
Produce Items: Cauliflower, cilantro, cucumber, ginger, lime, red banana, serrano chilis, turmeric, Yukon gold potatoes

January 21: The Dynamic Duo: Nutrition and Exercise

Recipe: Portobello Mushroom Burgers with Side Salad, Kumquat, and Tamarind
Produce Items: Garlic, kumquats, lemon, portobello mushrooms, spring mix, tamarind pods

January 28: Fuel Your Body, Power Your Mind

Recipe: Winter Fruit Salad and Jicama with Lime
Produce Items: Clementine, D'Anjou pear, Granny Smith apple, jicama, kiwi, lemon, limes, McIntosh apple, pomegranate, Red Anjou pears

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

(Item 1) Update with Possible Action on Legislative Matters or Related Issues Concerning Milwaukee Public Schools

Background

Betsy DeVos, former Secretary of Education, resigned her position on January 7, 2021, one day after a violent protest took place at the U.S. Capitol which disrupted the work of the U.S. Senate and House of Representatives as they attempted to accept the results of the Electoral College. After the assault on the U.S. Capitol was quelled, Congress confirmed the clear victory of President Joe Biden.

On January 13, due to his alleged provocation of the protests, the House of Representatives impeached Mr. Trump for a second time. The U.S. Senate has yet to take up the impeachment.

On Thursday, January 14, then President-elect Biden introduced the "American Rescue Plan." According to the Center on Poverty and Social Policy at Columbia University, the $1.9 trillion plan would reduce child poverty by half in 2021. In addition, and as seen in the attached document, the Biden plan would provide $130 million to help schools reopen safely, with an additional $5 billion dedicated to students who have been most significantly impacted by the pandemic.

At the state level, significant political disagreement among the State Senate, State Assembly, and Governor continues to neuter any meaningful progress to assist the people of Wisconsin during a global pandemic. COVID 19 vaccination efforts have been slowed allegedly in large part due to officials at the federal level having misrepresented how many vaccines are actually 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 (OAE) was established to enhance transparency, oversight, and accountability to the District's financial operations; to evaluate fiscal performance; and to recommend solutions in furtherance of fiscal stewardship of Milwaukee Public Schools. Each month, the OAE monthly report will provide a highlight of one area of the OAE Work Plan and Work Plan progress from the previous month.

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 December through mid-January.

Report to the Milwaukee Board of School Directors

Work Plan Highlight: Five-year Financial Forecast

In accordance with the Board's June 2013 action, the Office of Accountability and Efficiency works with the Office of Finance to project the District's revenues and expenditures over the next five years. Assumptions are calculated based on actuals, trends, economic indicators, and regional and local economics. Each year the current five-year forecast is presented to the Milwaukee Board of School Directors to assist with the upcoming budget process.

This year's five-year financial forecast was completed during the reporting period, with presentation to the Board taking place at the January meeting of the Committee on Strategic Planning and Budget.

Accountability and Efficiency Services

Between December 8, 2020 and January 18, 2021, Accountability and Efficiency Services fulfilled three requests for information and research, two requests for data analysis and visualization, and one constituent's inquiry. Additionally, Accountability and Efficiency Services completed eight special projects.

Also during the reporting period, Accountability and Efficiency Services worked to increase capacity in the area of data visualization by improving internal map standards. These improved standards, which are based on best practices in map-design principles, include consideration of units of geography, geographic-coordinate systems, data-classification systems, data symbolization, visual hierarchy, map types, confidentiality, and color theory. The new standards will increase the OAE's capacity to deliver high-quality, geographic data visualizations.

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 presented its quarterly compliance performance report to the Board's Committee on Accountability, Finance, and Personnel. Highlights included:

- the impact of COVID-19 on compliance monitoring and contract utilization affecting Fiscal Year 2019-20 reconciliation efforts to date;
- the expectation that Fiscal Year 2020-21 compliance monitoring will exceed prior fiscal year monitoring in required dollars assigned for HUB and required hours assigned for the Student-engagement Program;
- recommendations from Mission Aligned Partners (MAPs) during the pandemic to increase project-based training through COIN for high-school students;
- enhanced intergovernmental workgroup relationships; and
- participation in work surrounding Resolution 2021R-008, Contractor Code of Conduct.

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

No items were set aside for separate consideration.

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

Ayes — Directors Báez, Herndon, O'Halloran, Peterson, Phillips, Siemsen, Taylor, Woodward, and President Miller — 9.
Noes — None.

REPORT OF THE COMMITTEE ON ACCOUNTABILITY, FINANCE, AND PERSONNEL

Director Phillips 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 Remote Work Plan Report

Code	Name	Position	Salary	Date
New Hires				
2	Deshawn Hewings	Building Service Helper I	$13.36/hr.	12/14/2020
2	Mikkal Merriweather	Building Service Helper I	$13.36/hr.	12/14/2020
2	Taneria Moorer	Building Service Helper I	$13.36/hr.	12/07/2020

Code	Name	Position	Salary	Date
2	Liz Webster	Boiler Attendant Trainee	$36,652.00	12/14/2020
2	Demetrie Woods	Boiler Attendant Trainee	$36,652.00	12/07/2020
3	Jadee Hoang	Human Resources Assistant	$35,712.00	12/07/2020
2	Sheila Milbrath	Para Ed Assistant — Parent Involvement	$30,035.00	12/10/2020
4	Keyla Colon	Para Ed Assistant	$18,642.00	11/20/2020
2	Kimberly Handy	Para Ed Assistant	$21,156.00	11/30/2020
3	Hyerim Lee	Para Ed Assistant	$18,642.00	12/11/2020
2	Johnika White	Para Ed Assistant	$19,099.00	11/18/2020

Promotions

5	Uvette Carlson	Building Service Helper II	$34,412.00	11/30/2020
2	Joy Reed	Building Service Helper II	$45,000.00	11/30/2020
2	Richard Stephens	Building Service Helper II	$34,412.00	11/30/2020
2	Ryan Jackson	Boiler Attendant Trainee	$37,670.00	12/14/2020
2	Francine Griffin	Boiler Attendant	$41,742.00	12/14/2020
2	Moses Lewis	Boiler Attendant	$60,068.00	12/14/2020
2	Maria King	Secretary I — 10-month	$30,510.42	11/23/2020
5	Ethan Greenwood	School Engineer I	$46,833.00	11/30/2020
2	Betty Ross	School Engineer I	$47,851.00	11/30/2020
5	Justin Sokol	School Engineer I	$47,851.00	11/30/2020
2	Deon Summerville	School Engineer I	$51,923.00	11/30/2020
5	Shannon Witkowski	School Engineer I	$49,887.00	11/30/2020
4	Raquel Carranza	Secretary II	$34,581.19	11/23/2020
2	Michele McWilliams	Secretary II	$45,813.20	11/23/2020

Rehires

2	Latasha Mayes	Building Service Helper I	$13.36/hr.	12/07/2020
2	Ellary Thrasher	Building Service Helper I	$13.36/hr.	12/07/2020
2	Jazzmen Aldridge	Para Ed Assistant	$19,099.00	12/09/2020
2	Myra Jackson	Para Ed Assistant	$18,642.00	12/14/2020
4	Debora Ortiz	Para Ed Assistant	$19,785.00	12/10/2020
4	Karina Cruz	School Secretary I — 10-month	$30,510.42	12/14/2020

Codes:

1	Native American	4	Hispanic
2	African American	5	White
3	Asian/Oriental/Pacific Islander	6	Other

Certificated Appointments

Codes	Name	Appointment	Salary	Date
Teachers				
5, r	Getz, Andrea L	Kindergarten (Four-year-old)	$45,954.00	8/25/2020
Teacher Leaders, Early-start School				
5, r	Maloney, Stefaney A	General Operations	$67,950.00	010/4/2021
Teachers, Early-start				
2, r	Green, Kimberly Cierra	Science	$50,841.00	12/01/2020
5, r	Lindsay, Elizabeth Anne	Technical Services	$44,325.00	11/30/2020
2, r	Moore, Vanese E	English	$44,325.00	11/09/2020
Permit Teachers				
5, r	Bruno, Jesus M	Spec Ed Multicateg.	$43,537.00	11/30/2020

	Counts				
Codes:	Teachers	SSW	Psych	Other	Total
1 Native American	0	0	0	0	0
2 African American	2	0	0	0	2

Codes:		Counts Teachers	SSW	Psych	Other	Total
3	Asian/Oriental/Pacific Islander	0	0	0	0	0
4	Hispanic	0	0	0	0	0
5	White	4	0	0	0	4
6	Other	0	0	0	0	0
7	Two or More	0	0	0	0	0
	Males	1	0	0	0	1
	Females	5	0	0	0	5
r	Residentt					
nr	Non-resident					

Leaves of Absence

	Present Assignment	Effective From
Illness Leave, November 2020		
Tammy Long	Central Services Building	10/3/2020
Personal Leave, Tune 2020		
Emily Kaphaem	Audubon High School	6/1/2020
Personal Leave, November 2020		
Robert Cunningham	Thurston Woods	11/30/2020

Report on Certificated resignations and Classified Retirements

Reason	Code	Yrs Svc Credit	Name	Position	Location	Date
Certificated Resignations						
Personal	5	0.4	Rebecca Basina	Teacher	Pratt	01/01/2021
Personal	4	11.9	Celina Echeveste	Teacher	Forest Home	12/23/2020
Retire	5	11.2	Mary Fazio	Nurse	Central Svcs	11/03/2020
Personal	5	22.2	Kay Kieliszewski Kasses	Teacher	Sherman	12/02/2020
Retire	2	22.2	Bertha Morrow	Nurse	Central Svcs	01/04/2021
Retire	5	32.1	Julie Nichols	Teacher	Grant	10/21/2020
Personal	5	1.4	Blythe Nissen Davis	Teacher	Meir	12/11/2020
Retire	5	31.3	Donald Wojczulis	Teacher	Alcott	06/15/2021
Classified Retirements						
Retire	2	33.6	Kevin Brown	Engineer III	Bay View	12/07/2020
Retire	5	32.7	David Drobnik	Engineer II	Fernwood	11/20/2020

Codes:

1	Native American	4	Hispanic
2	African American	5	White
3	Asian/Oriental/Pacific Islander	6	Other

Affirmative Action Report

The Affirmative Action monthly personnel transaction report for December 2020 is attached to the minutes of your Committee's meeting. This is an informational item, and no action is required.

Remote Work Plan

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

Total Remote Work Forms Submitted by Office, as of 01/04/2021*

Office	Forms Submitted	Office	Forms Submitted
Academics	564	Communications & School Performance	104
Accountability & Efficiency	7	Finance	144
Board Governance	1	Human Resources	20

Office	Forms Submitted
School Administration	15
School-based	5,348
Superintendent	3
Total Received	6,206

*All district staff have been directed to maximize the amount of remote work, consistent with the Board's action.

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.

Adopted with the roll call vote to approve the Committees' reports.

* * * * *

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

Recommended Appointments

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
3, r	Mohammed Abdullah	School Nutrition Director I	Office of the Chief of Finance	03	14A	$117,978
5, nr	Jason Perkiser	Employment Relations Specialist II	Office of the Chief of Human Resources	03	09A	$75,186
5, r	Helene Rondorf	Payroll Analyst I	Office of the Chief of Finance	03	05A	$59,115
2, r	Jerald Adams	Family & Community Engagement Associate	Office of the Chief of Communications & School Performance	03	03A	$50,139

Recommended Reclassifications

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, r	Pamela Linn	Recreation Facilities Supervisor I	Office of the Chief of Finance	03	09A	$103,376
1, nr	Kelly Rickman	Development & Donor Coordinator I	Office of the Superintendent	03	07A	$69,807

LTE Contracts (To be effective upon the Board's approval)

Your Committee recommends that the Board approve the following LTE (Limited-term Employment) contracts exceeding 60 days.

Codes	Name	Position	Assignment	Hourly Wage	Dates
5, nr	Eugene Jones	Assistant Board Clerk	Office of Board Governance	$50.00	01/22/21-07/22/21
5, r	Margaret Barrett	Grant Project Director	Office of the Chief of Academics	$40.00	09/21/20-03/20/21
5, nr	Mary Ruzga	UNSIL World Fair Coordinator	Office of the Chief of Academics	$40.00	11/01/20-06/30/21

Codes	Name	Position	Assignment	Hourly Wage	Dates
5, r	Clara Tracey	Orchestra Coach	Office of the Chief of School Administration	$30.00	02/11/21-05/22/21
5, r	Brian Wiegand	Apple Support	Office of the Chief of Communications & School Performance	$30.00	11/01/20-05/31/21
2, r	Annette Fayne	Administrative Assistant III	Office of Board Governance	$27.86	03/01/21-09/01/21
4, r	Maria Castellanos Sierra	Dietitian	Office of the Chief of Finance	$25.00	12/01/20-05/31 /21
5, r	Steven Krey	Induction Specialist	Office of the Chief of Academics	$30.00	09/01/20-12/30/20

Codes:

1	Native American	4	Hispanic
2	African American	5	White
3	Asian/Oriental/Pacific Islander	6	Other
r	Resident	nr	Non-resident

Adopted with the roll call vote to approve the Committees' reports.

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(Item 3) Action on a Request to Approve Vacation Compensation for Eligible Employees

Background

Based on travel restrictions and limitations due to COVID-19, many individuals have not used their earned vacation-time benefits. These employees have been working throughout the pandemic. 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 (8 hours), while 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 who 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.

Adopted with the roll call vote to approve the Committees' reports.

* * * * *

(Item 4) Action on Monthly Finance Matters: Authorization to Make Purchases; Report on Emergency Purchases Due to COVID-19; 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; 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.

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 first option year for the blanket agreement.

This agreement extension will run from February 1, 2021, through January 31, 2022. The total cost of the blanket agreement in this extension year will not exceed $225,440.

Budget Code: CSV-0-0-PRC-RC-EADV (Community Recreation — Official Advertising) $225,440

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
15	4	2	No	NA	NA	NA	NA	300	10

Report on Change Orders in Excess of $25,000

In compliance with Administrative Policy 3.09(1 0)(f), the Administration is reporting change orders to existing contracts whose collective net value exceed $50,000.

Contract: C029606
M & M Tree Care, LLC

On August 15, 2020, the Administration entered into a contract with M&M Tree Care, LLC, for the trimming, cutting, stump grinding, and removal of trees on MPS playfields. Additional funds in the amount of $7,275 are now necessary to cover expenses related to the removal and disposal of several trees infected with emerald ash borer disease located at various Milwaukee Recreation playfields.

Original Contract Amount..... $48,500
Increase $7,275
Adjusted Contract Amount..... $55,775

CLC and Safe Place Contract Change Orders

Milwaukee Recreation entered into an agreement with the following agencies to provide funding for in-person virtual-learning-support services for Milwaukee youth. These increases represent funding for an additional 11-week program at the sites.

Contract	Vendor	Scope	Original Contract amount	Increase
C029663	Children Outing Association	Community Learning Center	$709,000	$90,000
C029662	Boys and Girls Club of Greater Milwaukee	Community Learning Center	$4,038,091	*$120,000
C029692	Children Outing Association	Safe Place	$30,000	$30,000
C029689	Neu Life Community Development	Safe Place	$30,000	$30,000
C029687	Neighborhood House of Milwaukee	Safe Place	$30,000	$30,000
C029686	America Scores, DBA Milwaukee Kickers Soccer Club Inc	Safe Place	$30,000	$30,000
C029666	United Migrant Opportunity Services Inc	Community Learning Center	$178,500	$30,000

*Third modification.

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.

Vendor	PO Number	PO Total	Description of Goods	Procurement Basis
Kajeet, Inc.	P936034	$366,709.29	Smartspots	ETB

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			
Bay View High School	Hope House of Milwaukee Incorporated	$13,100.00	Mindfulness through visual arts
Total Monetary Donations Over $5,000		$13,100.00	
Monetary Donations			
Alliance High School	Stefan Gendelman	$100.00	Turkeys for Turkey Raffle
Bradley Trade & Tech	Bradley Tech Alumni Association*	$500.00	Incentives for PBIS
Anna F. Doerfler School	United Way	$1,000.00	United Way's My Very Own Library
Fernwood School	United Way	$22.00	General School Supplies
Fratney Street School	Sylvia Buckman	$200.00	Green School Project
Hawley Environmental School	Supporting Families Together	$150.00	Supporting Families Together
Hayes Bilingual School	Madeleine Meiners-Cibon	$285.00	Helping Families with Expenses
I.D.E.A.L. at Sholes	Holli /Steven Johnson	$300.00	Winter Gloves
Keefe Avenue School	The Blackbaud Giving Fund	$260.00	General School Supplies
King High School	Greater Milwaukee Foundation, Inc.	$964.00	Chamberlin Memorial Scholarship

Location	Donor	Amount	Gift or Purpose
King High School	Carol Langoehr	$9.00	General School Supplies
King High School	Riley Bina	$15.00	General School Supplies
Morse Middle School	Richard & Nansi Hawkins	$200.00	Science Classroom Supplies
Morse Middle School	Richard & Nansi Hawkins	$200.00	Science Classroom Supplies
Ninety-Fifth Street School	Donors Choose	$464.82	Brown Books
North Division High School	NDHS Alumni Association	$400.00	PBIS Donation
Riley School	Rileys' PTA	$700.00	Playwork PTA Contribution
Obama School of Career and Technical Education	Kwik Trip, Inc.	$5.16	General School Supplies
Obama School of Career and Technical Education	James W. Turner	$50.00	General School Supplies
Thurston Woods	Pinsetter Parts Plus, LLC	$300.00	Math Turkey Night Meals
	Total Monetary Donations	*$6,124.98*	
Non-monetary Donations			
Bradley Trade & Tech	Glen Dawursk	$55.00	Bluetooth Speaker
Bradley Trade & Tech	Glen Dawursk	$484.25	Hats & Gloves
Clemens School	Donors Choose	$1,286.49	Learn...Unlearn...And Relearn
Fernwood School	Stonecreek Coffee	$1,056.00	Staff Stonecreek Coffee
Fernwood School	Donors Choose	$224.30	Montessori-Ing Through A New Lens
Fernwood School	Donors Choose	$803.36	Montessori and Our World
Franklin School	SCC Education	$1,360.00	SCC Education Donation
Fratney Street School	Donors Choose	$154.71	Educational Resources in Spanish
Fratney Street School	Donors Choose	$224.76	General School Supplies
Goodrich School	Donors Choose	$345.71	Hands to Mind Reading Kit
Goodrich School	Stonecreek Coffee	$285.00	10,000 Thank Yous
Goodrich School	Donors Choose	$356.52	Virtually Visual
Grantosa Drive School	Donors Choose	$165.69	SPED Classroom Supplies
Grantosa Drive School	Donors Choose	$1,046.94	Learning at Home Supplies
Gwen T. Jackson School	Donors Choose	$529.56	Extended Speech & Language
Gwen T. Jackson School	Donors Choose	$617.45	Extended Speech & Language
Hartford University School	Donors Choose	$2,344.24	General School Supplies
Hayes Bilingual School	Donors Choose	$287.92	Teacher Pay Teacher Gift Card
Hayes Bilingual School	Donors Choose	$485.00	Scholastic News Subscription
Hayes Bilingual School	Donors Choose	$587.00	At Home Learning Materials
Hayes Bilingual School	Donors Choose	$542.55	Scholastics Magazine Subscription
Humboldt Park School	Donors Choose	$576.14	Bowden Easels
Humboldt Park School	Donors Choose	$692.06	Weisse Headsets
Kagel School	Hilton Milwaukee City Center	$1,674.71	Hilton Staff Turkey and Pies
Kagel School	Christopher Kidd and Associates, LLC	$1,255.91	Kagel School Health Supply
Kilbourn School	Donors Choose	$250.88	General School Supplies
King Elementary	Donors Choose	$596.38	Books
Kluge School	Donors Choose	$123.69	Books
MacDowell Montessori	Donors Choose	$876.56	General School Supplies
MacDowell Montessori	Donors Choose	$300.46	General School Supplies
MacDowell Montessori	Donors Choose	$314.75	General School Supplies
MacDowell Montessori	Donors Choose	$329.38	General School Supplies
MacDowell Montessori	Donors Choose	$229.98	General School Supplies
MacDowell Montessori	Donors Choose	$229.98	General School Supplies
Manitoba School	Donors Choose	$496.77	General School Supplies
Manitoba School	Donors Choose	$410.11	General School Supplies
Manitoba School	Donors Choose	$230.77	General School Supplies
Marshall High School	Donors Choose	$677.52	Books for Sped Students
Meir School	Donors Choose	$1,246.14	Books

Location	Donor	Amount	Gift or Purpose
Morgandale School	Donors Choose	$1,702.14	Books
Morgandale School	Donors Choose	$610.59	Classroom Cleaning Supplies
Morgandale School	Donors Choose	$921.27	Workbooks for Distance Learning
Morgandale School	Donors Choose	$862.96	Math Materials for Home
Morgandale School	Donors Choose	$436.16	Play-Doh For Students
Neeskara School	Jamee Lemonds	$267.42	School Supplies Bags and Hats
Ninety-Fifth Street School	Donors Choose	$453.12	Holts Cooking Kit Stem
Ninety-Fifth Street School	Donors Choose	$356.35	Kargol Virtual Learning
Ninety-Fifth Street School	Donors Choose	$361.09	Stangel Learning Materials
Ninety-Fifth Street School	Donors Choose	$272.71	Shields Books
Ninety-Fifth Street School	Donors Choose	$438.79	Shields Classroom Library
Ninety-Fifth Street School	Donors Choose	$225.32	Kargol Hybrid Supplies
Ninety-Fifth Street School	Donors Choose	$101.50	Denofre Sensory Walk
Ninety-Fifth Street School	Donors Choose	$638.25	Stephan Math Supplies
Ninety-Fifth Street School	Donors Choose	$341.94	Books Virtual Supplies
Ninety-Fifth Street School	Donors Choose	$314.72	Books Virtual Supplies
Ninety-Fifth Street School	Donors Choose	$297.61	Bukosky Books
Ninety-Fifth Street School	Donors Choose	$339.18	Kargol Hybrid Supplies
Ninety-Fifth Street School	Donors Choose	$672.32	Kargol Shelves
Ninety-Fifth Street School	Donors Choose	$255.72	Kargol Books
Ninety-Fifth Street School	Donors Choose	$232.72	Kargol Games
Ninety-Fifth Street School	Donors Choose	$190.49	Bukosky Board
Ninety-Fifth Street School	Donors Choose	$350.47	Spivey Books
Ninety-Fifth Street School	Donors Choose	$316.66	Lewis Books and Supplies
Ninety-Fifth Street School	Donors Choose	$456.44	Mutz STEM Materials
Ninety-Fifth Street School	Donors Choose	$240.42	Mutz Learning Supplies
Ninety-Fifth Street School	Donors Choose	$356.69	Mutz Chapter Book Set
Ninety-Fifth Street School	Donors Choose	$272.34	Kargol Supplies
Ninety-Fifth Street School	Donors Choose	$364.55	Kargol Books
Ninety-Fifth Street School	Donors Choose	$246.73	Corcoran Supplies
Ninety-Fifth Street School	Donors Choose	$259.92	Kargol Math Skills Supplies
Ninety-Fifth Street School	Donors Choose	$414.09	Mcilhone Classroom Books
Ninety-Fifth Street School	Donors Choose	$318.40	Kargol Holiday Games
North Division High School	Donors Choose	$346.74	Art Materials
Marvin Pratt	Donors Choose	$471.04	Books
Marvin Pratt	Ascension Columbia St Mary	$150.00	Thanksgiving Basket
Spanish Immersion School	Donors Choose	$542.00	Hands-on Virtual Connections
Story School	Donors Choose	$656.87	General School Supplies
Story School	Donors Choose	$312.21	General School Supplies
Trowbridge School	Donors Choose	$1,776.76	Breathe for Change Professional Development
Trowbridge School	Donors Choose	$402.86	General School Supplies
Trowbridge School	Donors Choose	$408.58	Dive into Learning
Trowbridge School	Donors Choose	$2,113.06	Yoga, Social and Emotional Learning PD
Victory School	Donors Choose	$680.71	Remote Learning Supplies
Victory School	Donors Choose	$964.47	Visual Learning Home Supplies
Victory School	88Nine Radio Milwaukee	$1,985.00	General School Supplies
Vincent	Donors Choose	$197.60	General School Supplies
Zablocki School	Scholastic Book Clubs	$500.00	Scholastic Books for Students
Zablocki School	Donors Choose	$1,000.00	General School Supplies
Office Of Communications And School Performance- Contracted School Services	First United Methodist Church of Waukesha Missions	$800.00	2020 Mitten Tree

Location	Donor	Amount	Gift or Purpose
Office Of Academics- Curriculum & Instruction	John Grisson	$100.00	Full-size Violin
Total Non-monetary Donations		$51,323.15	
Total Value for January 2021		$70,548.13	
**Donations from MPS Alumni*		*$500.00*	

Committee's Recommendation

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

Adopted with the roll call vote to approve the Committees' reports.

* * * * *

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

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 utilized 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.

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 first option year of the contract. The contract extension will run from February 1, 2021, through January 31, 2022.

The total cost of the contract in the this extension year will not exceed $275,000.

Budget Code: TSV-0-0-TLN-DW-ECTS (Technology — Contracted Services) $275,000

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 the expenditure as indicated in the attachments to the minutes of your Committee's meeting.

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
92A	12	18	No	0%	0%	NA	NA	300	10

Implementation and Assessment Plan

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

Committee's Recommendation

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

Adopted with the roll call vote to approve the Committees' reports.

* * * * *

(Item 6) Action on the Request to Waive Administrative Policy 3.09(9)(e) and to Extend a Contract with Hubbard, Wilson & Zelenkova, LLC, for Lobbying Services in the Office of Board Governance

RFP 967 Authorization to Extend a Contract with Hubbard, Wilson & Zelenkova, LLC, for 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.

The waiver of Administrative Policy 3.09(6)(e) is being sought to avoid a lapse in services while the Office of Board Governance and the Administration work together in collaboration to release a new RFP for these services. It is anticipated that a new recommendation for award shall be brought forth to the Board in March.

The contractor was chosen pursuant to RFP 967, which closed on December 7, 2017. The original contract provided for options to extend if certain performance metrics were met. HWZ has met the performance metrics codified in the contract; therefore, MPS is exercising a third extension term for the contract.

This contract extension will run from February 1, 2021, through March 31, 2021. No additional funds will be allocated for this third extension.

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

There are no additional funds being sought in this contract extension term.

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
5	0	3	No	NA	NA	NA	NA	200	10

Implementation and Assessment Plan

Upon approval by the Board, the extension 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 extension with Hubbard, Wilson & Zelenkova, LLC, as set forth in the attachments to your Committee's meeting.

Adopted with the roll call vote to approve the Committees' reports.

* * * * *

(Item 7) Action on Monthly Facilities Matters: FMS Award of Construction Contracts, Professional Services Contracts, and Change Orders

The contract award recommendations for the January 2021 regular board meeting are listed below for your review. Adequate funding is available in the accounts as noted.

Construction Contracts

Renovations

Organization for Active Seniors in Society (OASIS)

Prime Contractor
JCP Construction, LLC
1849 North MLK Drive, Suite 200
Milwaukee, WI 53212

Low Bidder, Base Bid of $346,785.31, plus $25,754.76 for Mandatory Alternate Bid #1, to provide an interior concrete ramp & new handrails for a total cost of..... $372,540.07

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
13	10	6	Yes	10%	25.82%	$89,544.00	20%	100	10

Funds are available for the OASIS Renovations project from account code CSV 00 PRC 55 EMMB (Project No. 6246). The project start date is scheduled for January 29, 2021, and completion date is May 28, 2021.

Field House Renovations — Division 1

Clovernook Playfield

Prime Contractor
Broadway Construction, LLC
1932 East Park Place
Milwaukee, WI 53211

Low Bidder, Base Bid of $241,270.60

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
4	2	4	Yes	25%	25%	$60,317.65	20%	100	10

Funds are available for the Fieldhouse Renovations project from account code STS 00 RFI RC ECNC (Project No. 6291). The project start date is scheduled for January 29, 2021, and completion date is May 28, 2021.

Field House Renovations — Division 2

Columbia Playfield

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

Low Bidder, Base Bid of $181,056.00

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
31	10	5	Yes	25%	68%	$123,033.00	20%	100	10

Funds are available for the Fieldhouse Renovations project from account code STS 00 RFI RC ECNC (Project No. 6291). The project start date is scheduled for January 29, 2021, and completion date is May 28, 2021.

Field House Renovations — Division 3

Custer Playfield

Prime Contractor
Broadway Construction, LLC
1932 East Park Place
Milwaukee, WI 53211

Low Bidder, Base Bid of $226,661.64

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
4	2	4	Yes	25%	25%	$56,665.41	20%	100	10

Funds are available for the Fieldhouse Renovations project from account code STS 00 RFI RC ECNC (Project No. 6291). The project start date is scheduled for January 29, 2021, and completion date is May 28, 2021.

Field House Renovations — Division 4

Franklin Square Playfield

Prime Contractor
Broadway Construction, LLC
1932 East Park Place
Milwaukee, WI 53211

Low Bidder, Base Bid of $321,583.50

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
4	2	4	Yes	25%	25%	$80,395.88	20%	100	10

Funds are available for the Fieldhouse Renovations project from account code STS 00 RFI RC ECNC (Project No. 6291). The project start date is scheduled for January 29, 2021, and completion date is May 28, 2021.

Field House Renovations — Division 5

Southgate Playfield

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

Low Bidder, Base Bid of $180,177.00

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
31	10	5	Yes	25%	67%	$122,600.00	20%	100	10

Funds are available for the Fieldhouse Renovations project from account code STS 00 RFI RC ECNC (Project No. 6291). The project start date is scheduled for January 29, 2021, and completion date is May 28, 2021.

Summary — Construction Contracts

Total construction contract dollars awarded..... $1,523,288.81
Total dollars HUB participation $532,555.94
% of HUB participation 35.56%
% Minority employees within company 52.31%
% Women employees within company.....66.91%

Professional Services Contracts

The Administration requests that the Board approve the following professional services contracts:

RFP 6545 Design Services: Corridor Ceiling and Lighting Upgrade — Division 1, Pulaski High School

A request for Proposal (RFP) was issued by Facilities and Maintenance Services to obtain a firm to provide Design Services for the corridor ceiling and lighting upgrade — Division 1 at Pulaski High School.

Selected firm: Allume Architects, LLC

Budget Code: SCS 00 UTL DW ECTS..... $74,500.00

Contract Period: January 29, 2021-October 29, 2021

RFP 6544 Design Services: Corridor Ceiling and Lighting Upgrade — Division 2, Riverside University High School

A request for Proposal (RFP) was issued by Facilities and Maintenance Services to obtain a firm to provide design services for the corridor ceiling and lighting upgrade — Division 2 at Riverside University High School.

Selected firm: Foundation Architects, LLC

Budget Code: SCS 00 UTL DW ECTS..... $54,310.00

Contract Period: January 29, 2021-October 29, 2021

RFP 6548 Design Services: Corridor Ceiling and Lighting Upgrade — Division 3, South Division High School

A request for Proposal (RFP) was issued by Facilities and Maintenance Services to obtain a firm to provide design services for the corridor ceiling and lighting upgrade — Division 3 at South Division High School.

Selected firm: Allume Architects, LLC

Budget Code: SCS 00 UTL DW ECTS..... $65,500.00

Contract Period: January 29, 2021-October 29, 2021

RFP 7079 Design Services: Career and Tech Ed Program Upgrades

A request for Proposal (RFP) was issued by Facilities and Maintenance Services to obtain a firm to provide design services for the following career & tech ed program upgrades:

- Division 1 — Pulaski High School, auto body shop renovations;
- Division 2 — Vincent High School, barn infrastructure renovations; and
- Division 3 — Washington High School, technology lab renovations.

Selected firm: Bloom Companies, LLC

Budget Code: Various..... $60,755.00

Contract Period: January 29, 2021-October 29, 2021

Report on Change Orders in Excess of 15% of Original Contract

In compliance with Administrative Policy 3.09(10)(e)2, the Administration is reporting a change order to an existing contract that exceeds 15% of the original contracted amount.

Construction Contract: A1003453
Allcon Construction
Phase 3 Upgrades, Montessori Program @ Riley School

On March 27, 2020, the Administration requested authorization to enter into a contract with Allcon Construction for construction services required for the Phase 3ppgrades for the Montessori Program at Riley School. The contractor was chosen pursuant to a competitive bid and awarded a contract in the amount of $127,945.

A change order was issued on May 11, 2020, for additional changes to the plumbing system's installation required by the City of Milwaukee's plumbing-plan exam review.

Change Order's Amount..... $35,346.00

Construction Contract: A1003527
Allcon Construction
Material Lift Enclosure @ Riverside University High School

On August 28, 2020, the Administration requested authorization to enter into a contract with Allcon Construction for construction services required for the material-lift enclosure @ Riverside University High School. The contractor was chosen pursuant to a competitive bid and awarded a contract in the amount of $52,388.

A change order was issued on September 19, 2020, due to unforeseen conditions: Extensive concrete-repair work was needed for the loading dock's elevated platform. Repairs included top and underside concrete repairs, removal of the existing epoxy base, and the installation of a hybrid system.

Change Order Amount..... $47,966.00

Professional Services Contract: A1003453
Thunderbird Engineering
Design Services for Replacement of Cooling Towers and Pumps at South Division

On May 6, 2019, the Administration entered into a contract with Thunderbird Engineering, Inc., for engineering-consultant services required for the replacement of cooling towers at South Division High School. The consultant was chosen pursuant to a competitive bid and awarded a contract in the amount of $38,939.

A change order was issued on February 24, 2020, for design changes necessary to modify the design to utilize a different manufacturer for the cooling tower since the original manufacturer could not provide the equipment in time due to COVID-19.

A change order was issued on May 11, 2020, to accommodate changes to coordinate with existing conditions.

Change Order 1 Amount..... $9,930.00
Change Order 2 Amount..... $6,630.00

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 3.09, Purchasing and Bidding Requirements

Fiscal Impact Statement

The item authorizes expenditures for:

Construction Contracts

- JCP Construction, LLC, for an interior concrete ramp and new handrails; Code: CSV 00 PRC 55 EMMB $372,540.07
- Broadway Construction, LLC, for fieldhouse renovations — Division 1 at Clovernook Playfield; Code: STS 00 RFI RC ECNC $241,270.60
- ALLCON LLC for fieldhouse renovations — Division 2 at Columbia Playfield; Code: STS 00 RFI RC ECNC $181,056.00
- Broadway Construction, LLC, for fieldhouse renovations — Division 3 at Custer Playfield; Code: STS 00 RFI RC ECNC $226,661.64
- Broadway Construction, LLC, for fieldhouse renovations — Division 4 at Franklin Square Playfield; Code: STS 00 RFI RC ECNC $321,583.50
- ALLCON LLC for fieldhouse renovations — Division 5 at Southgate Playfield; Code: STS 00 RFI RC ECNC $180,177.00

Total Construction Contracts Requested $1,523,288.81

Professional Services Contracts

- Allume Architects, LLC, for Division 1 design services for corridor ceiling and lighting upgrade at Pulaski High School; Code: SCS 00 UTL DW ECTS $74,500.00
- Foundation Architects, LLC, for Division 2 design services for corridor ceiling and lighting upgrade at Riverside University High School; Code: SCS 00 UTL DW ECTS $54,310.00
- Allume Architects, LLC, for Division 3 design services for corridor ceiling and lighting upgrade at South Division High School; Code: SCS 00 UTL DW ECTS $65,500.00
- Bloom Companies, LLC, for design services for Career & Tech Ed program upgrades at various sites; Code: Various $60,755.00

Total Professional Services Contracts Requested $255,065.00

Report of Change Orders:

- Allcon Construction for phase 3 upgrades for the Montessori program at Riley School $35,346.00
- Allcon Construction for material lift enclosure at Riverside University High School $47,966.00
- Thunderbird Engineering for design services for replacement of cooling towers and pumps at South Division High School $16,560.00

Total Amount of Change Orders $99,872.00

Implementation and Assessment Plan

Upon the Board's approval, the attached construction contracts, professional services contract, and change orders shall be executed.

Committee's Recommendation

Your Committee recommends that the Board approve the construction contracts, professional services contracts, and change orders as attached to the minutes of your Committee's meeting.

Adopted with the roll call vote to approve the Committees' reports.

* * * * *

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

——— Authorization to Issue a Purchase Order to Safety Rail Company, LLC, for Fall Protection — Roof Safety-railing System

The Administration is requesting authorization to issue a purchase order to Safety Rail Company, LLC, for fall protection — roof safety-railing system.

The roof safety-railing system's components will be installed by the MPS Department of Facilities and Maintenance's ("DFMS") Ground Shop on the 27 remaining schools within the district in need of the installation. The product includes the delivery of a proprietary railing system.

With this final order, the district will be complete. Guardrails are to be installed on roofs to protect DFMS's workers as they service equipment within 15 feet of roof edges with a fall height of four feet or greater, as required by OSHA (29 CFR 1910 Subpart D). This directive began in 2016, and the RFQ 16005 was approved with pricing for a three-year term through May of 2019. Due to funding constraints, however, DFMS was unable to purchase the railing system's components necessary within that approved term. Therefore, the exception from the requirement of a competitive procurement process for this contract has been granted on the basis of compatibility (Administrative Policy 3.09(7)(e)(1)(b)(ii)).

The schools to receive the guardrails are as follows:

- 81st St. School #143
- Gaenslen #185
- Holmes #218
- Kilbourn #237
- Metcalf #270
- Pierce #307
- Clemens #114
- Congress #116
- Elm Creative Arts #148
- Emerson #150
- Engleburg #152
- 53rd St. #170
- Starms Discovery #312
- Silver Spring #325
- Hartford #208
- Lincoln Middle School #006
- North Division #024
- Administrative Building #501
- South #032
- Washington #035
- M.H.S.A. #038
- Douglas #055
- Roosevelt #059
- Walker #065
- Golda Meir #067
- Siefert #322
- Malcolm X Academy #048

The total cost of the goods purchased will not exceed $427,727.14.

Budget Code: FAR-0-0-OSM-DW-ECNC (DFMS code-compliance funds) $427,727.14

Safety Rail Company, LLC

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

——— Authorization to Contract with Pacific Educational Group, Inc., for Professional Development for Courageous Conversations™

The Administration is requesting authorization to enter into a contract with Pacific Educational Group, Inc., (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 and across all departments and to provide coaching to district leadership guiding implementation, as well as to train an identified cohort of staff members to be licensed facilitators of the work to maintain the district's sustainability over time.

In addition, The Administration is requesting authorization to enter into a contract with Courageous Conversations™ for 10 identified staff members to become licensed facilitators of Courageous Conversations™ [a protocol for "engaging, sustaining, and deepening interracial dialogue"] professional development within Milwaukee Public Schools. Contractor will be used to deliver a variety of professional development experiences to identified staff members and to provide coaching to district leadership guiding

implementation, as well as to provide the district with licensed and copyrighted materials for implementation within MPS.

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, as well as aligned with the text "Courageous Conversations about Race", which multiple schools, teams, departments, and staff members have been utilizing. As such, the Administration seeks to continue to utilize Courageous Conversations™ on the basis of continuity and the usage of the program throughout the district (Administrative Policy 3.09(7)(e)(1)(b)(iv)).

The contract will run from February 1, 2021, through June 30, 2021, (the "Initial Term") with two additional one-year options to extend.

The total cost of the contract in the Initial Term will not exceed $198,100.

Budget Code: STV-0-0-SDS-SN-ECTS (Student Services — Contracted Services). $198,100

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%	$49,525	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:

- Safety Rail Company, LLC, for Fall Protection — Roof Safety-railing System;
  FAR-0-0-OSM-DW-ECNC..... $427,727.14
- Pacific Educational Group Inc., for Professional Development for Courageous Conversations™ Training;
  STV-0-0-SDS-SN-ECTS $198,100

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.

Adopted with the roll call vote to approve the Committees' reports.

* * * * *

(Item 9) Action on a Request to Approve the First Amendment to the Chilled Water Agreement with SP Milwaukee Propcol, LLC, (Formerly Schlitz Park Associates II, LP) 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 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 (5) years, through August 31, 2020. The Administration is requesting approval of the proposed first amendment to the chilled-water agreement with SP Milwaukee Propco1, LLC, that will extend the term from September 1, 2020, through March 31, 2021.

The draft amendment is attached to the minutes of your Committee's meeting.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 5.02, 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 First 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, shall be executed.

Committee's Recommendation

Your Committee recommends that the Board approve the Request to Approve the First 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.

Adopted with the roll call vote to approve the Committees' reports.

* * * * *

(Item 10) Report with Possible Action on Vendors' Compliance with Contract Requirements for Historically Underutilized Business (HUB), Communities in Need (COIN), and Student-engagement 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

Contract Compliance Services is providing its quarterly update regarding contractors' and vendors' performance in regard to Administrative Policies 3.10, Historically Underutilized Business Program (HUB and 3.13, Communities in Need Initiative (COIN); and student-engagement initiatives. Moreover, these figures capture historical performance benchmarks to guide future participation assignments and programming considerations effecting equity efforts for economic and workforce-development opportunities.

Contract Compliance Services: Quarterly Performance Report

[Complete presentation is provided in the attachments to the minutes of your Committee's meeting.]

Overview

Contract Compliance Services is to provide updates on contractor and vendor compliance for the following program areas:

- Historically Underutilized Business (HUB)
- Communities in Need (COIN)
- Student Engagement
- Mission-aligned Partners (MAPs)

HUB Compliance Update

FY20

- 228 contracts, totaling $251,795,547, were monitored.
- $184,087,362 invoice dollars have been paid to date
- $160,474,360 dollars, with HUB assignments valued at $13,286,900, were monitored
- $12.8 million dollars have been paid to HUB firms to date
- Reconciliations are in progress

FY21

- 173 contracts, totaling $213,149,226, currently are being monitored
- $13,488,071 invoice dollars have been paid to date
- $161,181,096 dollars, with HUB assignments valued at $15,466,051, are being monitored
- $2.4 million dollars have been paid to HUB firms to date

HUB firms are being surveyed to gather data concerning COVID-19 impacts

Fiscal-year Contract-monitoring Overview

	FY14	FY15	FY16	FY17	FY18	FY19	FY20	FY21
Number of Contracts	108	236	279	243	181	168	228	173

Fiscal-year Comparison

Fiscal-year Comparison of Contract Dollars Monitored in Millions

	FY14	FY15	FY16	FY17	FY18	FY19	FY20	FY21
Total HUB Dollars Assigned	9	17	13	20	25	15	13	15
Total HUB Dollars Paid	19	21	26	26	26	23	11	2
Total Invoiced Dollars Paid	91	105	110	163	125	143	184	13
Total Contract Dollars with HUB	82	113	122	164	167	160	160	161
Total Dollars Monitored	111	137	133	188	216	205	252	218

Communities in Need (COIN)

- District's annual goal = 25%
- Average age of COIN participant = 36
- Disproportionate representation among industry classifications for COIN and non-COIN participants
- Mission-aligned benefits
- Foundational carpentry readiness-training pilot during pandemic
- Leverage resources for the current and future COIN participants
- Creation of administrative policy and administrative procedure regarding a Contractors' Code of Conduct

COIN Participant Fiscal-year Demographic Comparison

	FY18	FY19	FY20
African American	45	31	18
Caucasian	35	5	5

	FY18	FY19	FY20
Hispanic	29	11	16
Native American	6	0	2
Not Given	9	1	0
Multi-racial	4	0	0

General Construction Projects' Workforce Hours

	Percent of Completed Workforce Hours						
	FY14	FY15	FY16	FY17	FY18	FY19	FY20
COIN	57	73	76	78	74	82	80
Non-COIN	43	27	24	22	26	18	20

[See the attachments to the minutes of your Committee's meeting for a fiscal-year comparison of COIN by skilled-trade classification.]

Student Engagement

Student Employment

- 116 contracts were assigned employment requirements
- Strengthen Mission-aligned Partnership (MAP) framework
- Implemented tiered model design
- Remote-based internship opportunities
- COIN expansion through leveraged resources included MAPs and intergovernmental agencies
- Project-based training underway

MAP Framework

Students

- Relationships fostered
- Peer-peer networking
- Community-centric
- Career exploration
- Work-based experience before graduation

Parents

- Relationships with industry partners
- Increased confidence in students' workforce preparedness
- Flexibility for students to earn credit beyond the typical school day

Teachers

- Relationship with industry partners
- Instructional opportunities beyond the typical school day
- Critical peer-peer professional development to improve student outcomes

Industry

- Investment in future workforce
- Relationships fostered and nurtured
- Access to data
- Critical peer-peer professional development to improve student outcomes

Student Employment-hour Performance Overview

	Student Employment-hour Performance (Thousands of Hours)						
	FY15	FY16	FY17	FY18	FY19	FY20	FY21
Assigned	21	31	40	46	48	52	36
Completed	20	31	39	43	44	22	2

Career Education

- 157 contracts assigned career-education requirements
- Engaged students virtually
- Improved contract-remediation plans
- Created opportunities to engage students and contractors during pandemic
- Increased outreach to MAPs

Career-education Performance Overview

	Career Education-hour Performance (Hundreds of Hours)					
	FY16	FY17	FY18	FY19	FY20	FY21
Assigned	20	12	16	15	22	18
Completed	17	18	22	22	12	4

Next Steps

- Convene MAPs
- Execute recommended strategies to support COIN
- Support Board in work surrounding Administrative Policy 3.14, Contractor Code of Conduct
- Continue participation within City of Milwaukee's disparity study
- Exploration of an MPS disparity study as a future budget consideration
- Continue to support the District's implementation of Administrative Policies 3.10 and 3.13.

FY21 Contract-award Overview to Date by Category

Textbooks ..... $2 million
Engineering Services ..... $2 million
Health & Benefits ..... $10 million
Temporary Staffing ..... $14 million
Professional Services ..... $14 million
Goods & Services ..... $16 million
Technology ..... $17 million
Nutrition ..... $34 million
Title I ..... $38 million
Transportation ..... $65 million

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 3.10, Historically Underutilized Business Program

* * * * *

(Item 11) Report with Possible Action on Central Region Staffing

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 June 25, 2020, Resolution 2021R-005, regarding Central Region's staffing, was introduced and referred to the Committee on Accountability, Finance, and Personnel. The resolution was discussed at the Board's meetings on July 30, 2020, and September 24, 2020, at which time the Administration provided additional analysis as requested by the Board.

At its meeting on September 24, 2020, the Board approved a motion to send the resolution back to committee. The motion also included direction to the Administration to form a task force to review possible revisions in current policies or procedures to increase the recruitment and long-term stability of employees working in hard-to-staff schools.

As reported in October, the Administration formed the task force and the first meeting took place on October 29, 2020. At the first meeting, the task force's participants gained an understanding of the resolution and their role as detailed in the motion that was approved by the Milwaukee Board of School Directors on

September 24, 2020. In addition, the Office of Human Resources presented an overview of the staffing process.

The second meeting of the task force was held on November 12, 2020. The focus of this meeting was to discuss various perspectives and observations relative to staffs' concerns at schools.

At its meeting on December 3, 2020, the task force continued to review the problems identified by the group and to work toward solutions. The group also reviewed preliminary staffing data to help drive the discussion. The task force also met on December 17, 2020, to continue its discussion and to finalize the planned timeline through February 2021 for an expected presentation of recommendations to the Board in March 2021.

The next meeting of the task force is scheduled for January 14, 2021. The Administration will continue to report to the Board on a monthly basis.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 6.23, Recruitment and Hiring: Staff

* * * * *

(Item 12) Report with Possible Action Regarding the Task Force on Strategies and Guidelines to Develop Capacity in Attracting, in Retaining, and in 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 took action to direct the Administration to establish a special task force to develop capacity in attracting, in retaining, and in developing bilingual teachers and support staff. Since December 2019, there have been five meetings of the task force: January 16, February 11, March 4, November 11, and December 9, 2020.

At the March 4, 2020, meeting, the Administration presented information in regard to programs that exist through MPSU to assist in the development of a pathway leading toward bilingual certification. There was then an opportunity for the audience members to ask questions. The audience was also engaged in a sharing activity to highlight any barriers that they had encountered, or could foresee, in this pathway process. The task force will examine those responses and plans to use that information to create solutions or opportunities that will be presented to the Board.

Due to the pandemic, meetings of the task force were suspended for the remainder of the 2019-2020 school year. There was a written update sent to the task force's members in July 2020 which provided answers to some of the questions that were asked by members in earlier meetings. Also included in that communication was information taken from the 2019 Milwaukee Public Schools Education Pathways document.

The November 11, 2020, meeting started with a brief segment on virtual-meeting norms and an overview of the purpose of the Bilingual Task Force. The main focus of the meeting was an MPSU program update and information regarding student program offerings. The meeting concluded with a discussion on the steering committee's roles and responsibilities and a call for volunteers to be part of the task force's steering committee. Those who wished to volunteer were asked to respond with their intent to be on the steering committee by November 30, 2020, to be announced to the group at large during the December 2020 meeting.

Following the meeting on November 11, 2020, the Administration provided via email answers to the questions that were posed by the task force's members. At the November meeting, the web page was discussed, and member were told that it would soon be live and available. That web page is now active and

has programs' descriptions as well as other important information. In addition, responses to questions from the November meeting were also posted on the web page in the "frequently-asked questions" section.

At the December 9, 2020 meeting, the task force introduced two new members to the steering committee. The task force's members were then given an overview of the web page. Members were provided a link to the web page, and they were asked to provide feedback on the web page. Members of the task force were also asked to provide agenda items and concerns for the task force to address during the next meeting. The meeting concluded with an overview of Resolution 2021R-016 by Director Báez.

The January meeting of the task force is scheduled for January 13, 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

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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) Action on Data and Progress Associated with the Office of Civil Rights (OCR) Report

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 January 2021 report follows.

Monthly Disproportionality Report- Resolution with Office for Civil Rights (OCR), December 1-December 31, 2020

Below you will find an update of activities and benchmarks aligned to the action steps aligned to Resolution #05-14-5003 with the Office of Civil Rights. Due to the winter break, all data and other information are updated as of December 22, 2020. Action steps 1, 6, and 8 are considered met until the district receives feedback from the Office of Civil Rights.

Action steps 1, 6, and 8

These action steps are considered met until the District receives feedback from the Office of 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 utilize these data to inform teachers' practices, to identify school-wide trends in behaviors, and to identify students at risk for early intervention. Documentation of data indicates that staff members are working with students with behavioral difficulties without having to resort immediately to disciplinary practices.

As of December 31, 2020, there were 683 documented Tier 2 behavior interventions and 84 Tier 3 behavior interventions across the district.

December Benchmark & Timeline:

By December 31, 2020, documented Tier 2 interventions will increase by 10%, supporting students identified for early intervention.

Outcome:

Benchmark met. This is a 52% increase from 405 Tier 2 interventions, and a 27% increase from 59 Tier 3 interventions on November 30, 2020.

January Benchmark & Timeline:

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

Action Step 3 — Outreach to Students

During December, middle and high schools held virtual Student Discipline Committee meetings, with minutes and discussions submitted online.

The first Student Leadership Summit was held virtually on December 11, 2020. Students participated in breakout sessions on topics including virtual-bullying awareness, job readiness/career exploration, teenage stress, embracing student voice, suspension effectiveness, college readiness, students' recommendations about transitioning to hybrid learning, students' recommendations for antiracist education, and other topics.

December Benchmarks& Timeline:

By December 31, 2020, 200 students will participate in the Student Leadership Summit, with 100% of students engaged in breakout sessions and providing feedback on next steps to the district.

Outcome:

Benchmark met. There were 158 students who participated in the Student Leadership Summit.

Report Summary:

As part of the post-summit survey, 50% of participants rated their breakout sessions "very good," and 35% rated their breakout sessions "good." The top take-aways from the students were opportunities to talk to peers at other schools, continued personal growth, and learning about implementing specific strategies with school leadership. In surveys of participants on conversations held at their Student Discipline Committees, 48% indicated they have discussed relationship building in virtual learning, 34% have discussed disciplinary practices at school, and 34% have discussed the role of race in our lives and school, among other topics.

January Benchmark & Timeline:

By January 31, 2021, 100% of traditional middle and high schools will submit evidence validating that two virtual Student Discipline Committee meetings occurred in which students' specific recommendations and student-interest topics were discussed.

Action Step 4 — Outreach to District Staff

All schools have Discipline Work Groups 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's discipline manager continues to send a weekly email to discipline champions containing best practices, supports, and articles for reflection.

December Benchmark & Timeline:

By December 31, 2020, 100% of MPS schools will submit evidence validating that their Discipline Work Groups had met during the month.

Outcome:

Benchmark met. As of December 31, 2020, 131 of 131 schools district-wide submitted evidence validating that their Discipline Work Groups had met during the month.

Report Summary:

The topics discussed included creating a space for staff to engage in conversations about race, professional development needs, engaging student and family voice, ensuring data documentation accuracy, relationships between students and staff members, instructional strategies being used, and specific strategies to redirect behaviors in the virtual classroom.

January Benchmark & Timeline:

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

Action Step 5 — Outreach to Community Members

On Wednesday December 9, 2020, 6:00-7:00 p.m., the district held its first of four community conversations discussing district climate and student voice. There were 22 MPS facilitators and 24 7 participants — including administrators, school staff, families, and community members — in attendance. Three hot topics from the November session of bullying, mental health supports, and school counseling were covered, with an opportunity for participants to ask additional follow-up questions. Participants also learned about a variety of community-building strategies being used across the district to create a virtual classroom community for all students.

A discussion was held in the chat around some of the best practices being conducted at schools to build a community with students. The session was recorded, and all facilitators are following up on any questions not addressed. The next community conversation is scheduled for Wednesday, January 13, 2021.

Through a grant in collaboration with the Wisconsin Humanities Council's Project Community CARE (Collaboration Around Racial Equity), the district will be launching a variety of activities throughout the 2020- 2021 school year. In collaboration with Black and Latino Male Achievement, the 53206 Initiative, and the Department of Strategic Partnerships and Customer Service, a community viewing of short clips of *Milwaukee 53206,* followed by a solutions-based panel discussion is scheduled for Wednesday, January 20, 2021. Emphasis will be placed on highlighting some of the opportunities occurring throughout the 53206 zip code.

December Benchmark & Timeline:

By December 31, 2020, we will hold our December community conversations.

Outcome:

Benchmark met.

January Benchmark & Timeline:

By January 31, 2021, we will hold our January community conversations and documentary viewing of Milwaukee 53206.

Action Step 7 — Staff Professional Development

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

Title	Audience	Enrollment
Antiracist Lens Universal Supports	School Psychologists	14
Understanding the Role of Race	Parkview staff	41
Disproportionality: Talk About Race	District Staff	21
Equity in Action: Deep Dive into Building Cultural Competence	Hi-Mount	25
Coalition of Anti-Racist & Restorative Educators (C.A.R.E.): 3 e-PD Series	Community Schools	60
Disproportionality: Vulnerable Decision Points	District Staff	12
Community Building Community of Practice	District Staff	25
Role of Bias in Discipline	District Staff	71

December Benchmark & Timeline:

By December 31, 2020, the five-part professional development series Antiracist Universal Supports will culminate with all participants completing the check for understanding and actionable next steps.

Outcome:

Benchmark met.

January Benchmark & Timeline:

Begin second cohort of staff members engaged with the Antiracist Lens Universal Supports professional development series.

Increase enrollment in all self-guided professional development opportunities.

Action Step 9 — Data Evaluation

Below are all behavior events and administrator resolutions documented across the district from December 1, 2020, through December 31, 2020. There were 25 referrals, in which 28 events were found. As of December 31, 2020, there have been 203 behavior events year-to-date, and 24,752 year-to-date during the 2019-2020 school year.

Behavior Event	Hispanic	American Indian	Asian	Black	Pacific Islander	White	2+ Races	December Total	November Total	Year to date	Administrator Resolution Used*
Bullying Due to Sex										1	
Bullying Reason Unknown											
Bullying Other Reason											
Chronic Disruption				8		1		9	19	56	9, 18
Disorderly Conduct				1				1	5	14	3
Endangerment of Physical Safety/Mental Well-being									2	2	
Inappropriate Dress										1	
Inappropriate Personal Property									1	3	
Inappropriate use of electronic communication devices	6			6				12	11	83	1, 2, 9, 17, 18
Other Substances/Materials										1	
Personal Threat										4	
Possession/Ownership/Use of Drugs									1	1	
Possession/Ownership/ Use of a Gun										4	
Possession/Ownership/Use of Weapon Other than Gun									1	2	
Sexual Assault										1	
Sexual Harassment										1	
Substantial Environmental Disruption				1				1		8	18
Use of Tobacco, Including Chewing										3	
Vandalism				1				1		1	18

Behavior Event	Hispanic	American Indian	Asian	Black	Pacific Islander	White	2+ Races	December Total	November Total	Year to date	Administrator Resolution Used*
Verbal Abuse/Profanity/Harassment	3			1				3	2	16	1, 9, 13, 18
Grand Total	9			18		1		28	42	203	

Key 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

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

Year-to-date Behavior Events

Hispanic	American Indian	Asian	Black	Pacific Islander	White	2+ Races
18.7%	1.0%	1.5%	67.0%	0.0%	10.3%	1.5%

Action Step 10 — Implementation Plan

The December 1, 2020, District Discipline Disproportionality Leadership Team met and discussed school data and the minutes of the meetings of the Discipline Work Groups. Specifically, the team discussed supporting school teams in understanding data analysis, student and staff member supports needed, the role of bias and race, virtual-learning engagement, and the upcoming Community Conversations.

Cohorts of staff members reading Glenn Singleton's *Courageous Conversations About Race* held two additional meetings covering a chapter of the book and completing related activities at each session. There are currently 32 administrators and 16 central services staff members participating in the cohorts. December's sessions focused on the four agreements for having conversations on race and practicing using the Courageous Conversation Compass while engaged in conversations on race.

Two cohorts of school-based staff members reading Ibram X. Kendi's book *How to be an Antiracist* held an additional two meetings and discussed specific activities that educators can engage in towards becoming antiracist. A discussion was held around topics laid out by Ibram X. Kendi, including the role of empathy, the role of policies in causing disparities between racial groups, and how society manufactures fear of Black bodies.

Staff members at Starms School participated in two additional meetings based on Bettina Love's book *We Want To Do More Than Survive.* This concluded the book study with eight members of their staff, who all completed a post survey of their growth in understanding the role of race in education and growing towards becoming an abolitionist teacher as laid out by Dr. Love in her book.

Carver has started a book cohort with *Courageous Conversations about Race* led by Principal Hinds. They are taking the discussion and activities from the administrators' cohort and engaging school staff in reading the book and going through the same activities.

A cohort of 15 staff members are meeting weekly to listen to and discuss the six episodes of the podcast By Every Measure, featuring Reggie Jackson and Tarik Mood, and created in collaboration with Radio Milwaukee.

A dialogue continues between the Courageous Conversations group and Glenn Singleton to look into a variety of professional development cohorts to continue and to expand the work of Courageous Conversations proposals. These proposals include creation of a MPS Courageous Conversations Cabinet, an advanced cohort of staff engaged in a six-part LEADS professional development, virtual Beyond Diversity seminars, and development of district-based Courageous Conversations-certified facilitators.

Additionally, there will be a planned district-wide professional development on the role of bias relative to discipline. This professional development will be conducted by each school's discipline champion. Discipline champions will attend a "train the trainer" session with the district discipline manager to learn about conducting this professional development with all staff members.

December Benchmark & Timeline:

(1) By December 23, 2020, school psychologists will engage in two additional sessions of Antiracist Universal Supports, completing cohort 1 of the five-part series. 100% of participants will complete the check for understanding, with specific steps highlighted for action.

Outcome:

Benchmark met.

(2) By December 23, 2020, the cohort will complete all six episodes of By Every Measure podcast and discuss actionable next steps for expansion of this work through the district.

Outcome:

Benchmark met.

January Benchmark & Timeline:

(1) Complete six-part series with Parkview staff members on the role of race in my life and creating an antiracist classroom community.

(2) Begin six-part series with Milwaukee French Immersion's staff members on Brave Space for Race meeting twice per month, with two sessions held in January.

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

Committee's Recommendation

Your Committee recommends that:

1. the Board direct the Administration to provide ongoing mandatory anti-racist training for all district staff and to offer training for parents and committee partners working directly with MPS students; and
2. the Administration present to the Board a proposed schedule of training that adheres to the three-year timeline of having all district staff trained in anti-racist behaviors.

Adopted with the roll call vote to approve the Committees' reports.

* * * * *

REPORT OF THE COMMITTEE ON STRATEGIC PLANNING AND BUDGET

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

(Item 1) Action on the MPS Roadmap to Readiness Plan for the 2020-2021 School Year

Background

In May, June, July, and October 2020, the Administration shared preliminary and updated plans associated with the reopening of school for the 2020-2021 school year with the Milwaukee Board of School Directors. Due to the fluid nature and the need for flexibility during the pandemic, the plans have continued to be further refined to best support the health and safety of our community. In alignment with the Board's action in October 2020, an updated version of the Roadmap to Readiness is attached.

Early on in the process, the Administration convened work groups to address different areas of consideration for school reopening: health and safety, academics, school operations, communications, professional development, and classroom and schoolwide supports. The work groups include teachers, school leaders, other staff, MTEA representatives, students, parents, and community members. The groups continue to meet to plan for school reopening.

The Administration continues to take into account the feedback from the work groups, parents, students, and staff while reviewing and considering guidance from various entities including the Council of the Great City Schools; other school districts; and, local and state guidance.

At the October meeting of the Milwaukee Board of School Directors, the Board directed the Administration to provide an update on the planning process in November and December of 2020, as well as in January 2021.

The following Roadmap to Readiness Update provides updated information for moving to in-person learning.

MPS Roadmap to Readiness Update

MPS Roadmap to Readiness Family Survey (Data as of 1/25/2021)

Grade Bands Represented

Elementary (Grades PreK-5)..... 11,858
Middle (Grades 6-8) 5,500
High (Grades 9-12)..... 6,595

- 23,923 total responses collected.
- Some responses represent multiple students, and some represent single students.

Does your child/children participate in any of these programs/services (select all that apply):

Special Education.....3,430
Montessori 2,826
Bilingual/ English Learner (EL).....2,523
International Baccalaureate (IB).....2,098
Language Immersion 1,462
Advanced Placement (AP).....1,034
Gifted and Talented 1,006
Fine Arts 844
Career and Technical Education (CTE) 193

Zip Code Representation

ZIP	Responses
53110	97
53129	20
53130	12
53132	36
53154	66
53172	66
53202	188
53203	20
53204	1,156
53205	366
53206	697

ZIP	Responses
53207	2,367
53208	1,049
53209	912
53210	779
53211	357
53212	817
53213	193
53214	365
53215	2,203
53216	909
53217	58

ZIP	Responses
53218	1,125
53219	992
53220	597
53221	1,401
53222	789
53223	486
53224	597
53225	573
53226	76
53227	206
53228	193

ZIP	Responses
53233	101

ZIP	Responses
53235	68

Phase 1 Virtual Learning Check-in

	Strongly agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Strongly disagree
I feel that my child has a sufficient amount of face-to-face learning time each day.	40.0%	26.0%	10.0%	11.0%	13.0%
I feel that my child/children has access to adequate academic and support services from the school.	42.0%	28.0%	10.0%	10.0%	9.0%
I receive adequate communication from my child's school.	53.0%	25.0%	8.0%	7.0%	6.0%
I am satisfied with virtual learning.	35.0%	21.0%	10.0%	11.0%	22.0%

Questions about Moving to In-person Learning

Which statement most accurately represents your feelings about sending your child to a school building for in-person learning in the near future?

I would prefer to continue with virtual learning this school year for my child/children. 39.0%

I would send my child/children for in-person learning when it is safe to return based on public health guidance. 29.0%

I would support a return to school as soon as possible and would send my child/children for in-person learning. 25.0%

I would send my child/children back to school for in-person learning when a vaccine is available. 7.0%

If MPS returns to school buildings for in-person learning later this year, which of the following best describes how you want your child/children to learn:

I want my child/children engaged in virtual learning five days a week. 38.0%

I want my child/children engaged in hybrid learning (two days in person, three days virtual) to allow for physical distancing in school. 32.0%

I want my child/children engaged in in-person learning at school five days a week. 30.0%

If MPS uses the positivity rate in the city of Milwaukee to determine when to return to school buildings for in-person learning, when do you feel it would be safe for your child/children to return to school for in-person learning?

Green range only: Positivity less than 5%.....58.0%

In the yellow range or better: Positivity greater than 5% and less than 10%.....27.0%

At any range: Positivity 10% or greater.....14.0%

Health and Safety Update

Ventilation
Personal Protective Equipment (PPE)
Cleaning Protocols
Isolation Rooms
Medical Advisory Group

Ventilation Guidelines

MPS is following guidance from the CDC, which uses standards developed by the American Society of Heating, Refrigerating and Air-Conditioning Engineers (ASH RAE), to include:

- MPS HVAC units are supplying the maximum amount of outside air the unit can safely provide.
- MPS is running HVAC units two hours before and two hours after buildings have been occupied.

- HVAC Air Filters
  - MPS is using the maximum rating that will not overburden the ventilation system or reduce air flow.
  - Air filters are changed monthly to enhance air cleaning and are checked for appropriate installation.

Natural Ventilation

- All operable windows have been repaired and/or unsealed to ensure they are functional to allow natural ventilation.
- All classrooms have operable windows for natural airflow.

Personal Protective Equipment (PPE)

- Schools have been provided with supplies, such as hand sanitizer, disinfecting sprays, wipes, paper towels, etc., and will be able replenish their stocks as needed.
- Schools have a one-month supply (estimated two per day) of disposal face masks for students and staff.
  - Schools will replenish their stock every two weeks to ensure adequate supply
- Schools have a supply of cloth masks for students and staff.
- Face shields, aprons, N-95/KN-95 masks, and plexi barriers will be available as needed.

Cleaning and Disinfecting Protocols

- Each building will have additional staff that will be cleaning commonly touched surfaces and materials such as counters, door handles, light switches, etc. throughout the day.
- Sanitation stations are located in key areas of the building.
- Rest rooms will be inspected, and cleaning supplies will be replenished.
- At the end of each day, each occupied space will be thoroughly disinfected.
- All buildings will receive a deep cleaning weekly.

Isolation Rooms

- Rooms have been identified based on key criteria such as open space, phones, and proximity to exits.
- Each room will have highly-visible signage at the entrance area,
- There will be a table with a plexi barrier and additional PPE for the supervising staff member,
- All rooms will have portable HEPA filtration units to enhance air cleaning.

Contact Tracing

- Designated MPS staff continue to support contact tracing for all employees,
- Follow up with all reports of COVID-19 symptoms, positive test results, and close contacts with positive individuals,
- Efforts are supported by the Milwaukee Health Department, which follows all positive cases within the city,
- MPS Nursing is continuing to hire nurses when qualified applicants are available,

Employee Cases

1. Employee reports any COVID-19 related symptoms, positive test results, or close contacts with COVID-19-positive individuals to director/school leader and starts quarantine/isolation. Employee identifies and informs possible close contacts and also self-monitors during quarantine.
2. Director/school leader completes the appropriate COVID-19 Notification Form.
3. Director/school leader will contact Facilities and Maintenance to request deep cleaning.
4. Facilities and Maintenance will determine the appropriate cleaning response.
5. Employment Relations will send a follow-up letter to the affected employee, depending on the case type.
6. Employment Relations will send a colleague letter to respective chiefs for distribution to their direct reports/schools at impacted locations.

7. Contact tracer coordinator assigns the case to a contact tracer.
8. Contact tracer communicates with the affected employee to determine/confirm any close MPS contacts.
9. Contact tracer notifies the supervisors of any confirmed MPS close contacts to inform them of possible exposure and to and provide instruction.
10. Employment Relations will send quarantine letters to confirmed close contacts.
11. Director/school leader is automatically sent notice of an estimated return-to-work date for the affected employee.
12. Contact tracer monitors the symptomatic and close-contact MPS employees during the course of the quarantine period.

Gating Criteria

The gating criteria will guide decision making for moving to in-person learning.

- Primary reference source is guidance from the CDC.
- Guidance from other health officials and from school districts nationwide has also been reviewed.

The CDC recommends looking at indicators of community burden and key mitigation strategies being implemented in schools. The CDC emphasizes five key mitigation strategies:

- consistent and correct use of masks
- social distancing to the largest extent possible
- hand hygiene and respiratory etiquette
- cleaning and disinfection
- contact tracing in collaboration with local health department.

Indicators of Community Burden

Milwaukee Health Department's Key Performance Metrics

- Less than 5% COVID-19 positivity rate for five days ➔ the Testing indicator

—AND—

- Trend in percent positive COVID-19 tests that is significantly negative or no significant trend (flat) ➔ the Cases indicator

Implementation of Mitigation Strategies

MPS is implementing the mitigation strategies recommended by the CDC as well as other mitigation strategies as outlined in the Roadmap to Readiness plan.

Moving Back to Virtual Learning

- Classroom: Two linked cases in a classroom or classrooms within two weeks ➔ transition the classroom(s) to virtual learning for two weeks
- School: 3% or more of school population tests positive within two weeks ➔ transition the school to virtual learning for four weeks
- District: The decision to move the district to virtual learning will be based upon community transmission and transmission within multiple schools and will be based on public health guidance.

Administration's Recommendation

The Administration's recommendation is that:

1, students with disabilities who require in-person learning in addition to virtual learning will begin in-person learning on February 8, 2021, at three school locations;
2. during the March board cycle, Administration will provide an update related to a phased-in approach to in-person learning for all students;
3. on April 12, 2021, students in Pre-K through grade 2 will begin in-person learning.
4. on April 19, 2021, students in grade 3 through 8 will begin in-person learning; and
5. on April 26, 2021, students in grades 9 through 12 will begin in-person learning.

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

Committee's Recommendation

Your Committee recommends that the Board approve the phase-in plan for reopening schools based on state mandates, with the following to be used as guidance on how schools are reopened:

1) Continued assessment and guidance around COVID-19 from the State and City Health Departments and the Center for Disease Control and the Federal Department of Education; and
2) The ability of our staff to receive the COVID-19 vaccine along with regular testing of staff and students; and
3) A phase-in approach that puts the safety of student and staff first; and
4) To adhere to the requirements issued by the Wisconsin Department of Public Instruction, the Administration proceed immediately with plans to open three school locations to provide in-person learning for approximately 300 students with special needs who require in-person education to ensure that they receive free, appropriate public education (FAPE). The goal of implementation will be February 8, 2021, and follow all appropriate safety and health guidelines of the Center for Disease Control and the state and city health commissioners, and be made in collaboration with the MTEA, PAMPS, and ASC, and in communication with parents and families from each board district, reflective of the community. Staff assigned to these locations are to be chosen from those who volunteer for assignment.
5) In order to facilitate a phased-in reopening of schools this school year, the Administration should continue its planning for a possible school reopening with the following timeline:

    - On April 12, 2021, students in PreK through grade 2 begin in-person learning.
    - On April 19, 2021, students in grades 3 through 8 begin in-person learning.
    - On April 26, 2021, students in grades 9 through 12 begin in-person learning.

6) During the March board cycle, the Administration will provide an update related to this phased-in approach to in-person learning for all students and at that time the Board will decide whether the proposed timeline is appropriate, given various factors, including the positivity rate of the COVID virus in the City of Milwaukee, the percentage of staff who have been vaccinated, the physical and staffing capacity of schools to reopen under CDC's guidelines. This planning should also be done in collaboration with the MTEA, PAMPS and ASC, and parents from each board district, reflective of the community.
7) That the Office of Board Governance shall send a letter to the Mayor of Milwaukee imploring him to ensure that the City Health Department as quickly as possible make vaccinations available to all school staff who wish to be vaccinated.
8) That the Administration provide additional updates to the Board on the COVID numbers within the schools.

Adopted with the roll call vote to approve the Committees' reports.

* * * * *

(Item 2) Report with Possible Action on Fiscal Year 2021-2022 Estimated Enrollment, Revenues and Long-range Financial Forecast

Your Committee reports having received the following report from the Administration. Although the 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. The forecast, as provided in the attachments to the minutes of your Committee's meeting, will support fiscal decision making to maintain or to improve essential school-operations services.

FY21-FY26 Draft Five-year Forecast *Pro Forma* Summary

School Operations (in Millions)

		Estimated					
	Adopted FY21	FY22	FY23	FY24	FY25	FY26	Change, FY26 vs FY21
Revenues	$1006.9	$1022.4	$1030.4	$1034.9	$1041.2	$1042.7	$35.8
Expenditures							
Salaries/Other Wages	$457.6	$468.3	$486.2	$505.2	$522.7	$541.3	$83.7
Benefits							
Medical/Vision Insurance — Active	$123.8	$141.2	$146.7	$152.6	$158.7	$165.0	$41.2
Employee Contribution — Active	−$13.9	−$14.0	−$14.2	−$14.7	−$15.3	−$15.9	−$2.0
Medical-Retiree (no Vision)	$51.3	$55.3	$54.8	$54.4	$54.1	$54.4	$3.1
Employee Contribution — Retiree	−$1.1	−$1.0	−$1.1	−$1.3	−$1.5	−$1.8	−$0.7
Net Medical/Vision	$160.2	$181.4	$186.3	$190.9	$195.9	$201.7	$41.6
Other Benefits	$80.6	$83.2	$96.0	$99.3	$102.9	$106.6	$26.0
Total Benefits	$240.8	$264.7	$282.3	$290.2	$298.8	$308.4	$67.5
Purchased Services							
Contracted Schools — Charters	$86.4	$87.4	$90.4	$91.8	$94.0	$95.8	$9.4
Open Enrollment — Outbound	$34.9	$37.5	$36.9	$36.6	$36.2	$35.3	$0.4
Pupil Transportation	$63.8	$65.1	$66.4	$67.7	$69.1	$70.5	$6.6
Other Purchased Svcs. — Includes Utilities	$50.6	$51.8	$52.9	$54.0	$55.1	$56.3	$5.7
Total Purchased Services	$235.7	$241.8	$246.6	$250.1	$254.4	$257.8	$22.1
Supplies/Materials	$25.9	$26.4	$27.2	$28.0	$29.2	$30.1	$4.2
Capital Purchases	$3.3	$3.3	$3.4	$3.5	$3.5	$3.6	$0.3
Debt Service	$35.4	$37.2	$37.2	$29.7	$37.3	$27.8	−$7.6
Insurances	$9.1	$10.1	$10.5	$11.0	$11.4	$11.9	$2.8
Other	−$1.0	−$0.5	−$0.5	−$0.5	−$0.5	−$0.5	$0.4
Total Expenditures	$1006.9	$1051.3	$1093.0	$1117.2	$1156.9	$1180.4	$173.5
Balance before Internal Adjustments	−$0.0	−$29.0	−$62.6	−$82.3	−$115.7	−$137.7	
Internal Adjustments	$0.0	$0.0	$0.0	$0.0	$0.0	$0.0	
Cumulative Surplus/Deficit	−$0.0	−$29.0	−$91.6	−$173.9	−$289.6	−$427.3	

Five year Forecast Version Summary (in Millions)

	FY20 Adopted	FY21 Est./Adopt.	FY22 Estimated	FY23 Estimated	FY24 Estimated
Original Forecast (Spring, 2020)					
Annual Surplus/ (Deficit)	$0.00	−$34.20	−$49.30	−$90.60	−$108.50
Cumulative Surplus/(Deficit)	−$1.60	−$35.80	−$85.10	−$175.60	−$284.10
Updated Forecast (January, 2021)*					
Annual Surplus/ (Deficit)	$0.00	$0.00	−$29.00	−$62.60	−$82.30
Cumulative Surplus/(Deficit)	$0.00	$0.00	−$29.00	−$91.60	−$173.90

	FY20 Adopted	FY21 Est./Adopt.	FY22 Estimated	FY23 Estimated	FY24 Estimated
Change between Forecast Versions					
Change in Annual	$0.00	$34.20	$20.30	$28.00	$26.20
Change in Cumulative	$1.60	$35.80	$56.10	$84.00	$110.20

*Note: Updated forecast includes referendum increases; all other revenues remain flat.

Additional information pertaining to the forecast is provided 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 3.01, Annual Operating Budget

Fiscal Impact Statement

This item does not authorize expenditures

* * * * *

(Item 3) Action on a Request to Approve the Fiscal Year 2021-22 (FY22) Budget Parameters

Background

Budget parameters will be used in the planning and development of the 2021-22 (FY22) budget. The parameters, which help to guide the decisions made during the budget-preparation process, are necessarily modified by the resources available.

MPS is committed to developing a budget that reflects a commitment to fair resources, to quality and socially-transformative learning, to a supportive environment for employees, and to an equitable educational system for all, with the following parameters as guidance:

1. ensure that there are sufficient resources, including a textbook adoption, to provide high-quality classroom instruction at the Tier 1 level;
2. prioritize schools' budgets by adjusting and repurposing educational programming and departmental budgets;
3. implement the salary schedules with a possible cost-of-living increase;
4. consider modifications to employee benefit for eligible employees to identify cost savings and to increase efficiencies;
5. explore operating efficiencies, including those related to transportation;
6. implement a multi-tiered mental-health approach to promote students' mental health and social-emotional learning;
7. strengthen a well-rounded educational experience by increasing the allocation in areas of school library, art, music, and physical education;
8. provide flexibility to meet standards to safeguard health, safety, and educational needs during the COVID-19 pandemic;
9. restore revenue to the Construction Fund to address deferred maintenance; and
10. prepare a balanced budget that is based on state law and which maximizes the revenue limit.

The Administration recommends that the Board approve the Fiscal Year 2021-2022 Budget Parameters as listed above.

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 Board in adopting the budget.

Committee's Recommendation

Your Committee recommends approval of the Administration's recommendation.

Adopted with the roll call vote to approve the Committees' reports.

* * * * *

(Item 4) Action on a Request to Approve the Timetable for the Proposed Fiscal Year 2021-22 Budget

Background

This item is being presented in accordance with State Statute 119.16(8) and Board Governance Policy 2.05, Board Planning Cycle, which states, "A Board calendar with all work displayed on the timetable will be developed annually".

The Administration recommends that the Board adopt the following timetable for the development of the proposed Fiscal Year 2021-22 budget,

Proposed Fiscal Year 2021-22 Budget Timetable		
Date	Action	Responsibility
June 2020-March 2021	Collection of a variety of inputs, ideas, costs, with analysis of their impact for Fiscal Year 2021-2022 (FY22) budget planning.	Administration
September 2020-April 2021	MPS engages the community on broad topics to identify district priorities at various venues.	Administration
December 23, 2020	School-level allocation estimates are drafted by departments and provided to Financial Planning & Budget Services.	Administration
December 16-23,2020	Third-Friday of September 2021 school enrollments are projected.	Administration
December 2020 –March 2021	Board and Administration continue to solicit stakeholder input into the development of the proposed FY22 budget.	Board and Administration
January 6, 2021	Present preliminary budget-preparation information to School Leaders.	Administration
January-February 2021	Superintendent holds School Ambitious Instruction Budget Conversations with identified school leaders.	Administration
January 15-29, 2021	School leaders prepare all required budget documents with input from their School Engagement Councils.	Schools
January 26, 2021	Committee on Strategic Planning and Budget meets to discuss and possibly to adopt a proposed FY22 budget timetable & FY22 parameters.	Board and Administration
February 3-8, 2021	Administrative teams review each school's budget for FY22 budget/staffing resolutions.	Administration
February 9-11, 2021	Superintendent resolution meetings on FY22 school budget/staffing needs.	Administration
February 12, 2021	All school staffing data submitted to Human Resources.	Administration
February 15-March 4, 2021	Offices prepare budgets, organizational charts, and narratives.	Administration
February 24, 2021	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

Proposed Fiscal Year 2021-22 Budget Timetable		
Date	Action	Responsibility
February 25-March 26, 2021	Cycle A Certificated Staff Exchange Process.	Administration
March 12, 2021	Office budget reviews completed, and staffing changes submitted to Human Resources.	Administration
March 15-31, 2021	District budget is entered into the financial system and balanced.	Administration
April 2021	Superintendent's proposed budget is finalized and assembled for publication.	Administration
April 1-May 4, 2021	Cycle B Certificated Staff Exchange Process.	Administration
April 27, 2021	Board's annual organizational meeting held.	Board and Administration
April 30, 2021	Superintendent's proposed 2021–2022 budget released.	Administration
May 6-June 3, 2021	Cycle C Classified Staff Exchange Process	Administration
May 5, 2021*	Proposed budget and public hearing notice published in newspaper; parent companion guide and budget-overview presentation released.	Administration and Board Governance
May 6, 2021*	Committee on Strategic Planning and Budget meets on the Superintendent's proposed 2021–2022 budget and hears public testimony.	Board and Administration
May 11, 2021*	Board members submit proposed amendments to the Office of Board Governance by noon; amendments are forwarded to the Administration by end of day.	Board and Board Governance
May 13, 2021*	Administration submits analysis of proposed amendments to the Office of Board Governance by the end of the day.	Administration
May 18, 2021*	Statutory public hearing on the Superintendent's proposed 2021-22 biennial budget.	Board and Administration
May 20, 2021*	Committee on Strategic Planning and Budget reviews the proposed FY22 budget, hears public testimony, and possibly takes action on proposed amendments and proposed budget.	Board
May 21, 2021*	Board members submit proposed amendments to the Office of Board Governance by noon; amendments are forwarded to Administration by end of day.	Board and Board Governance
May 24, 2021*	Administration submits analysis of proposed amendments to the Office of Board Governance by noon.	Administration
May 25, 2021*	Possible meeting of the Committee on Strategic Planning and Budget. Pending Resolution 2021R-009.	Board
May 27, 2021*	Board meets to consider and possibly to take action on the Superintendent's proposed 2021-22 budget.	Board Administration
No later than June 28, 2021	Board Clerk transmits adopted FY22 budget to the Milwaukee Common Council.	Board Governance
October 26, 2021*	Board meets to consider and to take action on recommended amendments to the adopted budget for FY22.	Board and Administration
No later than October 29, 2021	Board Clerk sends amended FY22 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 approval of the Administration's recommendation.

Adopted with the roll call vote to approve the Committees' reports.

* * * * *

(Item 5) Action on Resolution 2021R-012 by Director Miller on Banning Symbols of the Confederacy and the Use of Racial Slurs

Background

At its meeting of July 2020, the Board referred Resolution 2021R-012 to the Committee on Strategic Planning and Budget for consideration.

> WHEREAS, Black, Brown, Indigenous and other students of color have faced racism, discrimination and harassment throughout the State of Wisconsin; and
>
> WHEREAS, In Barr v. Lafon, the Sixth Circuit court ruled that it is not a violation of First Amendment rights for a school board to prohibit, in a viewpoint-neutral manner, students from wearing those racially divisive symbols that the school reasonably forecasts would substantially and materially disrupt schoolwork and school discipline; and
>
> WHEREAS, Wisconsin school districts, including Tomah and Burlington, have taken action to ban the Confederate flag from their schools while other districts, such as Baraboo, are fighting litigation over the display of the flag; and
>
> WHEREAS, Wearing of Confederate flags, a symbol of white supremacy, slavery and racism, on clothing continues to be used and allowed to intimidate African American students and their allies; and
>
> WHEREAS, Wisconsin Representatives to Congress recently voted against removing Confederate monuments in the U.S. Capitol which encourages displays of white supremacy in our schools;
>
> WHEREAS, Wisconsin school districts' policy and practice must affirmatively state and enforce that they are anti-racist institutions that outlaw racist conduct and language and will discipline behavior that violations racist conduct; now, therefore, be it
>
> RESOLVED, That Milwaukee Public Schools hereby bans racist language and slurs, both spoken and written, as well as the display of racist symbols of the Confederacy including the Confederate Flag and encourages all Wisconsin school districts to do the same; and, be it
>
> FURTHER RESOLVED, That Milwaukee Public Schools encourages the creation of anti-racist ethnic studies classes in all school districts and the integration of anti-racist curriculum at all grade levels; and, be it
>
> FURTHER RESOLVED, That the Board directs the district lobbyists and its delegates to and representatives to educational organizations (WASB, etc.) to lobby for state law that both forbid Confederate flags and symbols in state institutions and public schools and mandates implementation of ethnic studies in all school districts

Through the adoption of Administrative Policy 1.06, Equity, the Board formalized its commitment to the success of every student, regardless of race, ethnicity, family economics, mobility, gender identity, sexual orientation, disability, or initial proficiencies. The Board holds itself and all district and school-site decision makers, faculty, and support staff accountable for building a district-wide culture of equity.

The Board, though it's policies and initiatives, has acknowledged the need to address the impact of inequities in the city of Milwaukee and the state of Wisconsin. Accordingly, the Board acknowledges that these inequities have a long-standing impact on access and opportunity for our students, families, staff, and community.

By adopting the resolution, the Board would reaffirm this commitment and call upon other school districts to do the same. It would also direct the district's lobbyist to work with the Wisconsin Association of School Boards to lobby the State Legislature to establish a similar ban within Wisconsin state statutes.

The Office of Board Governance, in consultation with the Administration, recommends that the Board determine how it wishes to proceed with this item.

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

Committee's Recommendation

Your Committee recommends adoption of Resolution 2021R-012, as amended below:

1. WHEREAS, Following the January 6 white supremacist and terrorist attack on the nation's capital it is imperative for all of us to set an example for our students in fighting racism; and

2. WHEREAS, Black, Brown, Indigenous and other students of color in the State of Wisconsin have faced racism, discrimination and harassment ~~throughout the State of Wisconsin~~; and

3. WHEREAS, In *Barr v. Lafon,* the Sixth Circuit court ruled that it is not a violation of First Amendment rights for a school board to prohibit, in a viewpoint-neutral manner, students from wearing those racially divisive symbols that the school reasonably forecasts would substantially and materially disrupt schoolwork and school discipline; and

4. WHEREAS, Wisconsin school districts, such as the Tomah Area School District, have taken action to ban the Confederate flag, a symbol of white supremacy and racism, from their schools while other districts have refused to do so, and not taken sufficient steps to stop the intimidation of African-American students and their allies; and

5. WHEREAS, Some Wisconsin Representatives to Congress ~~recently~~ have voted in the past against removing Confederate ~~monuments~~ statues in the U.S. Capitol which encourages displays of white supremacy in our schools;

6. WHEREAS, Wisconsin school districts' policy and practice must affirmatively state and enforce that they are anti-racist institutions that outlaw racist conduct and language and will discipline behavior that violations racist conduct; now, therefore, be it

7. RESOLVED, That Milwaukee Public Schools hereby bans ~~racist~~ white supremacist language and slurs, both spoken and written, as well as the ~~display~~ propagation of racist symbols ~~of the Confederacy~~ including the Confederate Flag and encourages all Wisconsin school districts to do the same; and, be it

8. FURTHER RESOLVED, That Milwaukee Public Schools encourages the creation of anti-racist ethnic studies classes in all school districts and the integration of anti-racist curriculum at all grade levels; and, be it

9. FURTHER RESOLVED, That anti-racist curriculum include educating students about the new rise of white supremacist groups, activities, symbols, and their social media organizing techniques; and, be it

10. FURTHER RESOLVED, That the Board directs the district's lobbyists and ~~its~~ delegates/~~to and~~ representatives to educational organizations (WASB, etc.) to lobby for state law that both forbid Confederate flags and symbols in state institutions and public schools and mandates implementation of ethnic and antiracist studies in all school districts.

Adopted with the roll call vote to approve the Committees' reports.

* * * * *

(Item 6) Action on Resolution 2021R-009 by Directors Herndon and Siemsen on the Budget-amendment Process

Background

At its meeting on July 30, 2020, the Board referred the following Resolution 2021R-009 to the Committee on Strategic Planning and Budget:

WHEREAS, Each year, the Milwaukee Board of School Directors has the fiduciary responsibility to approve "…sound, realistic budgets as developed and recommended by its Administration and provides the financial resources necessary for executing its district policies." (Board Governance Policy 2.03(2)(c)); and

WHEREAS, Administrative Policy 3.01, Annual Operating Budget, paragraph (e), states, "The Committee on Strategic Planning and Budget shall consider and make recommendations to the Board on all matters pertaining to budget development and control"; and

WHEREAS, Administrative Policy 9.04, Community Involvement in Decision Making, declares

> The Board recognizes the value of broad citizen involvement with the program and operations of the Milwaukee Public Schools. This policy statement reflects the intent of the Board to encourage the voluntary involvement of citizens, both as individuals and in groups, to act as advisors and resource people as one significant means in the unending quest to achieve the goal of quality education for all children within the Milwaukee Public Schools.

and

WHEREAS, Wisconsin Statutes, §119.16(8)(a), directs

> Annually before adopting its budget for the ensuing school year and at least 5 days before transmitting its completed budget…the board shall hold a public hearing on the proposed school budget at a time and place fixed by the board. At least 45 days before the public hearing, the board shall notify the superintendent of schools and the commissioner of the date, time, and place of the hearing. At least one week before the public hearing, the board shall publish a class 1 notice…of the public hearing.

and

WHEREAS, Administrative Policy 3.01, Annual Operating Budget, section (2)(c), states

> 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.

and

WHEREAS, Upon the release of the Superintendent's proposed budget for the ensuing fiscal year, the Board does give reasonable opportunity for initial public input, not only through the public hearing required under §119.16(8)(a) of the Wisconsin Statutes, but also through multiple hearings held by its Committee on Strategic Planning and Budget, which include an opportunity for the public to provide feedback on the proposed budget, as well as on the first round of amendments to the proposed budget that members of the Board may submit; and

WHEREAS, The Board is currently allowed to submit additional proposed amendments to the proposed budget at the meeting at which the Board adopts the preliminary budget, but these amendments do not go through committee for discussion and public hearing and many times have had no public input; and

WHEREAS, By allowing these amendments to come to a vote without ample opportunity for either the Administration to conduct a thorough analysis or for the Board and the public to discuss them, the Board is compelled to act and may not be completely informed about the impact of the amendment on the district as a whole; and

WHEREAS, The need to have in-depth discussions of these previously unvetted amendments on the floor during a meeting that, because of its gravity and importance, already tends to last many hours, often past midnight, puts a mental and physical strain not only on the Board and its staff, but also on the public who may wish to monitor the proceedings, but who have jobs to attend or children to care for; now, therefore, be it

RESOLVED, That, except under exigent circumstances an — 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; and be it

FURTHER RESOLVED, That, when developing the budget calendar under Administrative Policy 3.01, Annual Operating Budget, section (2)(c), 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; and be it

FURTHER RESOLVED, That this Resolution is to be effective immediately upon its adoption by the Board.

Each year, the Milwaukee Board of School Directors approves a budget, as developed and recommended by its Administration.

The Committee on Strategic Planning and Budget has traditionally held two meetings for board members to consider the proposed budget as well as budget amendments submitted by board members. Public testimony is accepted at these meetings to offer an opportunity for the public to provide input on the proposed budget and any amendments to the proposed budget that members of the Board may submit.

Additionally, before adopting its budget, the Board holds a public hearing on the proposed school budget, as mandated by Wisconsin Statutes, the purpose of which is strictly for public input.

The current budget process allows board members to submit additional proposed amendments to the proposed budget at the meeting at which the Board adopts the preliminary budget. Traditionally, no public comment is taken at this meeting.

The Office of Board Governance, in consultation with the Administration, recommends that the Board determine how it wishes to proceed with this item.

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

Committee's Recommendation

Your Committee recommends adoption of Resolution 221R-009.

Adopted with the roll call vote to approve the Committees' reports.

* * * * *

REPORT OF THE COMMITTEE ON STUDENT ACHIEVEMENT AND SCHOOL INNOVATION

Director Báez 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 with Whittier Elementary School

Background

Whittier Elementary School, located at 4382 S. 3rd Street, was established as an instrumentality charter school beginning with the 2001-2002 school year. The current contract is for up to a maximum of 225 full-time-equivalent (FTE) pupils in grades K4 through 5. Whittier has received a five-year instrumentality charter school renewal 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 move the child forward through enrichment, remediation, and acceleration opportunities so that each child will be challenged to achieve academic success.

In July 2020, the Department of Contracted School Services initiated the charter school contract-review process. On August 3, 2020, representatives from Whittier submitted the Charter Letter of Intent, and, on August 3, 2020, Whittier submitted its Charter Renewal Application to seek renewal of its charter school contract with the Milwaukee Board of School Directors.

On November 17, 2020, the Charter School Contract Review Team (Team) conducted a virtual, full-day site visit at Whittier. The Team examined the school's academic, financial, and organizational performance and met with the school's 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 participated in virtual classroom observations.

Based on a thorough review of the school's application and data, school presentation, and site visit, the Charter School Contract Review Team has recommended a five-year renewal of the instrumentality charter school contract with Whittier. The recommendation was based on the school's consistently having met its educational, organizational, and financial goals. 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. School allocations are approved annually by the Milwaukee Board of School Directors as part of the approval of the Superintendent's proposed budget. Pending contract approval, the funds for the 2021-2022 charter school contract will be authorized as a part of the FY22 budget process.

Implementation and Assessment Plan

Upon the Board's approval, negotiations will begin between the Superintendent's designee, in consultation with the Board's designee and the Office of the City Attorney, and representatives of Whittier in anticipation of developing a renewed charter contract to be presented to the Board.

Committee's Recommendation

Your Committee recommends that the Board:

1. approve the renewal of a five-year instrumentality charter school contract with Whittier Elementary School; 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 Whittier and to draft a renewed instrumentality charter school contract to begin with the start of 2021-2022 school year and to end with the last regularly scheduled day of the 2025-2026 school year.

Adopted with the roll call vote to approve the Committees' reports.

* * * * *

(Item 2) Action on a Recommendation for Renewal of the Non-instrumentality Charter School Contract for Next Door Charter School

Background

Next Door Charter School, which serves students at 2545 North 29th Street and 5310 W. Capitol Drive, was established as a non-instrumentality charter school beginning with the 2006-2007 school year. The current contract is for up to a maximum of 280 full-time-equivalent (FTE) pupils in grades K4 and K5.

Next Door's mission is to support the intellectual, spiritual, and emotional development of children so that they can become self-sufficient, contributing members of the community. Next Door's vision is to support the development of young children so that they may become confident, independent, and pro-social learners.

In July 2020, the Department of Contracted School Services initiated the charter school contract-review process. On July 15, 2020, representatives from Next Door submitted the Charter Letter of Intent and, on August 31, 2020, Next Door submitted its Charter Renewal Application to seek renewal of its charter school contract with the Milwaukee Board of School Directors.

On October 27, 2020, the Charter School Contract Review Team (Team) conducted a virtual, full-day site visit at Next Door. The Team examined the school's academic, financial, and organizational performance and met with school representatives to discuss the data relative to contract compliance and renewal. The Team reviewed any additional responses and information provided by the school. The Team also heard testimony of parents and students and participated in virtual classroom observations on October 30, 2020, and November 2, 2020.

Based on a thorough review of the school's application and data, school presentation, and site visit, the Charter School Contract Review Team has recommended a three-year renewal of the non-instrumentality charter school contract with Next Door. The recommendation was based on the strong school culture, organizational and financial performance, and a need and desire to demonstrate growth in relating to educational performance measures. 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. School allocations are approved annually by the Milwaukee Board of School Directors as part of the adoption of the Superintendent's proposed budget. Pending contract approval, the funds for the 2021-2022 charter school contract will be authorized as a part of the FY22 budget process.

Implementation and Assessment Plan

Upon the Board's approval, negotiations will begin between the Superintendent's designee, in consultation with the Board's designee and the Office of the City Attorney, and representatives of Next Door 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 non-instrumentality charter school contract for Next Door Charter School; and

2. authorize the Superintendent's designee, in consultation with the Board's designee and the Office of the City Attorney, to enter into negotiations with representatives of Next Door and to draft a renewed non-instrumentality charter school contract to begin with the start of 2021-2022 school year and to end with the last regularly scheduled day of the 2023-2024 school year.

Adopted with the roll call vote to approve the Committees' reports.

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(Item 3) Action on a Recommendation for Renewal of the Non-instrumentality Charter School Contract for Carmen Schools of Science and Technology, Inc.

Background

Carmen High School of Science and Technology, South, located at 1712 N. 32nd Street, was established as a non-instrumentality charter school in fall 2007; Carmen Middle/High School of Science and Technology, Northwest, located at 5496 N. 72nd Street, was established as a non-instrumentality charter school in fall 2013; Carmen High School of Science and Technology, Southeast, located at 2500 W. Oklahoma Avenue, was established as a non-instrumentality charter school in fall of 2016; and Carmen Middle School of Science and Technology, South, located at 2427 S. 15th Street, was established as a non-instrumentality charter school in fall 2018s.

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 the following maximum full-time-equivalent (FTE) pupils:

- 360 FTE at Carmen South in grades 9-12;
- 800 FTE at Carmen Northwest in grades 6-12;
- 800 FTE pupils at Carmen Southeast in grades 9-12; and
- 300 FTE pupils at Carmen Middle School South in grades 6-8.

In July 2020, the Department of Contracted School Services initiated the charter school contract-review process. On July 14, 2020, representatives from Carmen submitted the Charter Letter of Intent and, on August 31, 2020, Carmen submitted its Charter Renewal Application to seek renewal of its charter school contract with the Milwaukee Board of School Directors.

On November 5 and 6, 2020, the Charter School Contract Review Team (Team) conducted virtual, full-day site visits that included each of Carmen's four campuses. 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 participated in virtual classroom observations.

Based on a thorough review of the school's application and data, school presentation, and site visits, the Charter School Contract Review Team has recommended a five-year renewal of the non-instrumentality charter school contract with Carmen. The recommendation was based on the schools' having met their educational, organizational, and financial measures; the schools' demonstration of improvement; and the schools' commitment to continued growth. 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. School allocations are approved annually by the Milwaukee Board of School Directors as part of the adoption of the Superintendent's proposed budget. Pending contract approval, the funds for the 2021-2022 charter school contract will be authorized as a part of the FY22 budget process.

Implementation and Assessment Plan

Upon the Board's approval, negotiations will begin between the Superintendent's designee, in consultation with the Board's designee and the Office of the City Attorney, and representatives of Carmen 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 non-instrumentality charter school contract for Carmen Schools of Science and Technology, Inc.; and
2. authorize the Superintendent's designee, in consultation with the Board's designee and the Office of the City Attorney, to enter into negotiations with representatives of Carmen and to draft a renewed non-instrumentality charter school contract to begin with the start of 2021-2022 school year and to end with the last regularly scheduled day of the 2023-2024 school year.

Adopted with the roll call vote to approve the Committees' reports.

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(Item 4) Action on Resolution 2021R-018 by Directors Báez and Peterson Regarding a Report on Standardized Testing

Background

At its December 17, 2020 meeting, the Board referred Resolution 2021R-018 by Directors Báez and Peterson, requesting a report on standardizing testing, to the Committee on Student Achievement and School Innovation:

WHEREAS, Through Administrative Policy 7.36, Balanced Assessment System, the district has developed a system designed to match assessment types, purposes, and users in order to improve data-driven decision making throughout the district; and

WHEREAS, The testing system in MPS was designed to support instructional planning, school-improvement efforts, curriculum and program evaluation, resource planning, and accountability; and

WHEREAS, The testing system was also designed to support graduation- and promotion-related decisions for individual students and factors in accommodations for students with Individualized Education Plans as well as English-language learners; and

WHEREAS, The district's testing system includes a balance of summative, benchmarks, and formative assessments; and

WHEREAS, The testing system also includes examinations commonly referred to as "standardized tests" that are required by either the state or federal governments and which have become the subject of debate on a national level; and

WHEREAS, The Board also recognizes, however, that there are growing concerns over the extent to which standardized testing undermines students' confidence, pressures teachers to "teach to the test," fails to align to what is being taught in the classroom, and fails to provide a full picture of a student's strengths and weaknesses; and

WHEREAS, The Board is also concerned about other possible consequences of standardized testing, including the loss of learning opportunities, the stress placed on our students, the triggering of behaviors that may interfere with learning, the interruption of schedules of our special education's students and students in our bilingual and ESL programs, the time spent on professional development for testing that could be put to other purposes, and the potential for implicit bias in the testing process that would disproportionately affect all students of color; and

WHEREAS, The Board is further concerned about how standardized and other testing is aligned with the multiple efforts by this district regarding equity, anti-racist and culturally= and linguistically-inclusive and sensitive curriculum, and related staff professional development; and

WHEREAS, The time has come for a rigorous discussion on standardized testing and MPS's policies on all testing; now, therefore, be it

RESOLVED, That the Administration present a report to the Board on the subject of standardized testing; and be it

FURTHER RESOLVED, That the report include the following information relative to standardized tests required by both the federal and state government:

- a list of the companies or vendors with whom MPS contracts or partners with to provide standardized tests; the name, type of test, or testing service; the grade levels or other purposes served by these vendors; and the costs of the services provided;
- disaggregated by federal and state, the estimated annual costs to MPS of purchasing required standardized exams and related guides and materials currently in force for students in all MPS schools;
- information about the annual costs of implementing, monitoring, and conducting professional development to others on all standardized testing at Central Office by Central Office administrators;
- an estimate, disaggregated by the above categories, of the costs of staff time/hours and any additional school-based expenditures incurred in every school in order to implement standardized testing;
- an estimate of the annual costs of contracts to vendors for analyzing scores and categorizing such tests, as well as the annual costs of any related analysis and professional development they may provide;
- assuming their analysis and services are for purposes of informing, based on student performance on these tests, the categorization or performance of schools, and the curriculum and instructional practices at MPS, related annual estimated costs to Central Office and to individual schools;
- the estimated annual costs associated with the printing, duplication, and dissemination of all testing and related activities, including materials for professional development related to testing;
- estimates of the amount of instructional time that is spent on students' test preparation, test administration, and make-up testing for students who are absent for all types of testing, including regularly computer-based "formative" assessments;
- information on the impact of testing on the closure of school libraries/media centers or limitations on their hours because of testing taking place in such sites; and, be it

FURTHER RESOLVED, That the same information listed above should be provided relative to any other standardized or academic performance tests currently required by MPS; and, be it

FURTHER RESOLVED, That this report should be brought to the Board through the appropriate committee in the February 2021 board cycle.

The Administration is recommending adoption of the resolution with one minor adjustment. In order to compile a comprehensive report as detailed in the resolution, the Administration is requesting that the report be scheduled for the March board cycle, rather than the February board cycle.

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 7.38, Balanced Assessment Systems

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

Upon adoption by the Board, the Administration will begin compiling the report.

Committee's Recommendation

Your Committee recommends that the Board adopt Resolution 2021R-018 by Directors Báez and Peterson, with the following amendments to the following sections (the balance of the Resolution to stand as submitted):

FURTHER RESOLVED, That the report include the following information relative to standardized tests required by both the federal and state government:

- A list of the companies or vendors with whom MPS contracts or partners with to provide standardized tests and/or test preparation materials; the name, type of test, or testing service; the grade levels or other purposes served by these vendors; and the costs of the services provided…

FURTHER RESOLVED, That this report should be brought to the Board through the appropriate committee in the ~~February~~ March 2021 board cycle.

Adopted with the roll call vote to approve the Committees' reports.

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

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

Background

At its meeting on February 27, 2020, the Milwaukee Board of School Directors referred Resolution 1920R-016 by Director Peterson to the Student Achievement and School Innovation (SASI) Committee:

RESOLVED, That Milwaukee Public Schools will integrate climate justice curriculum and sustainability practices into all aspects of its work and functions; and be it

FURTHER RESOLVED, That the Milwaukee Public Schools will establish, build-on and expand projects with other community organizations and institutions including the Milwaukee Area Technical College, University of Wisconsin-Milwaukee, Milwaukee Metropolitan Sewerage District, Reflo, Green and Healthy Schools-Wisconsin, City of Milwaukee Environmental Collaboration Office, the Department of Natural Resources, and gardening and agricultural organizations; and be it

FURTHER RESOLVED, That MPS establish a Climate Justice Curriculum Advisory Committee to lead the development/identification and implementation of a K4 – 12 grade climate justice curriculum that is woven into all grade levels and subject matters and includes projects-based teaching and investigations that students conduct at school and in their communities to address climate change and that said Advisory Committee consist of teachers, students, curriculum specialists from all content areas, administrators, and climate justice activists and to report back to the board on a quarterly basis starting in September 2020; and be it

FURTHER RESOLVED, That the Milwaukee Public Schools encourage MPS educators who are already teaching about nature, the environment, sustainability and climate change to take a leading role in developing and implementing a K-12 climate justice curriculum and play a role in the Climate Justice Curriculum Advisory Committee, and that this curricular work begin this summer by including a cohort of 20-25 teachers from all grade bands and subjects into MPS's summer professional development/curriculum writing so that said teachers work for a week to start the process of K4- 12 curriculum development and present such work to other educators in conjunction with the Green Schools Consortium of Milwaukee; and be it

FURTHER RESOLVED, That the Milwaukee Public Schools commit itself to providing teachers, administrators, and other school personnel with professional development, curricular materials, and outdoor and field opportunities that explore the breadth of causes and consequences of the climate crisis as well as potential solutions that address the root causes of the crisis, and do so in ways that are participatory, imaginative, and respectful of students' and teachers' creativity and eagerness to be part of addressing global problems, and that build a sense of personal efficacy and empowerment; and be it

FURTHER RESOLVED, That the development and implementation of the District-wide curriculum should include a review of current textbooks for accuracy around the reality of the climate crisis and the impact of human activities and that addendums/supplemental resources be provided to augment out-of-date material; and be it

FURTHER RESOLVED, That in implementing MPS's commitment to prepare students for college, careers, and citizenship MPS recognize that as our society moves rapidly and definitively away from fossil fuels, we will need to prepare our students for robust job opportunities in green technologies, construction, forestry, sustainable agricultural practices, environmental science, conservation, STEM and restoration efforts; and be it

FURTHER RESOLVED, That in implementing MPS's commitment to developing well-rounded citizens the District should support students to become organizers and leaders for climate justice and against environmental racism in our community and around the world; and be it

FURTHER RESOLVED, That a District Sustainability Team, consisting of representatives from the Department of Facilities and Maintenance services, School Nutrition, Office of Academics, Office of School Administration, Office of Communications and District partners, be established to develop a Sustainability Action Plan that includes a baseline study of the District's ecological footprint, with an emphasis on local environment and climate impact, (including all areas of operation and organization, such as buildings, grounds, food service, cleaning and maintenance, water and energy, waste, recycling, transportation, and all contracting and procurement services) and an inventory of current environmental sustainability plans under way, (including school-based efforts on recycling, composting, reduction of food waste and energy consumption), and the setting of targets to ensure operations, organization and outreach of the District addresses climate change and its effects on the community and the world; with its first update to the board provided in September 2020; and be it

FURTHER RESOLVED, That Board directs the MPS administration and encourages the MPS Foundation to seek outside funding through private individuals and philanthropic organizations to put towards the development and implementation of a K-12 climate justice curriculum and sustainability projects and that MPS lobby state and federal governments for support of such initiatives; and

FURTHER RESOLVED, That the District encourage schools to develop school-based Green Teams with the involvement of educators, students, parents and community to expand school-based and District-wide curricular and sustainability projects and that the District develop a Green Revolving Fund, seeded in part by cost savings from sustainability initiatives to allow the Green Revolving Fund to grow over time to support additional investments and to provide financial incentives for school-based and District-wide "green projects."

At its meeting on March 17, 2020, the Board adopted Resolution 1920R-016. In response to the Board's action, the Administration is providing its second 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 Board's action, the participants in each were identified in alignment with the resolution, and meetings were held in September, October, November, December 2020, and are scheduled for January 2021.

The Climate Justice Curriculum Advisory Committee met on November 11 and December 9, 2020. The Curriculum Writing Team met on November 11 and December 16, 2020. To date, the Climate Justice Curriculum Advisory Committee has worked to create a district position statement on climate justice education, a parent letter for schools to use with additional information on climate justice education, and draft mission and vision statements aligned to their work and has provided feedback to the Curriculum Writing Team.

The Curriculum Writing Team has listed related standards at each grade level that address climate change and climate justice, set a climate justice learning goal for grade bands K-2, 3-5, 6-8 and 9-12, along with critical vocabulary that is age-appropriate and standards-aligned. The Curriculum Writing Team has started the process of curating lesson plans for each grade level, and lesson review will take place at the January meetings.

The District Sustainability Team met virtually on October 22 and November 30, 2020. The meetings centered on the compilation and detailed review of an inventory of the environmental sustainability plans

currently in place within each of the represented schools and departments. Having reviewed this inventory, the Team is now working on curating sample policies and drafting sustainability initiatives to be reviewed by the Team and considered for inclusion in a Draft Sustainability Action Plan.

Several members of the Milwaukee-area community —including representatives from the City of Milwaukee's Environmental Collaboration Office, the Milwaukee Metropolitan Sewerage District, the nonprofit ReFlo, the City of Milwaukee's Department of Public Works, and Compost Crusader — joined the team in November. At the next meeting, scheduled for January 27, 2021, the Team will review proposed policies and continue to align and collaborate sustainability efforts with those of our community partners to best leverage our efforts to develop and to implement a robust Sustainability Action 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

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(Item 6) 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

Based on the Board's previous action, the 2020-21 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 nearly 11,000 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 towards their academic goals. The East Region is successful due to the committed staff members and dedicated community partnerships, a vital component to the success of students.

Regional Showcase — East Region

- Our Students..... 10,458
- Our Schools..... 24
- Our Staff 1,323
- Students with Disabilities..... 19.1%
- ELL..... 10.2%

Diverse School Programs

K5s and K8s
- Brown Street
- Garland
- O.W. Holmes
- Siefert

Montessori
- Bay View
- Maryland
- Fernwood

Academic Specialty
- Humboldt
- Hartford
- Riverwest

Language-immersion/Arts
- Fratney
- MACL
- Victory
- Parkside
- Elm

Instrumentality Charter
- IDEAL
- Whittier

STEM/Technology
- Carver
- Cass Street
- Gaenslen
- Trowbridge
- Burdick
- Clement
- Cooper

2018-19 East Region Report Card Data

DPI's Overall Accountability Ratings

Rating	Score
Significantly Exceeds Expectations	83-100
Exceeds Expectations	73-82.9
Meets Expectations	63-72.9
Meets Few Expectations	53-62.9
Fails to Meet Expectation	0-52.9

Our Schools' Ratings

Schools' Ratings	Score
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: Carver Academy

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

Report Card Data

	Overall Score	
2016-17	43.8	Fails to Meet Expectations
2017-18	50.9	Fails to Meet Expectations
2018-19	68.3	Meets Expectations

Our Journey to STEAM (Science, Technology, Engineering, Arts, and Math)...

- Joined with Brewers Hill Neighborhood Association to explore STEAM focus for school
- Partnered with MSOE and the Bucks to host eight 6th-grade female scholars to a week-long overnight camp for STEAM
- Purchased PD and curriculum for Project Lead the Way through Partnership Grant

Full STEAM Ahead...

- GE Fabrication Lab is ready
- Received support from Morgridge family to purchase Project Lead the Way materials and teacher PD
- Expanded an inquiry-based learning approach in other areas (social studies and writing)
- Provided opportunity for 25 students to attend STEAM Summit for Girls

- Established a Maker Space station in the library
- Supplied art kits to all families

Support for Families

- Monthly professional development focused on technology
- Welcome Week/Harvest Festival
- Supply pickup
- Chromebook support
- Attendance recognition
- Additional work packets provided

Support for Staff

- 10 hours of self-directed professional development in August
- Continued weekly PD focused on virtual-teaching practices
- Coaching for each teacher
- Book study
- Staff appreciation events

Opportunities for Growth

- Increase writing opportunities for students
- Focus on academic rigor and task complexity to increase proficiency on the Forward Exam
- Provide more opportunities for parental engagement
- Expose more students to targeted math and science instruction
- Maximize the use of formative assessments
- Ensure that every student is ready for high school

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 monthly reports of its delegates to the MPS Head Start Policy Council and to the District Advisory Council (DAC).

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

In an effort to support the goals identified by MPS as essential to the accomplishment of MPS's Vision and Mission, the President's activities during the month of January 2021 included the following:

Academic Achievement

Met or had conversations with individuals or groups on:

- Black Lives Matter at Schools
- ASC's and MTEA's Leadership

Effective and Efficient Operations

- Met with the Superintendent and Board Clerk regularly for information sharing and to ensure that the Board's operations continue during COVID-19
- Met with school leaders to get their thoughts on school operations and remote learning
- Followed up with the City Attorney's Office on a meeting with board members
- Received legislative updates from Governor Tony Evers and state legislators

Student, Family, and Community Engagement

Met (virtually) or held conversations with school and community groups:

- Took part in meetings of the Milwaukee Library Board as the Board's delegate
- Having previously assumed role as Chair of the Milwaukee Library Board's Innovation and Strategy Committee, continued the work of the group
- Provided a response/public statement to City officials on re-opening schools
- Participated in community conversations and briefings on surveys' outcomes on virtual learning

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RESOLUTIONS

Resolution 2021R-021

By Director Woodward

WHEREAS, The vision of the Milwaukee Public Schools is to provide an equitable educational environment that is child-centered, supports achievement, and respects and embraces diversity where schools meet the needs of all and where relevant, rigorous, and successful instructional programs will be recognized and replicated to ensure that maximum educational opportunities are provided to enable all students to reach their highest potential; and

WHEREAS, As part of its mission, MPS is a diverse District that welcomes all students and prepares them for success higher education, post-educational opportunities, work, and citizenship; and

WHEREAS, Milwaukee Public Schools serves a diverse population, with approximately 89% of students identifying as students of color; and

WHEREAS, The Milwaukee Public Schools has embraced the immersion philosophy, which is to enable pupils learn in an environment that recognizes language, history, tradition, and cultural richness; and

WHEREAS, The effectiveness of immersion programs is currently being demonstrated through the Milwaukee Chinese, French, German, Italian, and Spanish, Immersion schools; and

WHEREAS, An African immersion program is essential in teaching African-American students their culture and heritage as a part their emotional, social, developmental, and academic needs; and

WHEREAS, At the November 2016 work session, hosted by Panasonic, on District turnaround efforts to improve student achievement, Director Woodward advocated for the establishment of an African immersion option for MPS students in Board District #4 that gives students knowledge of their heritage and history; and

WHEREAS, After a meeting with administrative staff, community members, alumni of Andrew S. Douglas Middle School, and a presentation of the 53206 Initiative, Douglas was selected to be the site; however, there is still no school officially designated as an African immersion school level; now, therefore, be it

RESOLVED, That the Board officially designate Andrew S. Douglas Middle School as an African Immersion school with the primary language of Spanish; and, be it

FURTHER RESOLVED, That the Board direct the Administration to report back a plan for full implementation of an African Immersion school.

Referred to the Committee on Student Achievement and School Innovation

Resolution 2021R-022

By Director Taylor

WHEREAS, The Milwaukee Board of School Directors has declared that, as part of the vision of the Milwaukee Public Schools (Board Governance Policy BG 1.01 and Administrative Policy 1.01), "Schools will be safe, welcoming, well-maintained, and accessible community centers meeting the needs of all. Relevant, rigorous, and successful instructional programs will be recognized and replicated. The District and its schools will collaborate with students, families, and the community for the benefit of all"; and

WHEREAS, For schools to be safe and welcoming and benefit the community at-large, they must be free of systems that support and perpetuate the school-to-prison pipeline; and

WHEREAS, The Milwaukee Board of School Directors has acted to revise policies and practices within the Milwaukee Public Schools system to address the school-to-prison pipeline including:

- the May 2015 adoption of Resolution 1516R-001, otherwise known as the Black Lives Matter Resolution, which directed that:
- our District and schools and classrooms create safe spaces for dialog and support on issues faced in communities and schools related to policing, the educational process, and improving school safety;
- the District create an advisory council comprising community, parents, educators, and students to assist in reviewing, strengthening, and creating curriculum and policy related to the issues raised by the Black Lives Matter movement, the efforts to derail the school-to-prison pipeline, the broader historical experience of the Black community, and present schooling experience;
- the June 2020 adoption of Resolution 2021R-003, which terminated all contracts with the Milwaukee Police Department for School Resource Officers and all contracts for the purchasing of criminalizing equipment including metal detectors, facial recognition software, and social media monitoring; and
- the September 2020 action to direct the MPS Administration to develop a monthly report to the Board on referrals, demarcating suspensions and expulsions, resulting from those referrals with an overall District summary and a breakdown for each school; and

WHEREAS, In order to truly dismantle the school-to-prison pipeline, changes to policies and practices within the Milwaukee Public Schools system must be accompanied by changes to the juvenile justice system and other systems that impact the school-to-prison pipeline; and

WHEREAS, The City of Milwaukee and Milwaukee County have jurisdiction over other systems that should be explored in addressing the school-to-prison pipeline including, but not limited to, the Milwaukee Police Department, the Milwaukee County Sheriff's Office, and the Vel R. Phillips Youth & Family Justice Center; and

WHEREAS, In March 2020, the Milwaukee Board of School Directors adopted Resolution 1920R-014 by Directors Miller and Taylor regarding the One Milwaukee Initiative, which created the One Milwaukee Taskforce on the premise that Milwaukee County, the City of Milwaukee, and Milwaukee Public Schools have a common interest to improve the lives and conditions of Milwaukee residents; and

WHEREAS, the One Milwaukee Taskforce names as one of its members the Milwaukee Board of School Directors President or their designee; and

WHEREAS, Dismantling the school-to-prison pipeline would improve the lives and conditions of Milwaukee residents now and for generations to come; now, therefore, be it

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.

Referred to the Committee on Parent and Community Engagement

Resolution 2021R-023

By Directors Peterson and Báez

WHEREAS, As of January 2021, the United States has the highest number of COVID-19 cases and deaths in the world — 25 million infected, and deaths exceeding 420,000, with these deaths and disabilities falling disproportionately on Black and Latino/a communities, seniors, and increasingly among our youth; and

WHEREAS, This disease has caused severe disruption in our efforts to educate our children and has put teachers, staff, and students at serious risk; and

WHEREAS, This crisis demonstrates the importance of international cooperation and solidarity in the fields of public health as well as education for the common good; and

WHEREAS, In 1960, the US government adopted a policy intended "…to bring about hunger, desperation, and overthrow of the government" in Cuba resulting in the longest and "…most comprehensive set of US sanctions [imposed] on any country…" and

WHEREAS, The Trump administration severely tightened the constraints against Cuba, enacting more than 40 new restrictive measures in 2020 alone, including restrictions on the right to attend professional conferences and other curbs on our right to travel, all of which was a reversal of the policies enacted by President Obama, who visited Cuba; and

WHEREAS, This policy of hostility has provided no benefits to the people of the US and has cruelly impacted the standard of living of the 11.3 million Afro-Latino/a people of Cuba; and

WHEREAS, Cuba, a small and poor nation, has prioritized education and universal healthcare and is currently providing free medical education to students from all over the world, including the US, one whom is Alexandra Skeeter, a 2010 graduate of Rufus King High School; and

WHEREAS, In 2017 Cuba sent medical experts to Chicago to work with public health authorities in addressing the high rate of infant mortality on its southside, a serious public health issue we also face in Milwaukee; and

WHEREAS, Cuba's biomedical research has produced many medicines, including one used successfully by a West Bend, Wisconsin resident to treat his stage three lung cancer (who traveled illegally to receive treatment), and one that reduces the need for amputations among sufferers of diabetes, which disproportionately affects people of color in the US; and

WHEREAS, Cuba has responded to the COVID pandemic by implementing public health measures that have limited fatalities to 194 deaths among its over 11 million people [Johns Hopkins University], compared to Wisconsin with over 6,000 deaths among half that population; and

WHEREAS, Cuba has shared its expertise all around the world by sending 4,000 medical practitioners to 38 countries to assist their local efforts to fight COVID; and

WHEREAS, Cuba has also shared its methods for advancing literacy in many countries, including here in Milwaukee, where Cuban teachers have made presentations to our teachers and families; and

WHEREAS, Cuba's educational system has been recognized by the United Nations Educational, Scientific and Cultural Organization (UNESCO), the Laboratorio Latinoamericano de la Calidad de la Educación, and in numerous studies and by educational scholars — including U.S. scholars — for its investments in education, its consistently high academic performance, its focus on cultural inclusiveness, equity, and student engagement — all things that U.S. educators could benefit from through cultural exchanges; and

WHEREAS, All MPS students, staff and families, particularly those of Cuban heritage would benefit from closer ties to educators in Cuba; now, therefore, be it

RESOLVED, That the Milwaukee Board of School Directors call on the Biden administration and all other appropriate political, health, and educational authorities to promptly invite negotiations with their Cuban counterparts to explore mutually beneficial cooperation, as a step toward normalization of relations between our countries.

Referred to the Committee on Legislation, Rules and Policies

Resolution 2021R-024

By Director O'Halloran

WHEREAS, Gerrymandering is a practice by which a dominant political party within a legislative body — such as a state legislature, a city council, or a local school board — attempts to divide the electorate under that body's jurisdiction into Districts in such a way as to give that party an electoral majority in a large number of Districts while concentrating the voting strength of the opposition in as few Districts as possible; and

WHEREAS, Gerrymandering has a long, sad history in national, state, politics as a tool to be employed by whatever political party may be in the majority to perpetuate and to expand its political fortunes; and

WHEREAS, Gerrymandering undermines American democracy by weighting elections in favor of one party, thereby stifling voters' voices and causing voters to question if their ballots really matter; and

WHEREAS, Wisconsin's electoral Districts have been redrawn without public input, resulting in heavily gerrymandered Districts; and

WHEREAS, Funding for public schools in Wisconsin has stagnated under the Districts as currently drawn — particularly funding for special education services in Wisconsin, which was described as the worst in the nation during testimony given by national experts before the Blue Ribbon Commission on School Funding, a bipartisan group of state legislators and school District administrators; and

WHEREAS, Efforts to redress this lack of sufficient funding on behalf our students have been hampered by the effects of partisan gerrymandering; and

WHEREAS, Organizations and citizens throughout the country and across the state have joined in the call for "fair maps," a reform in redistricting; and

WHEREAS, Voters in 55 of 72 counties and in dozens of municipalities, representing 80% of Wisconsin's population, have passed referenda or resolutions in support of fair District mapping; and

WHEREAS, These referenda passed with a 3-1 margin on average; and

WHEREAS, The next round of Wisconsin's legislative redistricting is scheduled to take place during the 2021-23 legislative session; now, therefore be it

RESOLVED, That the Milwaukee Board of School Directors join with community groups in demanding that voters be empowered to choose their representatives, rather than representatives choosing their voters; and be it

FURTHER RESOLVED, That the Milwaukee Board of School Directors call upon the state legislature to redraw the Districts in 2021 in an open and transparent manner that allows the public to engage meaningfully in and to help shape the process; and be it

FURTHER RESOLVED, That the Milwaukee Board of School Directors implore the state legislature to embrace democratic principles by welcoming the participation of its members who are independents as well as Democrats and Republicans and by taking into serious consideration the demographic and geographic diversity of the state; and be it

FURTHER RESOLVED, That the Milwaukee Board of School Directors direct the Office of Board Governance to send this resolution to the Governor, to the People's Maps Commission, to the Speaker of the State Assembly, and to the President of the State Senate.

Referred to the Committee on Legislation, Rules and Policies

The Board adjourned at 7:33 p.m.

JACQUELINE M. MANN, Ph.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
FEBRUARY 25, 2021

Regular meeting of the Board of School Directors called to order by President Miller at 6:31 p.m.

Present — Directors Báez, Herndon, O'Halloran, Peterson, Phillips, Siemsen, Taylor (7:17 p.m.), Woodward, and President Miller — 9.
Absent and Excused — None.

AWARDS AND COMMENDATIONS

Excellence in Education Award

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" to:

Joyce D. Peoples, Marcus Performing Arts Center's 2021 Dr. Martin Luther King, Jr., Teacher of the Year

Milwaukee Public Schools recognizes Mrs. Joyce Peoples for her tireless dedication to her students and for being selected as the Marcus Performing Arts Center's 2021 Dr. Martin Luther King, Jr., Teacher of the Year.

Mrs. Peoples, who teaches middle-school English language arts at Hartford Avenue University School, has been teaching in Milwaukee Public Schools for 20 years. She has been involved with Milwaukee's Dr. Martin Luther King, Jr., Birthday Celebration for the past 19 years.

The Marcus Performing Arts Center acknowledged Mrs. Peoples as a champion for the annual Dr. King Birthday Celebration in Milwaukee. Her work includes providing enrichment activities and encouraging her students to use their unique abilities, including in the Dr. King art, speech, and writing contests.

Each year since 2014, the steering committee of Milwaukee's annual Dr. Martin Luther King Birthday Celebration selects a teacher who has shown a high level of commitment to the event over a number of years. Mrs. Peoples was selected for the energy and enthusiasm that she brings to the event via her students.

Milwaukee Public Schools recognizes Joyce D. Peoples for being selected as the Marcus Performing Arts Center's 2021 Dr. Martin Luther King, Jr., Teacher of the Year. We are MPS Proud!

The Milwaukee Board of School Directors recognizes and honors Joyce Peoples for her dedication, outstanding leadership, and commitment to excellence on behalf of the students of the Milwaukee Public Schools.

Winners of the Dr. Martin Luther King, Jr., Writing, Art, and Speech Contests

Our classrooms throughout the district carried out many exciting activities to honor and reflect upon the legacy of Dr. Martin Luther King, Jr., leading up to and on the national holiday celebrating his birthday. These activities included the 2020-21 Dr. Martin Luther King, Jr., Art, Speech and Writing Contests presented by Bader Philanthropies, Inc.

This year's Dr. Martin Luther King, Jr., contests produced outstanding entries from students and many winners. The district is pleased to recognize the following students for their amazing work around this year's theme, "Keep Moving Forward."

Congratulations to all winners of this year's Dr. Martin Luther King, Jr., Art, Speech, and Writing Contests.

2021 Art Contest Winners

Grades K-2

1st Place
Remi Davies,
Lloyd Barbee Montessori School, Grade 1
Teacher: Ashley Boese

2nd Place
Sam Solis,
Burbank School, Grade 2
Teacher: Anna Petersen

3rd Place
Florence Okidi,
Milwaukee Spanish Immersion School, Grade 2
Teacher: Tracy Matel

Grades 3-5

1st Place
Jaden Old Coyote,
Burbank School, Grade 5
Teacher: Anna Petersen

2nd Place
Nora Synovic,
Milwaukee German Immersion School, Grade 5
Teacher: Karen Silber

3rd Place
Matthew Tania Munoz Prada,
ALBA School, Grade 5
Teacher: Jennifer Santiago

2021 Speech Contest Winners

Grades K-2

1st Place
Essence Green,
Craig Montessori School,
K5
Teacher: Susan Starkman

2nd Place
Jurni Johnson,
Elm Creative Arts School, Grade 1
Teacher: Therese Kroll

Grades 3-4

1st Place
Niles Janzen,
Fernwood Montessori School, Grade 4
Teacher: Katy Gabor

2nd Place
Justice Edwards,
Golda Meir Lower Campus, Grade 3
Teacher: Erin Bailey

3rd Place
Orjan Oulahan,
Maryland Ave. Montessori School, Grade 4
Teacher: Lauren Belinski

Grades 6-8

1st Place
Nandar Oak,
Wedgewood Park IB School, Grade 7
Teacher: Margaret Fish

2nd Place
Zachariah Lara,
Wedgewood Park IB School, Grade 6
Teacher: Margaret Fish

3rd Place
Mariana Lopez Carro,
Escuela Vieau School, Grade 7
Teacher: Laura Lofton

Grade 9-12

1st Place
Aubrey Jilla,
Milwaukee High School of the Arts, Grade 10
Teacher: Amanda Wojnar

2nd Place
Camorra Forrest,
Milwaukee High School of the Arts, Grade 9
Teacher: Amanda Wojnar

3rd Place
Bryonna Saygo,
Milwaukee High School of the Arts, Grade 11
Teacher: Brendan Senne

Grades 5-6

1st Place
Kayle Phillips,
Golda Meir Upper Campus, Grade 6
Teacher: Nicole Price

3rd Place
Cornel Penager Davidson,
Fernwood Montessori School, Grade 6
Teacher: Sara Raasch

Grades 7-8

1st Place
Zora Penager Davidson,
Fernwood Montessori School, Grade 8
Teacher: Sara Raasch

2nd Place
Raya EI-Hajjar,
Maryland Ave. Montessori School, Grade 8
Teacher:Gina Follstad

3rd Place
Sahmii Dixon,
Lincoln Center of the Arts, Grade 7
Teacher: Sandra Meeks

Grades 9-10

1st Place
Janiya Williams,
Golda Meir Upper Campus, Grade 10
Teacher: Jayme Timmons

2nd Place
Brandon Gorton,
Reagan IB High School, Grade 9
Teacher: Kristoffer Puddicombe

Grades 11-12

1st Place
Taira McClellan,
Vincent High School, Grade 12
Teacher: Jennifer Koss

3rd Place
Mohammad Faisal Khan Mohammad Rofiq,
Milwaukee High School of the Arts, Grade 11
Teacher: Sarah Harley

2021 Writing Contest Winners

Grades 2-3

1st Place
Leslie White,
Golda Meir Lower Campus, Grade 3
Teacher: Erin Bailey

2nd Place
Zariah Bowers,
Golda Meir Lower Campus, Grade 3
Teacher: Erin Bailey

Grades 4-5

1st Place
Isabella Krieger-Silva,
Fernwood Montessori School, Grade 4
Teacher: Jean Vogel

2nd Place
Dahlia Santiago,
Golda Meir Lower Campus, Grade 5
Teacher: Kermit McClendon

3rd Place
Kya Barnes,
IDEAL School, Grade 5
Teacher: Karla Zuehlke

Grade 6

1st Place
Cornel Penager Davidson,
Fernwood Montessori School, Grade 6
Teacher: Nikolai Gurda

2nd Place
Claire Wise,
IDEAL School, Grade 6
Teacher: Amy Rognsvoog

Grades 7-8

1st Place
Victoria Kona,
Milwaukee Academy of Chinese Language, Grade 7
Teacher: Bianca Gasparri

2nd Place
Bilal Hassan,
Trowbridge School, Grade 7
Teacher: Linda Lemmen

3rd Place
Aniah Gilbert,
Trowbridge School, Grade 8
Teacher: Frederick Franklin

Grades 9-10

2nd Place
Destiny Dokes,
Rufus King IB High School, Grade 9
Teacher: Kelly O'Keefe Boettcher

3rd Place
Ashton Schmidt,
Rufus King IB High School, Grade 9
Teacher: Kelly O'Keefe Boettcher

Grades 11-12

2nd Place
Nevaeh Biddle,
Rufus King IB High School, Grade 11
Teacher: Dawn Schlipp

3rd Place
Tyra Wilson,
Milwaukee Marshall High School, Grade 11
Teacher: Michael Hirsch

MPS students presented their 2020-21 award-winning Dr. Martin Luther King, Jr., speeches at the Board's regular February 2021 meeting.

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APPROVAL OF MINUTES

The minutes of the January 2021 Special and Regular meetings of the Milwaukee Board of School Directors were approved as presented.

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REPORTS AND COMMUNICATIONS FROM THE SUPERINTENDENT OF SCHOOLS

(Item 1) Monthly Report 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 goals of academic achievement; student, family and community engagement; and effective and efficient operations as they are aligned to the district's strategic objectives and the Five Priorities for Success:

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

Activities from late January through mid-February are also included in the following report.

MPS Celebrates Black History Month

Black History Month is coming alive in Milwaukee Public Schools! Students and staff across the district are planning and taking part in projects and performances to honor the contributions of Black Americans who have helped build our country and promote peace and equality. We are proud of the efforts of our schools in bringing Black History Month to life.

MCTS Announces Winners of Rosa Parks Tribute Scholarship Essay Contest

On civil rights pioneer Rosa Parks's birthday, which is also National Transit Equity Day, Milwaukee County Transit System (MCTS) announced the winners of its first-ever Rosa Parks Tribute Scholarship essay contest. High-school seniors in Milwaukee County who will attend a trade school, college, or university were invited to submit short essays inspired by Parks's famous quote, "Each person must live their life as a model for others."

Rosa Parks was arrested on December 1, 1955, after refusing to give up her seat to a white man in Montgomery, Alabama. Her small act of civil disobedience led to a landmark Supreme Court ruling that outlawed segregation on public transportation.

Every year, on December 1, which is recognized nationally as Rosa Parks Day, MCTS honors Parks by reserving a seat on board all buses in its fleet. Each reserved seat includes a red rose and a placard that features Parks's photo and a message about her courageous act.

More than 50 essays were submitted and reviewed by a diverse panel of staff from MCTS, the Milwaukee County Department of Transportation, and the Milwaukee County Office on African American Affairs. The following MPS students were chosen to each receive $1,000 scholarships towards their higher education:

Kayla Jimenez, Ronald Reagan High School
Anya Ramos, Audubon Technology and Communication High School
Iman Snobar, Ronald Reagan High School

The essay contest provided an opportunity to honor those who, like Rosa Parks, came before us and to invest in our future leaders who will guide us in achieving racial equity.

2021 *Milwaukee Times* Newspaper's Black Excellence Louvenia Johnson Scholarship Winners

Ten MPS students were selected to receive 2021 Louvenia Johnson Scholarships as part of the prestigious *Milwaukee Times* newspaper's 2021 Black Excellence Awards. The rigorous process includes an essay, exceptional grades, a summary of accomplishments, and volunteer service, as well as nomination by a principal, counselor, teacher, pastor, mentor, or advisor. We are proud of the following MPS students for being selected to receive 2021 Louvenia Johnson Scholarships:

Janae Adams, Rufus King International High School
David Alepembwe, Bradley Tech High School
Trinay Austin, Madison Academic High School
Shaylin Crosby, Rufus King International School
Jonillia Davis, Bradley Tech High School
Leroy Hope, Milwaukee School
of Languages Jakobie Jackson, Golda Meir High School
Anyiah Lobley, Golda Meir High School
Jalen Reed, Rufus King International High School
Fardowso Shidad, Rufus King International High School

The Lester L. Carter, Jr., Scholarship is also awarded as part of the Black Excellence Awards each year. This year's winner was Joshua Wilder, a Riverside University High School student.

Congratulations to all of these student leaders!

Money is Available for College Through the FAFSA!

High-school seniors dreaming of college or career should fill out the FAFSA to find money available to pay for school. The Free Application for Federal Student Aid, better known as FAFSA, is the first step on the road to college. This application determines eligibility for grants and loans and is used by colleges across the country to develop each student's financial-aid package.

Rayona Howled is a graduate of MPS South Division High School who is currently attending Alverno College. She says that filling out the FAFSA made it possible for her to pay for her education.

> My counselors pushed me to apply because it's so important. Filling it out isn't difficult if you take your time," she said. "There's no way I could pay for college if not for FAFSA. FAFSA gave me the opportunity to further my education and I'm very grateful. I want to tell other students to go for it!

MPS has College and Career Centers in 20 high schools to help students fill out the FAFSA, to explore colleges, to write essays, and to complete college applications. Virtual access varies by school. MPS students can contact any College & Career Center to get the help they need from a college and career advisor. For more information about College & Career Center locations, hours, and services, visit the MPS College & Career Centers page.

School Counselors Are Spotlighted

Thank you to MPS school counselors! Every day, school counselors impact the lives of students and help children find success in school.

National School Counseling Week, sponsored by the American School Counselor Association (ASCA), took place February 1-5, 2021. This allowed the opportunity to focus public attention on the unique contributions of professional school counselors within schools in helping students to achieve in school, to navigate life, and to plan for careers. School counselors promote success by seeing each child for his or her own needs and taking steps to meet those needs, whether through 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 a child's personal situation; in focusing on positive ways to enhance students' social/personal, educational, and career development; and in working with teachers and other educators so 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.

Congratulations Lois Womack, a Winner of the 2020 Presidential Award for Excellence in Mathematics and Science Teaching!

Congratulations to Lois Womack of Marvin Pratt Elementary School! Womack is one of five Wisconsin educators named by State Superintendent Carolyn Stanford Taylor for the 2020 Presidential Awards for Excellence in Mathematics and Science Teaching. The award is considered the highest honor bestowed by the U.S. government for math and science teachers.

Womack is a Milwaukee Public Schools alumna who attended Hopkins and Maple Tree Elementary schools, and her parents were both MPS educators. She started with the district in 1994 and has served at several schools and in the Office of Academics as a math teaching specialist. She has taught a 4th- and 5th-grade split class for five years and is especially passionate about math, which has always been her focus.

MPS Hosted Kindergarten Enrollment Fairs on February 6 and 20, 2021

Milwaukee Public Schools hosted two virtual Kindergarten Enrollment Fairs on February 6 and 20, 2021, from 9:00 a.m. to 2:00 p.m. The Fair helped families explore schools, make choices, and enroll students for fall 2021. Wisconsin law requires children to complete five-year-old kindergarten before entering first grade.

All MPS schools that offer Head Start and kindergarten were available to video chat so families could ask questions, learn about programs, and identify the best options for their children. Families had the chance to speak directly with school staff. Families learned about the many programs and offerings in MPS schools.

Head Start

Free 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

Limited programs are available at some schools. Children must turn three by September 1 to be eligible.

Four-year-old Kindergarten

Programs are available at most schools across the district. Children must turn four by September 1 to be eligible.

Five-year-old Kindergarten

Programs are available at most schools across the district. Children must turn five by September 1 to be eligible.

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

Strategic Plan Compatibility Statement

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

Fiscal Impact Statement

NA

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REPORTS AND COMMUNICATIONS FROM THE OFFICE OF ACCOUNTABILITY AND EFFICIENCY

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

Background

The monthly report of the Office of Accountability and Efficiency (OAE) provides the Milwaukee Board of School Directors and the public with an update on current activities in service areas headed by the Senior Director of the OAE:

- Accountability and Transparency Services
- Process Improvement and Efficiency Services
- Contract Compliance Services

The following report includes activities from late January through mid-February.

Monthly Report

The Office of Accountability and Efficiency was established to enhance transparency, oversight, and accountability to the District's financial operations; to evaluate fiscal performance; and to recommend solutions in furtherance of fiscal stewardship of Milwaukee Public Schools. Each month, the OAE's monthly report will provide a highlight of one area of the OAE Work Plan and Work Plan progress from the previous month.

Work Plan Highlight: RFP/BID Appeals

In accordance with Administrative Policy 3.09, Purchasing and Bidding Requirements, the BID/RFP appeals process allows for vendors or prospective vendors to protest alleged irregularities or improprieties during MPS's procurement process. The OAE independently reviews all appeals and formulates a recommendation within 10 days of receiving an appeal. The OAE processed one RFP/BID appeal in FY20.

Accountability and Efficiency Services

Between January 19, 2021, and February 15, 2021, Accountability and Efficiency Services fulfilled 11 requests for information/research, one request for independent hearing officer's (IHO) assignment, two requests for data analysis/visualization, and one constituent inquiry. Additionally, Accountability and Efficiency Services completed five special projects.

Also during the reporting period, Accountability and Efficiency Services worked to increase capacity for implementation of Administrative Policy 6.35, Whistleblower Protections. This work was made necessary by the increasing number of reports received by the Office of Accountability and Efficiency and reflects the OAE's commitment both to receive and to review all reports with fidelity. Ongoing capacity-building efforts include physical enhancements to ensure confidentiality of reports and a thorough review of office procedures for receiving and reviewing reports. These enhancements will ensure that the OAE's capacity to implement Administrative Policy 6.35 can support the volume of concerns raised under this policy.

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

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rules Implication Statement

Board Governance Policy BG 3.08, Role of the Management of the Office of Accountability and Efficiency

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REPORTS OF STANDING COMMITTEES

With no item set aside for separate consideration, Director Baez moved to approve the Reports of the Standing Committees. The motion passed, the vote being as follows:

Ayes — Directors Báez, Herndon, O'Halloran, Peterson, Phillips, Siemsen, Woodward, and President Miller — 8.
Noes — None.

REPORT OF THE COMMITTEE ON ACCOUNTABILITY, FINANCE, AND PERSONNEL

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

Classified Personnel Transactions

Code	Name	Position	Salary	Date
New Hires				
5	Brian Bartlett	Auto Mechanic	$57,198.00	01/25/2021
2	Carl Bezold	Building Service Helper I	$15.00/hr.	01/11/2021
2	Steven Boyd	Building Service Helper I	$15.00/hr.	01/25/2021
2	Tangela Bradford	Building Service Helper I	$15.00/hr.	01/11/2021
2	Nathaneil Hampton	Building Service Helper I	$15.00/hr.	01/25/2021
2	Savanna Hewings	Building Service Helper I	$15.00/hr.	01/11/2021
2	Debra Jackson	Building Service Helper I	$15.00/hr.	01/11/2021
2	Cornelius Mitchell	Building Service Helper I	$15.00/hr.	01/04/2021
2	Arleana Smith	Building Service Helper I	$15.00/hr.	01/11/2021
3	Truong Cao	Carpenter	$38.97/hr.	01/19/2021
5	Scott Nye	Carpenter	$38.97/hr.	12/21/2020
2	Anaiz Conners	Duplicating Equipment Operator	$31,200.00	01/11/2021
2	Mironda Ruffin	Human Resources Assistant	$40,387.78	12/28/2020
2	Dorothy Evererre	Information Specialist	$45,397.00	01/11/2021
2	Alan Ingram	IT Service Technician	$53,703.00	01/05/2021
2	Brandyce Tolbert Rivas	Para Ed Assistant — Parent Involvement	$27,294.00	01/04/2021
2	Zhane Brewer	Para Ed Assistant	$18,642.00	01/27/2021
4	Morgan Cravillion	Para Ed Assistant	$19,099.00	01/21/2021
2	Ashley Croft	Para Ed Assistant	$20,470.00	01/28/2021
2	Tyrionna Hicks	Para Ed Assistant	$19,785.00	01/19/2021
2	Jelani Johnson	Para Ed Assistant	$18,642.00	01/04/2021
2	Elijah Phillips	Para Ed Assistant	$19,785.00	01/19/2021
5	Emily Porn	Para Ed Assistant	$18,642.00	01/11/2021
5	Elizabeth Tess	Para Ed Assistant	$20,470.00	01/19/2021
5	Laura Vanderbilt	Para Ed Assistant	$18,642.00	12/15/2020
2	Ebony Whitmore	Para Ed Assistant	$22,526.00	01/19/2021
5	Shannon Williams	Para Ed Assistant	$18,642.00	01/04/2021
3	Ncuab Yang	Para Ed Assistant	$19,785.00	01/11/2021
2	Valerie Edwards	School Secretary I — 10-month	$30,510.42	01/04/2021

Code	Name	Position	Salary	Date
5	Andrew Wolf	School Engineer I	$46,833.00	01/04/2021
2	Marquis Brisco II	Youth Apprentice	$13.00/hr.	01/19/2021
2	Elijah Gibbs	Youth Apprentice	$13.00/hr.	01/19/2021
2	Danaro Harrell	Youth Apprentice	$13.00/hr.	01/19/2021
4	Luz Maldonado Romo	Youth Apprentice	$13.00/hr.	01/19/2021
2	Treviante Thomas	Youth Apprentice	$13.00/hr.	01/19/2021
5	Manuel Webb Jr.	Youth Apprentice	$13.00/hr.	01/19/2021

Promotions

2	Joseph Thompson	Building Service Helper II	$35,152.00	01/25/2021
4	Abel Whitley	Boiler Attendant Trainee	$36,652.00	01/04/2021
5	Robert Stephenson	Electrician Chargeman	$46.06/hr.	01/19/2021
5	Scott Williams	Laborer Chargeman	$34.65/hr.	01/11/2021
2	Laquana Beverly Fitzgerald	School Engineer I	$47,963.00	01/04/2021
5	Richard Desjardin	School Engineer I	$46,833.00	01/04/2021
4	Charles Jones	School Engineer I	$47,963.00	01/04/2021
2	Marcus Leach	School Engineer I	$50,224.24	01/04/2021
2	Michael Nash	School Engineer I	$53,616.00	01/04/2021
4	Zyad Selim	School Engineer I	$46,833.00	01/04/2021
2	Ulyssees Robinson	School Engineer III	$65,014.00	01/04/2021
2	Isaac McGinty	School Engineer III – Over 250,000 ft	$64,920.00	01/04/2021
2	Charita Bates	Secretary II	$37,389.19	01/04/2021

Rehires

2	Nadia Gates	Building Service Helper I	$15.00/hr.	01/25/2021
2	Clayton Moore	Building Service Helper I	$15.00/hr.	01/11/2021
2	Michelle Whitfield	Building Service Helper I	$15.00/hr.	01/25/2021
2	Marquetta Flowers	Para Ed Assistant	$18,642.00	01/25/2021
4	Manuel Irias	Para Ed Assistant	$19,785.00	01/11/2021
2	Charleshsa Mayes	Para Ed Assistant	$18,642.00	01/04/2021
2	Angela Mayweather	Para Ed Assistant	$19,785.00	12/17/2020
2	Christy Roberts	School Secretary I — 10-month	$30,510.42	01/04/2021

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	Salary	Date
Teachers				
2, r	Brown, Monique D	Gen Elem & K8 — All Grades	$62,244.00	1/25/2021
5, r	Liimatta, Emily S	Gen Elem & K8 — All Grades	$44,325.00	1/11/2021
2, r	Lubow, Haley	Gen Elem & K8 — All Grades	$44,325.00	1/25/2021
2, r	Muex, Brandy N	Gen Elem & K8 — All Grades	$49,161.00	10/1/2020
Library Media Specialists				
5, r	Snyder, Stephanie M	Library	$70,134.00	1/26/2021
School Social Workers				
2, r	Brown, Jasmine C	Social Work	$55,639.00	1/11/2021
Teachers, Early Start				
5, nr	Beaulieu, James A	Multicateg. Comp. Sen	$55,728.00	1/4/2021
5, r	Eppelsheimer, David V	Spec Ed Multicateg.	$54,099.00	1/4/2021
2, r	Johnson, Victoria A	Cat Eng High	$47,379.00	1/19/2021
4, r	Mata, Bridget N	Art	$44,325.00	1/4/2021

Codes	Name	Appointment	Salary	Date
5, r	Silberg, Anna Rebecca	High School — General	$50,943.00	1/19/2021
2, r	Taylor, Brittany E	Business Ed	$44,325.00	1/25/2021

School Counselors, Early Start

2, r	Anthony, Brandi	Guidance — Various	$54,506.00	12/21/2020

School Psychologists

5, r	Michelson, Caroline Ashley	C.S. — Psychological Services	$76,146.00	1/19/2021
4, nr	Moreno, Victor	C.S. — Psychological Services	$83,272.00	1/19/2021

Permit Teachers

2, nr	Ellsworth, Cheryl Michelle	Multicateg. Comp. Sen	$43,537.00	1/4/21
4, nr	Gallman, Laurel	Early Childhood — Spec Ed	$43,537.00	1/4/21
4, nr	Garcia, Maria		$43,537.00	1/25/21

Permit Teachers, Early Start

5, r	Clifford, Emily J	Science	$43,537.00	1/11/2021
2, nr	Grayson, Jimmie R	Computer Science	$43,537.00	12/23/2020
2, nr	Payne, Stephanie M	Gen Elem & K8 — All Grades	$43,537.00	1/25/2021
2, r	Robinson, Wendelin	Spec Ed Multicateg.	$43,537.00	1/19/2021

		Counts				
Codes:		Teachers	SSWs	Psychologists	Other	Total
1	Native American	0	0	0	0	0
2	African American	11	1	0	1	13
3	Asian/Oriental/Pacific Islander	0	0	0	0	0
4	Hispanic	5	0	1	0	6
5	White	6	0	1	1	8
6	Other	0	0	0	0	0
6	Two or more ethnic codes	0	0	0	0	0
	Males	6	0	1	0	7
	Females	16	1	1	2	20
r	Resident					
nr	Non-resident					

Leaves of Absence

	Present Assignment	Effective From
Personal Leave, February 2021		
Lindsay Haumschild	Gaenslen	02/08/2021

Report on Certificated Resignations and Classified Retirements

Reason	Code	Years Svc	Name	Position	Location	Date

Certificated Resignations

Retire	5	20.0	Sheri Abresch	Teacher	Stuart	01/29/2021
Personal	2	0.2	Austin Allen Walker	Teacher	LaFollette	12/22/2020
Personal	2	1.1	Pandora Brown	Teacher	Hartford	01/22/2021
Retire	5	23.0	Lisa Chatman	Curr Spec	Central Svcs	02/05/2021
Retire	5	25.3	Brenda DePriest	Teacher	Hawthorne	05/28/2021
Personal	5	3.1	Lisa Dick	Teacher	Kluge	02/02/2021
Retire	5	21.1	Dorothy Hancock	Teacher	Central Svcs	12/14/2020
Personal	5	0.3	Claire Hankins	Counselor	Pulaski	02/05/2021
Other Work	5	8.4	Stacia Holtz	Teacher	Fairview	01/29/2021
Personal	5	13.5	Karen Horn	SSW	Central Svcs	01/27/2021
Personal	2	1.3	Derrick King	Teacher	Central Svcs	01/06/2021
Retire	5	30.4	SallyAnne Krueger	Teacher	Whitman	06/15/2021

Reason	Code	Years Svc	Name	Position	Location	Date
Retire	5	26.5	Amy Mondry	Teacher	Story	02/19/2021
Personal	5	3.6	Natalie Nordlund	Psych	Westside Acad	06/18/2021
Retire	5	24.6	Susan Sauerberg	Teacher	Lincoln Ave	06/30/2021
Personal	2	6.4	Naomi Smith	Teacher	53rd Street	01/04/2021
Retire	5	17.0	Susan Suchecki	Teacher	Fernwood	06/15/2021
Personal	2	0.8	Umenia White	Teacher	Holmes	01/08/2021
Personal	4	0.5	Carolina Zuniga Solarte	Speech Path	ALBA	01/27/2021

Classified Retirements

Retire	2	33.6	Kevin Brown	Engineer III	Bay View	12/08/2020
Retire	5	5.4	John Corfeld	Safety Asst	School Safety	01/09/2021
Retire	2	12.3	Zelma Fulbright	CHA	Vieau	12/31/2020
Retire	2	8.4	John Grisson	Accountant	Finance Dept	01/04/2021
Retire	5	30.3	Joan Orlowski	Gen Ed Asst	Grant	01/05/2021
Retire	5	17.3	Susan Paulsen Mcneede	Interpreter	Milw Sign Lang	01/05/2021
Retire	2	21.6	Beverley Reid	BSH I	JMAC	12/19/2020
Retire	2	21.9	Lavenia Shorter	Safety Asst	School Safety	01/05/2021
Retire	2	30.4	Lanita Tate	Engineer I	Burdick	01/04/2021

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 January 2021 is attached to the minutes of your Committee's meeting. This is an informational item. and no action is required.

Remote Work Plan Report

Total Remote Work Forms Submitted by Office*, as of 02/05/2021

Office	Total Submitted
Academics	566
Accountability & Efficiency	7
Board Governance	1
Communications & School Performance	104
Finance	160
Human Resources	20
School Administration	15
School-based	5,378
Superintendent	3
Total Received	6,254

*All district staff have been directed to maximize the amount of remote work consistent with the Board's action.

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.

* * * * *

(Item 2) Action on the 2020-2021 Revised ASC's Salary Schedule

Background

On October 29, 2020, the Milwaukee Board of School Directors approved the 2020-2021 MPS salary schedules, which included the salary schedule for the Administrators & Supervisors Council (ASC).

In alignment with the Board's approval of the job description for the Restorative Practices Coach — Classified position, the following adjustment to the previously approved ASC Salary Schedule is necessary.

Administrators & Supervisor Salary Schedule

This group includes positions ranging from administrative assistants through cabinet-level and can be either classified or certificated.

Salaries range from 200 to 260 days, as indicated by Grade: A = 260; B = 260 @ six hours/day; C & D = 200; T = 220.

Grade	Job Title	Min	Mid	Max
00A	Assistant	$36,556	$41,093	$45,630
01A	Assistant I	$45,384	$53,080	$60,775
02A	Assistant II, Paralegal	$47,086	$56,200	$65,314
02C	Assistant II	$40,747	$48,606	$56,466
03A	Assistant III, Associate I, Technician I, Accountant I	$48,916	$59,566	$70,217
04A	Associate II, Technician II, Accountant II, Performance Auditor I	$52,599	$64,071	$75,542
05A	Associate III, Analyst I, Accountant III	$56,502	$68,899	$81,296
05D	Associate III, Analyst I, Accountant III	$46,414	$60,060	$73,705
06A	Coordinator I, Analyst II, Accountant IV, Performance Auditor II	$63,410	$77,370	$91,331
06C	Coordinator I, Analyst II, Accountant IV, Performance Auditor II	$54,749	$66,748	$78,748
07A	Coordinator II, Analyst III	$66,428	$81,073	$95,718
07C	Coordinator II, Analyst III	$57,332	$69,918	$82,505
08A	Coordinator III, Specialist I	$69,609	$84,976	$100,343
08B	Coordinator III, Specialist I (6 hours)	$51,473	$63,530	$75,588
08C	Coordinator III, Specialist I	$60,071	$73,271	$86,471
09A	Supervisor I, Specialist II	$72,997	$89,088	$105,179
09C	Supervisor I, Specialist II	$62,920	$76,767	$90,614
10A	Supervisor II, Specialist III	$76,439	$93,347	$110,254
10C	AP I — Elem, Supervisor II, Specialist III	$65,912	$80,434	$94,955
11A	Manager I, Specialist IV	$80,105	$97,844	$115,582
11C	AP II — MS, Manager I, Specialist IV	$69,054	$84,287	$99,520
12A	Manager II	$83,959	$102,570	$121,180
12C	Manager II, AP III - HS	$72,324	$88,301	$104,278
13A	Manager III	$88,001	$107,528	$127,056
13T	Principal I — K-6, Principal I - K-8	$83,365	$101,830	$120,295
14A	Director I, Principal I — 9-12, Principal I — K-12	$92,251	$112,739	$133,226
14T	Principal I — 6-8, Principal II — K-8	$86,761	$106,433	$126,104
15A	Director II, Comptroller, Principal II — 9-12, Principal II — K-12	$96,705	$118,204	$139,703
16A	Sr. Director, Regional Superintendents	$101,388	$123,946	$146,504
18A	Chiefs	$143,104	$157,159	$171,214
19A	Deputy Superintendent	$148,776	$163,393	$178,010
4R	Management Intern (two-year)	$35,716	$36,704	$37,692

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rules Implication Statement

Administrative Policy 6.21, Salary Schedules: Staff

Fiscal Impact Statement

This item does not authorize expenditures. There is no fiscal impact in adding the Restorative Practices Coach — Classified position to the ASC's salary schedule.

Implementation and Assessment Plan

Upon approval by the Board, the Administration will update the current ASC's salary schedule to reflect the Restorative Practices Coach — Classified position.

Committee's Recommendation

Your Committee recommends that the Board approve the revised ASC's salary schedule as presented above.

* * * * *

(Item 3) Action on a Request for Approval of Job Description for Restorative Practices Coach —Classified

Background

Pursuant Administrative Policy 6.19, the Superintendent is bringing forth approval the job description for the Restorative Practices Coach — Classified.

The Restorative Practices Coach — Classified job description, as attached to the minutes of your Committee's meeting, will provide the Administration flexibility to recruit and to hire highly-skilled individuals in the area of restorative practices who do not hold licenses with the Department of Public Instruction.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rules Implication Statement

Administrative Policy 6.19, Positions: Staff

Fiscal Impact Statement

This item does not authorize expenditures.

Committee's Recommendation

Your Committee recommends that the Board approve the job description for Restorative Practices Coach — Classified as attached to the minutes of your Committee's meeting.

* * * * *

(Item 4) Action on Recommended Administrative Appointments, Promotions, Reassignments and Reclassifications, Salary Increases/Decreases, and Limited-term Employment (LTE) Contracts Exceeding Sixty Days

Recommended Appointments

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
4, nr	Adria Maddaleni	Chief Human Resource Officer	Office of the Chief of Human Resources	03	18A	$156,581
5, nr	Therese Freiberg	Employment Relations Director II	Office of the Chief of Human Resources	03	15A	$121,280
2, nr	Christina Hall	Social Work Supervisor I	Office of the Chief of Academics	03	09A	$105,179
5, r	Michele Bavuso	Special Education Supervisor	Office of the Chief of Academics	03	09C	$90,614
3, r	Carla Fries	Grant Development Manager I	Office of the Chief of Finance	03	11A	$84,110
5, r	Melannie Litscher	Special Education Supervisor (School Psych)	Office of the Chief of Academics	03	09C	$79,000

Codes	Name	Appointment	Assignment	Salary Sched	Salary Range	Salary Amount
2, r	Kikora Smith	Restorative Practice Coach — Classified	Office of the Chief of Communications & School Performance	03	05D	$73,705
4, nr	Rebecca Longoria	Special Education Supervisor (School Social Work)	Office of the Chief of Academics	03	09C	$73,387
5, nr	Barbara Tenin	Special Education Supervisor	Office of the Chief of Academics	03	09C	$64,178
5, r	Katherine Coldwell	Restorative Practice Coach — Classified	Office of the Chief of Communications & School Performance	03	05D	$58,634
2, r	Angela Ewing	Planning Assistant III	Office of the Chief of Finance	03	02A	$48,988

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
2, nr	Jeremiah Holiday	Instructional Leadership Director I	Office of the Chief of School Administration	03	14A	$156,581*

*Base salary will be adjusted, effective July 1, 2021

Recommended LTE Contracts (to be effective upon the Board's approval)

Your Committee recommends that the Board 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
2, nr	John Grisson	Accountant IV	Office of the Chief of Finance	$40.00	01/11/21-06/30/21
5, nr	Mark Ganas	Sr. Programmer Analyst I	Office of the Chief of Academics	$38.40	11/02/20-05/28/21
5, r	Michele Butz	Montessori Support	Office of the Chief of School Administration	$30.00	03/02/21-05/01/21
2, r	Rosemary Hayes	Administrative Assistant III	Office of the Chief of Academics	$30.00	12/15/20-06/15/21
2, r	Jacqueline Davis	Human Resources Assistant	Office of the Chief of Human Resources	$25.00	02/01/21-05/07/21
5, r	Lisa Mahan	ESL Support	Office of the Chief of School Administration	$20.00	02/11/21-05/22/21
3, r	Meghan Wagner	Assistant Analyst	Office of Accountability & Efficiency	$20.00	01/04/21-06/30/21
5, r	Nancy McGrew	K4/K5 Assistant	Office of the Chief of School Administration	$15.00	01/01/21-06/30/21

Codes:

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

* * * * *

(Item 5) Action on a Request to Rename James Whitcomb Riley School to Riley Dual Language Montessori School

Background

As Riley School prepares to enter its fifth year as a Montessori school, the Riley community is requesting a name change to accurately reflect the identity of the school as a Montessori school that offers a unique dual-language educational program. The request is based on school community conversations and data gathered from stakeholders. Riley School is currently the only MPS Montessori school that does not have the *Montessori* designation in its name. Additionally, the community's use of multiple names (Riley Elementary, Riley Dual Language, etc.) causes confusion for the school's current and future families.

The school community is confident that the proposed name change will better explain the school's specialized programming and will result in increased enrollment.

The proposed name change also meets the criteria set forth in Administrative Policy 5.01, Facilities, which includes a section (6) on the naming of school facilities:

> b. Changing the name of a school building shall be limited to elementary and middle schools. The recommendation of a name change shall be brought to the Board through the local governance structure of the school.

The Administration recommends that the Board approve renaming James Whitcomb Riley School to Riley Dual Language Montessori School, effective for the 2021-2022 school year.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rules Implication Statement

Administrative Policy 5.01, Facilities

Fiscal Impact Statement

This item does not authorize expenditures. Any costs associated with the name change will be absorbed in the school's budget.

Implementation and Assessment Plan

Upon approval by the Board, the Administration will work with the school to implement the name change.

Committee's Recommendation

Your Committee recommends that the Board approve renaming James Whitcomb Riley School to Riley Dual Language Montessori School, effective for the 2021-2022 school year.

* * * * *

(Item 6) 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; Acceptance of the Report of Revenues and Expenses; Monthly Expenditure Control Report; 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

RFB 5792 Authorization to Enter into a Blanket Agreement with Best Ed, LLC, dba Best Ed Business, for N95 NIOSH-approved Surgical Respirators

The Administration is requesting authorization to enter into a blanket agreement with Best Ed, LLC, dba Best Ed Business, ("Best Ed") to provide N95 NIOSH-approved surgical mask. These masks, which have been

approved by the National Institute for Occupational Safety and Health (NIOSH) as respirators and cleared by the FDA as surgical masks, will be used by teachers, nurses, CHAs, and paras in grades K3 through 1st grade. They will provide a barrier for fluid resistance, bacterial and particular filtration efficiencies, and breathing resistance.

Contractor was chosen pursuant to RFB 5792, which closed on February 12, 2021. Best Ed was the lowest-complying bidder.

The blanket agreement will run from March 1, 2021, through February 28, 2022, (the "Initial Term"). The agreement shall provide for two one-year options to extend if certain performance metrics are met, based on the continued needs of the district.

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

Budget Code: GSP-0-S-CR1-DW-ESUPCOVD (COVID Supplies) $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
NG	NG	NG	Yes	10%	100%	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.

Milwaukee Recreation entered into an agreement with the following agency to provide funding for in-person virtual learning support services for Milwaukee youth through operation of Community Learning Centers. This increase represents funding for an expanded programming.

Vendor.....Silver Spring Neighborhood Center
Contract.....C029665
Scope..... Community Learning Center
Original Contract amount..... $178,500
Increase $29,285

Routine Monthly Reports

The report on revenues and expenses; monthly expenditure control report; the report on school funds 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			
Bay View High School	Hope House of Milwaukee Incorporated	$13,100.00	Mindfulness through visual arts
Total Monetary Donations Over $5,000		*$13,100.00*	
Monetary Donations			
Alliance High School	Stefan Gendelman	$100.00	Turkeys For Turkey Raffle
Bradley Trade & Tech	Bradley Tech Alumni Association*	$500.00	Incentives For PBIS
Anna F. Doerfler School	United Way	$1,000.00	United Way My Very Own Library
Fernwood School	United Way	$22.00	General School Supplies
Fratney Street School	Sylvia Buckman	$200.00	Green School Project

Location	Donor	Amount	Gift or Purpose
Hawley Environmental School	Supporting Families Together	$150.00	Supporting Families Together
Hayes Bilingual School	Madeleine Meiners-Cibon	$285.00	Helping Families with Expenses
I.D.E.A.L. At Sholes	Holli /Steven Johnson	$300.00	Winter Gloves
Keefe Avenue School	The Blackbaud Giving Fund	$260.00	General School Supplies
King High School	Greater Milwaukee Foundation, Inc.	$964.00	Chamberlin Memorial Scholarship
King High School	Carol Langoehr	$9.00	General School Supplies
King High School	Riley Bina	$15.00	General School Supplies
Morse Middle School	Richard & Nansi Hawkins	$200.00	Science Classroom Supplies
Morse Middle School	Richard & Nansi Hawkins	$200.00	Science Classroom Supplies
Ninety-Fifth Street School	Donors Choose	$464.82	Brown Books
North Division High School	Ndhs Alumni Association	$400.00	PBIS Donation
Riley School	Riley's PTA	$700.00	Playwork PTA Contribution
Obama School of Career and Technical Education	Kwik Trip, Inc.	$5.16	General School Supplies
Obama School of Career and Technical Education	James W. Turner	$50.00	General School Supplies
Thurston Woods	Pinsetter Parts Plus Llc	$300.00	Math Turkey Night Meals
	Total Monetary Donations	*$6,124.98*	
Non-monetary Donations			
Bradley Trade & Tech	Glen Dawursk	$55.00	Bluetooth Speaker
Bradley Trade & Tech	Glen Dawursk	$484.25	Hats & Gloves
Clemens School	Donors Choose	$1,286.49	Learn...Unlearn...And Relearn
Fernwood School	Stonecreek Coffee	$1,056.00	Staff Stonecreek Coffee
Fernwood School	Donors Choose	$224.30	Montessori-Ing Through A New Lens
Fernwood School	Donors Choose	$803.36	Montessori And Our World
Franklin School	Scc Education	$1,360.00	SCC Education Donation
Fratney Street School	Donors Choose	$154.71	Educational Resources In Spanish
Fratney Street School	Donors Choose	$224.76	General School Supplies
Goodrich School	Donors Choose	$345.71	Hands To Mind Reading Kit
Goodrich School	Stonecreek Coffee	$285.00	10,000 Thank Yous
Goodrich School	Donors Choose	$356.52	Virtually Visual
Grantosa Drive School	Donors Choose	$165.69	SPED Classroom Supplies
Grantosa Drive School	Donors Choose	$1,046.94	Learning At Home Supplies
Gwen T. Jackson School	Donors Choose	$529.56	Extended Speech & Language
Gwen T. Jackson School	Donors Choose	$617.45	Extended Speech & Language
Hartford University School	Donors Choose	$2,344.24	General School Supplies
Hayes Bilingual School	Donors Choose	$287.92	Teacher Pay Teacher Gift Card
Hayes Bilingual School	Donors Choose	$485.00	Scholastic News Subscription
Hayes Bilingual School	Donors Choose	$587.00	At Home Learning Materials
Hayes Bilingual School	Donors Choose	$542.55	Scholastics Magazine Subscription
Humboldt Park School	Donors Choose	$576.14	Bowden Easels
Humboldt Park School	Donors Choose	$692.06	Weisse Headsets
Kagel School	Hilton Milwaukee City Center	$1,674.71	Hilton Staff Turkey And Pies
Kagel School	Christopher Kidd And Associates LLC	$1,255.91	Kagel School Health Supply
Kilbourn School	Donors Choose	$250.88	General School Supplies
King Elementary	Donors Choose	$596.38	Books
Kluge School	Donors Choose	$123.69	Books
MacDowell Montessori	Donors Choose	$876.56	General School Supplies
MacDowell Montessori	Donors Choose	$300.46	General School Supplies

Location	Donor	Amount	Gift or Purpose
MacDowell Montessori	Donors Choose	$314.75	General School Supplies
MacDowell Montessori	Donors Choose	$329.38	General School Supplies
MacDowell Montessori	Donors Choose	$229.98	General School Supplies
MacDowell Montessori	Donors Choose	$229.98	General School Supplies
Manitoba School	Donors Choose	$496.77	General School Supplies
Manitoba School	Donors Choose	$410.11	General School Supplies
Manitoba School	Donors Choose	$230.77	General School Supplies
Marshall High School	Donors Choose	$677.52	Books For SpEd Students
Meir School	Donors Choose	$1,246.14	Books
Morgandale School	Donors Choose	$1,702.14	Books
Morgandale School	Donors Choose	$610.59	Classroom Cleaning Supplies
Morgandale School	Donors Choose	$921.27	Workbooks For Distance Learning
Morgandale School	Donors Choose	$862.96	Math Materials For Home
Morgandale School	Donors Choose	$436.16	Play-Doh For Students
Neeskara School	Jamee Lemonds	$267.42	School Supplies Bags And Hats
Ninety-Fifth Street School	Donors Choose	$453.12	Holts Cooking Kit Stem
Ninety-Fifth Street School	Donors Choose	$356.35	Kargol Virtual Learning
Ninety-Fifth Street School	Donors Choose	$361.09	Stangel Learning Materials
Ninety-Fifth Street School	Donors Choose	$272.71	Shields Books
Ninety-Fifth Street School	Donors Choose	$438.79	Shields Classroom Library
Ninety-Fifth Street School	Donors Choose	$225.32	Kargol Hybrid Supplies
Ninety-Fifth Street School	Donors Choose	$101.50	Denofre Sensory Walk
Ninety-Fifth Street School	Donors Choose	$638.25	Stephan Math Supplies
Ninety-Fifth Street School	Donors Choose	$341.94	Books Virtual Supplies
Ninety-Fifth Street School	Donors Choose	$314.72	Books Virtual Supplies
Ninety-Fifth Street School	Donors Choose	$297.61	Bukosky Books
Ninety-Fifth Street School	Donors Choose	$339.18	Kargol Hybrid Supplies
Ninety-Fifth Street School	Donors Choose	$672.32	Kargol Shelves
Ninety-Fifth Street School	Donors Choose	$255.72	Kargol Books
Ninety-Fifth Street School	Donors Choose	$232.72	Kargol Games
Ninety-Fifth Street School	Donors Choose	$190.49	Bukosky Board
Ninety-Fifth Street School	Donors Choose	$350.47	Spivey Books
Ninety-Fifth Street School	Donors Choose	$316.66	Lewis Books And Supplies
Ninety-Fifth Street School	Donors Choose	$456.44	Mutz Stem Materials
Ninety-Fifth Street School	Donors Choose	$240.42	Mutz Learning Supplies
Ninety-Fifth Street School	Donors Choose	$356.69	Mutz Chapter Book Set
Ninety-Fifth Street School	Donors Choose	$272.34	Kargol Supplies
Ninety-Fifth Street School	Donors Choose	$364.55	Kargol Books
Ninety-Fifth Street School	Donors Choose	$246.73	Corcoran Supplies
Ninety-Fifth Street School	Donors Choose	$259.92	Kargol Math Skills Supplies
Ninety-Fifth Street School	Donors Choose	$414.09	Mcilhone Classroom Books
Ninety-Fifth Street School	Donors Choose	$318.40	Kargol Holiday Games
North Division High School	Donors Choose	$346.74	Art Materials
Marvin Pratt	Donors Choose	$471.04	Books
Marvin Pratt	Ascension Columbia St Mary	$150.00	Thanksgiving Basket
Spanish Immersion School	Donors Choose	$542.00	Hands-on Virtual Connections
Story School	Donors Choose	$656.87	General School Supplies
Story School	Donors Choose	$312.21	General School Supplies
Trowbridge School	Donors Choose	$1,776.76	Breathe for Change Professional Development
Trowbridge School	Donors Choose	$402.86	General School Supplies
Trowbridge School	Donors Choose	$408.58	Dive into Learning
Trowbridge School	Donors Choose	$2,113.06	Yoga, Social and Emotional Learning PD
Victory School	Donors Choose	$680.71	Remote Learning Supplies

Location	Donor	Amount	Gift or Purpose
Victory School	Donors Choose	$964.47	Visual Learning Home Supplies
Victory School	88Nine Radio Milwaukee	$1,985.00	General School Supplies
Vincent	Donors Choose	$197.60	General School Supplies
Zablocki School	Scholastic Book Clubs	$500.00	Scholastic Books For Students
Zablocki School	Donors Choose	$1,000.00	General School Supplies
Officeof Communications and School Performance — Contracted School Services	First United Methodist Church of Waukesha Missions	$800.00	2020 Mitten Tree
Office Of Academics- Curriculum & Instruction	John Grisson	$100.00	Full-size Violin
Total Non-monetary Donations		*$51,323.15*	
Total Value for January 2021		$70,548.13	

**Donations from MPS Alumni $500.00*

Fiscal Impact Statement

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

Committee's Recommendation

Your Committee recommends that the Board accept the donations as listed, with appropriate acknowledgement to be made on behalf of the Board.

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

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

The Administration is requesting authorization to modify the contracts with Catapult Learning West, LLC; Mainstream Development Educational Group, LLC; and Owners Group, dba Learning Exchange, for Title IA Services to eligible City of Milwaukee students enrolled in non- public schools, Title IIA Professional Development Services, Title IIIA Services, Title IVA Student Support/Academic Achievement Services to non-public school personnel, the Elementary and Secondary School Emergency Relief (ESSER) services and to add the Governor's Emergency Education Grant (GEER) services.

MPS is required by federal legislation to provide equitable Title IA services to eligible Milwaukee-resident students in non-public schools, Title IIA professional development services for non-public school personnel, Title IIIA services to eligible non-public school students who are English-language learners, Title IVA student support/academic achievement, ESSER and GEER services to non-public school personnel. Services include supplemental instruction for students at risk of failing and those who are English-language learners, professional development for educational staff, parental-involvement activities, and resources to address the needs of private school student, families, and teachers resulting from the COVID-19 pandemic.

These vendors were chosen pursuant to RFP 1024. These contracts will run from July 1, 2020, through June 30, 2021. The contracts may be extended for two additional one-year terms as approved by the Milwaukee Board of School Directors each year.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rules Implication Statement

Administrative Policy 3.09, Purchasing and Bidding Requirements

Fiscal Impact Statement

This item authorizes expenditures as indicated in the attachments to the minutes of your Committee's meeting. The modified contract amounts are based on estimated budget amounts, using a formula determined by federal law and the Wisconsin Department of Public Instruction's guidance. The total modified contracted amount for non-public school services shall not exceed $45,098,291 and is available through the following budget codes for the following third-party providers:

Budget Codes: Catapult Learning West, LLC
GOE-0-I-1N1-1S-ECTV0000 (Instructional Services — Title IA).....$10,110,910.54
PRT-0-S-1N1-1S-ECTS0000 (Family Engagement Services — Title IA).....$83,151.08
MSS-0-S-T21-1S-ECTS0000 (Contract Services — Title IIA).....$1,197,858.65
GOE-0-I-T31-1S-ECTS0000 (Contract Services — Title IIIA).....$325,061.01
MSS-0-S-4B1-1S-ECTS0000 (Contract Services — Title IVA).....$1,030,624.92
MSS-0-S-6H1-1S-ECTS0000 (Contract Services — ESSER) $6,667,092.48
GOE-O-I-6ZX-1S-ECTV0000 (Contract Services — GEER) $1,289,331.02
Not to Exceed..... S20,704,029.70

Budget Codes: Mainstream Development Educational Group, LLC
GOE-0-I-1N1-1S-ECTV0000 (Instructional Services — Title IA).....$1,952,179.70
PRT-0-S-1N1-1S-ECTS0000 (Family Engagement Services — Title IA).....$16,054.54
MSS-0-S-T21-1S-ECTS0000 (Contract Services — Title IIA).....$169,563.80
GOE-0-I-T31-1S-ECTS0000 (Contract Services — Title IIIA).....$8,559.73
MSS-0-S-4B1-1S-ECTS0000 (Contract Services — Title IVA).....$145,890.90
MSS-0-S-6H1-1S-ECTS0000 (Contract Services — ESSER) $855,194.35
GOE-O-I-6ZX-1S-ECTV0000 (Contract Services — GEER) $165,122.84
Not to Exceed.....$3,312,565.86

Budget Codes: Owners Group, dba Learning Exchange
GOE-0-I-1N1-1S-ECTV0000 (Instructional Services — Title IA).....$9,785,547.26
PRT-0-S-1N1-1S-ECTS0000 (Family Engagement Services — Title IA).....$80,475.38
MSS-0-S-T21-1S-ECTS0000 (Contract Services — Title IIA).....$1,211,901.99
GOE-0-I-T31-1S-ECTS0000 (Contract Services — Title IIIA).....$254,495.42
MSS-0-S-4B1-1S-ECTS0000 (Contract Services — Title IVA).....$1,042,707.65
MSS-0-S-6H1-1S-ECTS0000 (Contract Services — ESSER) $7,289,231.56
GOE-O-I-6ZX-1S-ECTV0000 (Contract Services — GEER) $1,417,336.18
Not to Exceed.....$21,081,695.44

Catapult Learning West, LLC

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
5,700	2,249	3,644	No	20%	20%	TBD	NA	600	10

Mainstream Development Educational Group, LLC

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
150	125	135	Yes	20%	20%	TBD	NA	600	10

Owners Group, d/b/a Learning Exchange

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

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.

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(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 the 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 the 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. These mentors will mentor those teachers in the first five years of service. UWM will also support those teachers through coaching, observation, and stipends to support professional development, student field trips, and classroom resources. Lastly, UWM will provide arts-integration opportunities as supported through Lynden Sculpture Garden, also working in conjunction with the Cargill program. This will include teacher support through the Lynden summer institute, teacher reconvenes, artist workshops, field trips, and residencies. This will provide support to MPS general education teachers as well as to arts teachers.

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis that the services under this contract are required pursuant to a grant (Administrative Policy 3.09(2)(c)).

The 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 first option year of the contract. The first contract extension will run from March 1, 2021, through February 28, 2022. The total cost of the contract in this extension term will not exceed $75,000.

Budget Code: SDV-0-S-VD1-CI-ECTS (New Teacher Support — Contracted Services) $75,000

HUB Participation
Required..... 0%
Proposed 0%
$ Value.....0

Student Engagement (hours per 12-month contract)
Paid Student Employment-hour Commitment:.....0
Student Career-awareness Commitment:.....0

——— Authorization to Modify a Contract with Cooperative Education Service Agency (CESA) #1 for Title IA, Title ID, Title IIA, Title IVA, and Elementary and Secondary School

Emergency Relief (ESSER) Services and to Add the Governor's Emergency Education Grant (GEER) Services

The Administration requests authorization to modify a contract with Cooperative Education Service Agency #1 ("CESA #1") for Title IA, Title ID, Title IIA, Title IVA, and ESSER services and to add the Governor's Emergency Education Relief grant ("GEER") services. CESA #1 will provide the following:

- Title ID, Title IIA, Title IVA, ESSER, and GEER services at Milwaukee Academy;
- Title IA, Title ID, Title IIA, Title IVA, ESSER, and GEER services at St. Rose Youth and Family Center;
- Title IA, Title ID, Title IIA, Title IVA, ESSER, and GEER services at St. Charles Youth and Family Center's Focus Program; and
- Title ID services at Bakari Center.

The contract includes the CESA #1 membership and service flat fee.

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

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

This contract will run from July 1, 2020, through June 30, 2021. The contract may be extended for two additional one-year terms, if approved by the Milwaukee Board of School Directors each year. The total modified cost of the contract in this initial term will not exceed $195,665.95.

Budget Codes:

Final Estimated Allocation for CESA Service Fees:
SCF-0-0-CTG-DW-ECTS (The Basic CESA Membership Fee).....$12,500.00
SCF-0-0-CTG-DW-ECTS (A Basic Service Flat Fee) $900.00
Total.....$13,400.00

Final Estimated Allocation for CESA Services at Milwaukee Academy
GOE-0-I-9A1-KY-ECTS (Title ID).....$44,275.47
MSS-0-S-T21-1S-ECTS (Title IIA).....$1,613.09
MSS-0-S-4B1-1S-ECTS (Title IVA).....$1,387.88
MSS-0-S-6H1-1S-ECTS0000 (ESSER) $11,191.92
GOE-O-I-6Z1-1S-ECTV0000 (GEER) $2,160.96
Total.....$60,629.32

Final Estimated Allocation for CESA Services at St. Charles Youth & Family Services
GOE-0-I-9A1-25-ECTS (Title ID) $48,555.24
GOE-0-I-1N1-1S-ECTV (Title IA) $14,910.87
MSS-0-S-T21-1S-ECTS (Title IIA).....$1,423.31
MSS-0-S-4B1-1S-ECTS (Title IVA).....$1,224.60
MSS-0-S-6H1-1S-ECTS0000 (ESSER) $9,216.88
GOE-O-I-6Z1-1S-ECTV0000 (GEER) $1,779.61
Total.....$77,110.51

Estimated Allocation for CESA Services at St. Rose Youth & Family
GOE-0-I-9A1-57-ECTS (Title ID) $10,688.83
GOE-0-I-1N1-1S-ECTV (Title IA) $5,964.35
MSS-0-S-T21-1S-ECTS (Title IIA).....$569.32
MSS-0-S-4B1-1S-ECTS (Title IVA).....$489.84
MSS-0-S-6H1-1S-ECTS0000 (ESSER) $3,950.09
GOE-O-I-6Z1-1S-ECTV0000 (GEER) $762.69
Total.....$22,425.12

Estimated Allocation for CESA Services at Bakari Center
GOE-0-I-9A1-5A-ECTS (Title ID) $22,101.00

Total.....$22,101.00
Not to Exceed.....$195,665.95

HUB Participation
Required..... 0%
Proposed 0%
$ Value.....0

Student Engagement (hours per 12-month contract)
Paid Student Employment-hour Commitment:.....0
Student Career-awareness Commitment:.....0

——— Authorization to Contract with Bicycle Federation of Wisconsin for Bicycle and Walking Safety Programs

The Administration is requesting authorization to contract with Bicycle Federation of Wisconsin in furtherance of a grant obtained from the State of Wisconsin Department of Transportation. Contract coordinator and staff will teach MPS children at MPS sites how to walk and bike safely within the school community. The coordinator will schedule and teach biking and walking units entitled "Walking Wisdom" and "Bike Driver's Ed," which include both in-class and outdoor components and rides. The contractor is working with MPS to provide virtual learning and is following CDC guidelines for any in-person learning, including using social distancing and masks. The contractor will also coordinate the repair and maintenance of a fleet of used bikes through the Valid Bike Shop Program, currently located inside North Division High School.

Due to high population density, mixed-use zoning, and schools being embedded in neighborhoods, Milwaukee has a good environment for increased walking and biking. In addition, the Complete Streets resolution recently passed by the Milwaukee Common Council is designed to make walking and biking safer and, thus, increase the likelihood of youth needing the education in pedestrian and bike safety. Since its inception in 2005, more than 25,000 students have participated in the program, and it has shown a 14% increase in safety knowledge. There has been an increase in walking and biking by as much as 22% in some neighborhoods.

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 obtained from the State of Wisconsin Department of Transportation (Administrative Policy 3.09(2)(c)).

The contract will run from July 1, 2021, through June 30, 2023. The total cost of the contract will not exceed $411,700.

Budget Code: CSV-0-S-SA2-OW-ECTS (Fine Arts — Contracted Services).....$328,800
GN6-0-0-AME-CI-ECTS (Fine Arts — Contracted Services).....$82,200

HUB Participation
Required..... 0%
Proposed 0%
$ Value.....0

Student Engagement (hours per 24-month contract)
Paid Student Employment-hour Commitment:.....0
Student Career-awareness Commitment:.....0

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rules Implication Statement

Administrative Policy 3.09, Purchasing and Bidding Requirements

Fiscal Impact Statement

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.

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(Item 9) Action on Monthly Facilities Matters: FMS Award of Construction Contract

Construction Contracts

Electrical Service Upgrade

Audubon Multi-plex

Prime Contractor
WIL-Surge Electric, Inc.
13201 West Silver Spring Road
Butler, WI 53007

Low Bidder, Base Bid of.....$223,682.00

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
25	5	1	No	20%	20%	$44,736.40	15%	100	0

Funds are available for the Electric Service Upgrade project from account code EQM 00 MMP DW EMTC (Project No. 5893). The project start date is scheduled for February 26, 2021 and completion date is July 2, 2021.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rules Implication Statement

Administrative Policy 3.09, Purchasing and Bidding Requirements

Fiscal Impact Statement

Total construction contract dollars awarded.....$223,692.00
Total dollars HUB participation $44,736.40
% of HUB participation.....20%
% Minority employees within company.....20%
% Women employees within company 4%

Implementation and Assessment Plan

Upon the Board's approval, the construction contract as attached to the minutes of your Committee's meeting shall be executed.

Committee's Recommendation

Your Committee recommends that the Board approve the construction contract as attached to the minutes of your Committee's meeting.

* * * * *

(Item 10) Report with Possible Action on Limited-term Employees, July-December 2020

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

Background

Per Administrative Policy 6.37, the Administration, on a semi-annual basis, in August and February, shall present a report on all limited-term employees (LTEs) active during that period, their life-to-date earnings as LTEs, and an indicator of how long each individual has served as an LTE.

Attached to the minutes of your Committee's meeting is the current list of LTEs active during July-December 2020.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rules Implication Statement

Administrative Policy 6.37, Limited-term Employment Positions

Fiscal Impact Statement

This item does not authorize expenditures.

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(Item 11) Report with Possible Action on the MPS Foundation

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

Background

Established in 1997 and reconstituted as an independent 501(C)(3) corporation with its own Board of Directors in 2015, the MPS Foundation provides equity in education for MPS students, promotes educational excellence, and works to strengthen community participation in MPS through philanthropic commitments to student achievement.

During the February meeting of the Committee on Accountability, Finance, and Personnel, the Foundation reported on 2020 activities and equitable levers which allowed MPS and families to navigate the challenges of the pandemic by having its highest fundraising impact since inception, with over $3 million dollars in philanthropic contributions. 2020 highlights include:

- $1.1 Million for internet hotspots for the #ConnectMilwaukee Internet campaign
- $80,000 for academic and household supplies
- $170,000 for adult meals
- $1.5 million in support to its traditional programming — arts, workforce development, college-and-career-readiness, literacy, STEM and STEAM, United Nations, First Nations, and more than $130,000 in scholarships.

The MPS Foundation's Board would like to exercise its authority to provide its director, Wendell Willis, a stipend for the 2020-2021 school year of $12,500 due to the increase in duties associated with the position.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rules 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 LEGISLATION, RULES AND POLICIES

(Item 1) Action on Resolution 2021R-020 by Directors Miller and Siemsen on COVID Funding

Background

On December 17, 2020, Directors Miller and Siemsen introduced Resolution 2021R-020 on COVID funding:

WHEREAS, School districts across the state have made incredible efforts to continue to provide educational opportunity to students in the midst of the COVID-19 public health pandemic which, to date, has left millions ill and which has caused over 350,000 deaths to date; and

WHEREAS, Students, parents, teachers, administrators, have all taken on the challenge to protect the health and welfare of our communities as our understanding and knowledge about a highly contagious, airborne virus has evolved over the past ten months; and

WHEREAS, Since the onset of the pandemic, the nation's leading epidemiologists and doctors have consistently warned that multiple safety factors must be adhered to in order to diminish the spread of the disease and ensure the safety of those in public spaces; and

WHEREAS, School districts across the state have repeatedly asked for assistance and leadership from the federal and state levels in order to mitigate the spread of the disease; and

WHEREAS, The federal-level assistance available to support communities and schools has not met the moment and continues to be delayed; and

WHEREAS, The state-level response includes a proposal from leadership in the State Assembly that would subvert local control and retroactively impose punitive fiscal penalties upon school districts engaged in virtual education; and

WHEREAS, To put forth such a draconian policy proposal, so unlike any measure proposed elsewhere in the nation, in the middle of a pandemic, is counterintuitive and does not provide school districts with the assistance they need in order to keep providing educational opportunities to children during this pandemic; now, therefore, be it

RESOLVED, That the Milwaukee Board of School Directors join with its partners across the state to once again ask elected officials at all levels to lead at this time of immense need; and, be it

FURTHER RESOLVED, That the Milwaukee Board of School Directors calls on Congress to immediately pass legislation of sufficient size to protect and support the citizens of Wisconsin; to provide the tools and resources necessary to decrease the spread of COVID-19; to fund rapid testing and contact tracing; to fund sufficient levels of personal protection equipment for health care workers and for school district students and staffs; and, be it

FURTHER RESOLVED, The Milwaukee Board of School Directors calls on Congress to provide the resources necessary to support extraordinary costs already incurred as districts have moved to remote education; and, be it

FURTHER RESOLVED, That the Milwaukee Board of School Directors calls on all levels of government to provide the resources necessary to ensure that physical spaces within schools include smaller, socially distanced classrooms and are in all other ways safe; and, be it

FURTHER RESOLVED, That the Milwaukee Board of School Directors hereby joins with President- Elect Biden in the call for all citizens to fight the pandemic together by wearing masks, socially distancing, avoiding gatherings, and taking all of the steps that are urgently recommended by our doctors and health officials; and, be it

FURTHER RESOLVED, That the Milwaukee Board of School Directors is committed to working together with stakeholders, over the upcoming months, to create a state budget with a fiscal policy that continues to protect citizens and students and recognizes the unprecedented amount of time, intelligence, leadership and level of resources that the children and families of Wisconsin will need, both immediately and over the long-term, to emerge stronger from this moment.

From the onset of the pandemic, MPS has made incredible efforts to continue to provide educational opportunities to students in the midst of the COVID-19 public health pandemic. MPS has been diligent in its efforts to adhere to the multiple safety factors recommended by the nation's leading epidemiologists and doctors in order to diminish the spread of the disease and to ensure the safety of those who utilize our spaces.

School districts across the state, including MPS, have repeatedly asked for assistance and leadership from the federal and state levels in order to mitigate the spread of the disease.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rules Implication Statement

Board Governance Policy BG 2.13, Board Legislation Program

Fiscal Impact Statement

This item does not authorize expenditures.

Committee's Recommendation

Your Committee recommends adoption of Resolution 2021R-020.

* * * * *

(Item 2) Action on Resolution 2021R-023 by Directors Peterson, Báez, and Woodward on COVID, Education, and Cuban Relations

Background

On January 28, 2021, Directors Peterson and Báez introduced Resolution 2021R-023 on COVID, education, and Cuban relations:

WHEREAS, As of January 2021, the United States has the highest number of COVID-19 cases and deaths in the world — 25 million infected, and deaths exceeding 420,000, with these deaths and disabilities falling disproportionately on Black and Latino/a communities, seniors, and increasingly among our youth; and

WHEREAS, This disease has caused severe disruption in our efforts to educate our children and has put teachers, staff, and students at serious risk; and

WHEREAS, This crisis demonstrates the importance of international cooperation and solidarity in the fields of public health as well as education for the common good; and

WHEREAS, In 1960, the US government adopted a policy intended "…to bring about hunger, desperation, and overthrow of the government" in Cuba resulting in the longest and "…most comprehensive set of US sanctions [imposed] on any country…" and

WHEREAS, The Trump administration severely tightened the constraints against Cuba, enacting more than 40 new restrictive measures in 2020 alone, including restrictions on the right to attend professional conferences and other curbs on our right to travel, all of which was a reversal of the policies enacted by President Obama, who visited Cuba; and

WHEREAS, This policy of hostility has provided no benefits to the people of the US and has cruelly impacted the standard of living of the 11.3 million Afro-Latino/a people of Cuba; and

WHEREAS, Cuba, a small and poor nation, has prioritized education and universal healthcare and is currently providing free medical education to students from all over the world, including the US, one whom is Alexandra Skeeter, a 2010 graduate of Rufus King High School; and

WHEREAS, In 2017 Cuba sent medical experts to Chicago to work with public health authorities in addressing the high rate of infant mortality on its southside, a serious public health issue we also face in Milwaukee; and

WHEREAS, Cuba's biomedical research has produced many medicines, including one used successfully by a West Bend, Wisconsin resident to treat his stage three lung cancer (who traveled illegally to receive treatment), and one that reduces the need for amputations among sufferers of diabetes, which disproportionately affects people of color in the US; and

WHEREAS, Cuba has responded to the COVID pandemic by implementing public health measures that have limited fatalities to 194 deaths among its over 11 million people [Johns Hopkins University], compared to Wisconsin with over 6,000 deaths among half that population; and

WHEREAS, Cuba has shared its expertise all around the world by sending 4,000 medical practitioners to 38 countries to assist their local efforts to fight COVID; and

WHEREAS, Cuba has also shared its methods for advancing literacy in many countries, including here in Milwaukee, where Cuban teachers have made presentations to our teachers and families; and

WHEREAS, Cuba's educational system has been recognized by the United Nations Educational, Scientific and Cultural Organization (UNESCO), the Laboratorio Latinoamericano de la Calidad de la Educación, and in numerous studies and by educational scholars — including U.S. scholars — for its investments in education, its consistently high academic performance, its focus on cultural inclusiveness, equity, and student engagement — all things that U.S. educators could benefit from through cultural exchanges; and

WHEREAS, All MPS students, staff and families, particularly those of Cuban heritage would benefit from closer ties to educators in Cuba; now, therefore, be it

RESOLVED, That the Milwaukee Board of School Directors call on the Biden administration and all other appropriate political, health, and educational authorities to promptly invite negotiations with their Cuban counterparts to explore mutually beneficial cooperation, as a step toward normalization of relations between our countries.

As of January 2021, the United States has the highest number of COVID-19 cases and deaths in the world — approximately 25 million infected, and deaths exceeding 420,000, with these deaths and disabilities falling disproportionately on Black and Latino/a communities, seniors, and increasingly among our youth.

This disease has caused severe disruption in our efforts to educate our children and has put teachers, staff, and students at serious risk.

This resolution concerns the importance of international cooperation and solidarity in the fields of public health and education for the common good, relative to the relationship between the United States and Cuba.

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

Statute, Administrative Policy, or Board Rules Implication Statement

Board Governance Policy BG 2.13, Board Legislation Program

Fiscal Impact Statement

This item does not authorize expenditures.

Committee's Recommendation

Your Committee recommends adoption of Resolution 2021R-023.

* * * * *

(Item 3) Action on Resolution 2021R-024 by Director O'Halloran on Fair Maps

Background

In January 28, 2021, Director O'Halloran introduced Resolution 2021R-024 on fair maps:

WHEREAS, Gerrymandering is a practice by which a dominant political party within a legislative body — such as a state legislature, a city council, or a local school board — attempts to divide the electorate under that body's jurisdiction into Districts in such a way as to give that party an electoral majority in a large number of Districts while concentrating the voting strength of the opposition in as few Districts as possible; and

WHEREAS, Gerrymandering has a long, sad history in national, state, politics as a tool to be employed by whatever political party may be in the majority to perpetuate and to expand its political fortunes; and

WHEREAS, Gerrymandering undermines American democracy by weighting elections in favor of one party, thereby stifling voters' voices and causing voters to question if their ballots really matter; and

WHEREAS, Wisconsin's electoral Districts have been redrawn without public input, resulting in heavily gerrymandered Districts; and

WHEREAS, Funding for public schools in Wisconsin has stagnated under the Districts as currently drawn — particularly funding for special education services in Wisconsin, which was described as the worst in the nation during testimony given by national experts before the Blue Ribbon Commission on School Funding, a bipartisan group of state legislators and school District administrators; and

WHEREAS, Efforts to redress this lack of sufficient funding on behalf our students have been hampered by the effects of partisan gerrymandering; and

WHEREAS, Organizations and citizens throughout the country and across the state have joined in the call for "fair maps," a reform in redistricting; and

WHEREAS, Voters in 55 of 72 counties and in dozens of municipalities, representing 80% of Wisconsin's population, have passed referenda or resolutions in support of fair District mapping; and

WHEREAS, These referenda passed with a 3-1 margin on average; and

WHEREAS, The next round of Wisconsin's legislative redistricting is scheduled to take place during the 2021-23 legislative session; now, therefore be it

RESOLVED, That the Milwaukee Board of School Directors join with community groups in demanding that voters be empowered to choose their representatives, rather than representatives choosing their voters; and be it

FURTHER RESOLVED, That the Milwaukee Board of School Directors call upon the state legislature to redraw the Districts in 2021 in an open and transparent manner that allows the public to engage meaningfully in and to help shape the process; and be it

FURTHER RESOLVED, That the Milwaukee Board of School Directors implore the state legislature to embrace democratic principles by welcoming the participation of its members who are independents as well as Democrats and Republicans and by taking into serious consideration the demographic and geographic diversity of the state; and be it

FURTHER RESOLVED, That the Milwaukee Board of School Directors direct the Office of Board Governance to send this resolution to the Governor, to the People's Maps Commission, to the Speaker of the State Assembly, and to the President of the State Senate.

Gerrymandering has long been used as a tool to undermine American democracy by weighting elections in favor of one party, thereby stifling voters' voices and causing voters to question if their ballots really matter.

Wisconsin's electoral districts have been redrawn without public input, resulting in heavily gerrymandered districts. This has had a negative impact on public schools in Wisconsin — including MPS — where funding has stagnated under the districts as currently drawn. This is particularly true for special education funding in Wisconsin, which was described as the worst in the nation during testimony given by national experts before the Blue Ribbon Commission on School Funding, a bipartisan group of state legislators and school district administrators. Efforts to redress this lack of sufficient funding on behalf our students have been hampered by the effects of partisan gerrymandering.

The next round of Wisconsin's legislative redistricting is scheduled to take place during the 2021-23 legislative session.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rules Implication Statement

Board Governance Policy BG 2.13, Board Legislation Program

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

Should the Board approve this resolution, the Office of Board Governance will prepare and disseminate the resolution as directed.

Committee's Recommendation

Your Committee recommends adoption of Resolution 2021R-024.

* * * * *

(Item 4) Action on the Creation of Administrative Policy and Procedure 3.14, Contractor Code of Conduct

Background

In August 2020, the Board adopted Resolution 2021R-008 by Directors O'Halloran and Herndon, which called for the Administration, the Office of Accountability and Efficiency, and the Office of Board Governance to work collaboratively to establish a code of conduct for outside contractors and their employees. The draft policy and procedure presented for approval in this item are the result of that work.

As further directed, the policy requires the Code of Conduct to be included in all contracts (except those for non-instrumentality charter schools). Specific language has been included relative to contractors' interaction with students. Possible penalties for failure to adhere to the Code of Conduct are included, along with a companion procedure for investigating alleged violations of the Code.

The recommendation is that the Board adopt Administrative Policy and Procedure 3.14, as follows:

ADMINISTRATIVE POLICY 3.14
Contractor Code of Conduct

(1) GENERAL GUIDELINES

(a) While the district understands that its contractors are separate entities, the business practices and actions of a contractor or its subcontractors, employees, or agents affect MPS. All entities that contract with MPS, without exception, are expected and required to abide by the Contractor Code of Conduct ("Code") described within this policy.

(b) The contractor shall indemnify and hold harmless Milwaukee Public Schools with regard to any violation of this policy.

(2) APPLICABILITY

(a) All contractors are expected to conduct any and all business affiliated with MPS in an ethical and responsible manner that fosters integrity and public confidence.

(b) A "contractor" is any individual, organization, corporation, sole proprietorship, partnership, nonprofit, joint venture, association, or any combination thereof that is pursuing or conducting business with and/or on behalf of MPS, including, without limitation, consultants, suppliers, manufacturers, and any other vendors, bidders, or proposers. Unless explicitly stated otherwise, "contractor" shall also include any subcontractors, employees, agents, or anyone else who acts on a contractor's behalf.

(c) The Milwaukee Board of School Directors reserves the right to modify this Code at any time in its sole discretion. MPS will notify contractors of any such revisions. All contractors should review the Code any time they are notified of revisions, and no less than annually when no revisions are made, and agree to comply with the requirements at all times.

(d) A review of the extent to which a contractor honored the obligations under this policy shall be used as a factor in determining whether the contract may be renewed and whether a contractor remains in good standing for future opportunities to partner with the district.

(3) APPROPRIATE CONDUCT

(a) Milwaukee Public Schools is committed in all areas to providing an environment that is free from discrimination, harassment, and bullying. Contractors are prohibited from engaging in activity that constitutes discrimination, harassment, including sexual harassment, or bullying:

1. Discrimination based upon an individual's sex, race, ethnicity, national origin, age, religion, or any other legally protected characteristics is illegal and will not be tolerated.
2. Harassment based upon an individual's sex, race, ethnicity, national origin, age, religion, or any other legally protected characteristics is illegal and will not be tolerated. This includes any microaggressions, offensive conduct, offensive speech, or the display of signs, symbols, or objects that are offensive in nature. MPS also prohibits any contractor from harassing an individual for any reason, including, but not limited to gender identity and expression, socioeconomic status, physical appearance and characteristic, and sexual orientation.
3. Sexual harassment includes, but is not limited to, implicit or explicit unwelcome advances, physical contact, or displays of graphic materials or gestures.
4. Bullying is deliberate or intentional behavior using words or actions intended to cause fear, humiliation, intimidation, harm, or social exclusion. MPS also prohibits any contractor from bullying an individual for any reason, including, but not limited to gender identity and expression, socioeconomic status, physical appearance and characteristic, and sexual orientation.

(b) Contractors are expected to follow all relevant City Ordinances and State Statutes including, but not limited to, the prohibition of the possession of weapons while on MPS property.

(4) APPROPRIATE INTERACTIONS WITH STUDENTS

a) MPS is committed to providing an environment conducive to the physical, mental, social, and emotional well-being of students while they are participating in school activities. Therefore, contractors who interact with students will maintain appropriate adult/child relationships.

1. Contractors are prohibited from engaging in activity that constitutes discrimination, harassment, sexual harassment, or bullying as defined above.
2. Contractors shall not commit any abusive act or sexual exploitation with, to, or in the presence of a student, whether or not that student is or has been under the care or supervision of that contractor, as defined below:

a. Any use of inappropriate language that is considered profane, vulgar, or demeaning.
b. Any sexual act.
c. Any solicitation of a sexual act, whether written, visual, verbal, or physical.
d. Any act of child abuse, as defined by law.
e. Any act of sexual harassment as defined above.
f. Any intentional solicitation, encouragement, or consummation of a romantic or physical relationship with a student, or any sexual contact with a student. The term "romantic relationship" shall include dating a student. This clause applies regardless of whether the student considers the act/s to be consensual.

3. No contractor is authorized to issue or inflict punishment of any kind upon any student.

(5) REPORTING VIOLATIONS

(a) All Milwaukee Public School officials, chiefs, directors, and managers must report any suspected violations of this policy upon becoming aware of such activity within the Milwaukee Public Schools. Failure to report any of the activities noted above may subject the employee to disciplinary action, including — but not limited to — discharge from employment.
(b) All other employees may report any such instances.
(c) Information about suspected violations of this policy may be reported to the Senior Director, Office of Accountability and Efficiency or to the Superintendent.
(d) No one who makes a good-faith report under this policy (or who cooperates in inquiries or investigations) shall suffer harassment, retaliation, or adverse employment consequences.

(6) INVESTIGATIONS

(a) The Senior Director of the Office of Accountability and Efficiency and the Superintendent (or their designees) shall collaborate to investigate the reported violation in accordance with established procedure. The determination shall be based on a reasonable interpretation of the evidence.
(b) A contractor may appeal the determination to the Milwaukee Board of School Directors by submitting their appeal in writing to the Board Clerk/Chief Officer, Office of Board Governance. Appeals shall be considered in accordance with established procedure.
(c) The Board's determination in all matters relative to this policy shall be final.

(7) MONITORING AND EVALUATION

(a) All contracts shall incorporate this policy by reference as binding terms upon the contractor.
(b) This policy shall be reviewed for effectiveness and relevance to the present mission of the district every five years.

* * *

ADMINISTRATIVE PROCEDURE 3.14
Contractor Code of Conduct – Investigations of Violations

(1) INVESTIGATIONS

(a) Upon receipt of a complaint, the Senior Director of the Office of Accountability and Efficiency (OAE) and the Superintendent (or their designees) shall collaborate to investigate the reported violation in accordance with established procedure.
(b) Within 60 days of receipt of a complaint, a determination shall be made and provided to the complainant in writing.
(c) The determination made shall be based on a reasonable interpretation of the evidence.

(2) RECOMMENDATION

(a) In any instance where it has been determined that an allegation of a violation has merit, the Senior Director, OAE and the Superintendent shall determine the appropriate corrective action. The determination may include, but not be limited to, one or more of the following sanctions:

1. Meet with the contractor to obtain an explanation of the violation;
2. Withhold contract payment as authorized by the contract;
3. Direct the prime contractor to remove the offending subcontractor from the project;
4. Impose another reasonable and appropriate action; and/or
5. Suspend the contract(s) or subcontract(s) involving the offending contractor and bring a recommendation of termination of the offending contractor's contract(s) and/or contractor debarment to the Board for approval.

(b) In any instance where a determination has been made to impose a sanction under this section, the contractor shall be notified in writing of the determination.

(c) Notwithstanding any other provision of this section, in any procurement where a violation of the Contractor Code of Conduct has been established prior to the award of a contract, the Senior Director, OAE and the Superintendent, through collaboration and at the sole discretion of the district, shall determine whether to disqualify the offending bidder or proposer from the procurement.

(3) APPEALS

(a) A contractor who disagrees with the determination of the Senior Director, Office of Accountability and Efficiency and the Superintendent may appeal to the Milwaukee Board of School Directors (Board) by submitting their appeal in writing to the Board Clerk/Chief Officer, Office of Board Governance within ten business days of receipt of the written determination.

(b) The Board will not take public testimony on the appeal. Therefore, the written appeal should clearly state the reason/s for the appeal which must be based on the evidence. The appeal should clearly state why the appellant feels that the determination of the Senior Director, OAE and the Superintendent was arbitrary and capricious.

(c) The Board Clerk shall present the appeal to the Board for consideration at its next Regular Meeting. However, should an appeal be submitted less than 48 hours before the next Regular meeting, it shall be scheduled for the following month. With respect to the ten business days in which an appeal may be submitted, a contractor shall not be compelled to submit before the tenth business day for consideration at the next Regular Meeting, though a contractor may choose to do so of their own accord.

(d) The Board shall only reverse or revise a decision of the Senior Director of the Office of Accountability and Efficiency and the Superintendent if the decision can be demonstrated to have been arbitrary and capricious.

(e) The Board's action on matters relative to an appeal shall be final.

(4) CONTRACT TERMINATION AND CONTRACTOR DEBARMENT

(a) All recommendations for termination of a contractor's contract(s) and/or contractor debarment shall be forwarded to the Board Clerk and must be presented to the Board for its consideration at the next Regular Meeting of the Board. The Board President may call for the recommendation to be considered at a Special meeting of the Board, when necessary.

(b) The Board's determination in all matters relative to debarment of a contractor shall be final and debarment may be for a period of up to one year.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rules Implication Statement

Board Rule 1.10, Communications, Petitions, Resolutions for Referral

Committee's Recommendation

Your Committee recommends that the Board approve the creation of Administration Policy and Procedure 3.14, as presented.

* * * * *

REPORT OF THE COMMITTEE ON PARENT AND COMMUNITY ENGAGEMENT

(Item 1) Action on Resolution 2021R-019 by Director Phillips and Director Taylor Regarding Programming that Focuses on Girls and on the Creation of an Annual Survey

Background

At its meeting on December 17, 2020, the Milwaukee Board of School Directors referred Resolution 2021R-019 by Director Phillips to the Committee on Parent and Community Engagement (PACE):

WHEREAS, The Milwaukee Public Schools, in fulfilling its role *in loco parentis,* has a legal, professional, and moral obligation to safeguard and to promote the wellbeing of all children under its jurisdiction; and

WHEREAS, The Milwaukee Board of School Directors, as the governing body of the Milwaukee Public Schools, in recent years has demonstrated its determined commitment to fulfilling that obligation, most prominently through its investment in helping young boys through the creation of the Department of Black and Latino Male Achievement (BLMA); and

WHEREAS, One study has shown that, while boys and girls tend to feel equally confident until the age of 12, between the ages of 8 and 14, girls' confidence levels tend to plummet by 30 percent; and

WHEREAS, A report by the Alverno College Research Center for Women and Girls, in partnership with the Girl Scouts of Wisconsin Southeast, states that the number of girls in Wisconsin who experience anxiety, contemplate self-harm, and experience bullying has increased in the last decade; and

WHEREAS, Recent trends demonstrate that more girls than boys in Wisconsin have reported that they have contemplated suicide and have exhibited suicidal, as well as self-harming, behaviors; and

WHEREAS, another study revealed frequent social media use disproportionately affects teen girls' mental health more negatively than that of teen boys; and

WHEREAS, Girls and nonbinary children of color are more likely to be subjected to higher rates of violence and discipline and are more likely to be targets of human trafficking; now, therefore, be it

RESOLVED, That the Board direct the Administration to develop and present to the Board a catalogue of all existing or available programming that focuses on girls within MPS; and be it

FURTHER RESOLVED, That the MPS Office of Communications and School Performance, through its Research, Assessment and Data Team, be directed to work collaboratively with psychologists, social workers, and school counselors, as well as any appropriate community partners, to create an annual student survey of students in the fifth through twelfth grades enrolled in the Milwaukee Public Schools to measure the following as they relate to race, gender, and ability:

- self-confidence and self-image;
- indicators of self-harm and suicidal ideation;
- rates of traditional and social media consumption;
- attitudes/behaviors as it relates to relationships
- violence against students; and
- bullying; and be it

FURTHER RESOLVED, That this annual survey shall be used to track trends and improvements in these areas and to develop appropriate interventions to increase the wellbeing of girls and nonbinary children at MPS schools, to include, but not be limited to:

- increasing the levels of confidence in girls;
- providing education in critical thinking about media consumption, especially as it relates to promoting healthy self-image;
- healthy relationships and prevention of violence; and
- self-advocacy and leadership; and be it

FURTHER RESOLVED, That this survey shall be presented, through the Board's Committee on Parent and Community Engagement, each year for public hearing and comment; and be it

FURTHER RESOLVED, That, throughout each year, the Administration shall bring to the Board, for its approval, recommendations for the development and improvement of such interventions as the annual survey shall indicate are necessary; and be it

FURTHER RESOLVED, That the Administration shall seek appropriate resources — such as budgetary dollars, philanthropic funds, grants, and other sources of revenue — to fund such interventions and programs for girls in the district.

The Administration is in agreement with the intent of the resolution, with minor amendments as detailed below, to allow for additional flexibility and broad student participation. In order to align efforts for greatest efficiency and to realize greatest student participation in the proposed surveying, the Administration is suggesting the exploration of current district survey mechanisms within which the proposed survey areas could be included.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rules Implication Statement

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

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

Upon approval by the Board and for the purpose of efficiency and alignment of efforts, the Administration will explore current annual MPS survey mechanisms of students that could be used to address the following as they relate to race, gender, and ability:

- self-confidence and self-image;
- indicators of self-harm and suicidal ideation;
- rates of traditional and social media consumption;
- attitudes/behaviors as it relates to relationships
- violence against students; and
- bullying.

Once this exploration has been completed, the Administration will collaborate with psychologists, social workers, school counselors and appropriate community partners relative to next steps.

Committee's Recommendation

Your committee recommends that the Board adopt Resolution 2021R-019 by Director Phillips and Director Taylor as amended below:

RESOLVED, That the Board direct the Administration to develop and present to the Board a catalogue of all existing or available programming that focuses on girls within MPS; and be it

FURTHER RESOLVED, That the MPS Office of Communications and School Performance, through its Research, Assessment and Data Team, ~~be directed to work collaboratively with psychologists, social workers, and school counselors, as well as any appropriate community partners, to create an annual student survey~~ explore current MPS survey mechanisms of students in the fifth through twelfth grades enrolled in the Milwaukee Public Schools that could be used to measure the following as they relate to race, gender, and ability:

- self-confidence and self-image;
- indicators of self-harm and suicidal ideation;
- rates of traditional and social media consumption;
- attitudes/behaviors as it relates to relationships
- violence against students; and
- bullying; and be it

FURTHER RESOLVED, That this annual surveying ~~shall~~ may be used to ~~track~~ consider trends and improvements in these areas and to ~~develop~~ consider appropriate interventions to ~~increase~~ support the wellbeing of girls and nonbinary children at MPS schools, to include, but not be limited to:

- increasing the levels of confidence in girls;
- providing education in critical thinking about media consumption, especially as it relates to promoting healthy self-image;
- healthy relationships and prevention of violence; and
- self-advocacy and leadership; and be it

FURTHER RESOLVED, That this surveying shall be presented, through the Board's Committee on Parent and Community Engagement, each year for public hearing and comment; and be it

FURTHER RESOLVED, That, throughout each year, the Administration shall bring to the Board, for its approval, recommendations for the development and improvement of such interventions as the annual surveying shall indicate are necessary; and be it

FURTHER RESOLVED, That the Administration shall seek appropriate resources — such as budgetary dollars, philanthropic funds, grants, and other sources of revenue — to fund such interventions and programs for girls in the district.

* * * * *

(Item 2) Report with Possible Action Regarding 2020-21 School-year Planning for Parents

Your Committee reports having received an update from the Administration on tentative plans for in-person learning in the 2020-21 school year. Although this item has been noticed for possible action, no action is required.

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

Statute, Administrative Policy, or Board Rules Implication Statement

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

Fiscal Impact Statement

N/A

* * * * *

(Item 3) Report with Possible Action Regarding Data and Progress Associated with the Office of Civil Rights (OCR) Report

Your Committee reports having received the following 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 February 2021 report follows.

Monthly Disproportionality Report, January 1-31, 2021

Below you will find an update of activities and benchmarks aligned to the action steps aligned to Resolution #05-14-5003 with the Office of Civil Rights. All data and other information are updated as of January 31, 2021. Action steps 1, 6, and 8 are considered to have been met, pending feedback from the Office of 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 utilize this data to inform teacher practice, identify school-wide trends in behaviors, and to identify students at risk for early intervention. Documentation of data indicates that staff members are working with students with behavioral difficulties without having to resort immediately to disciplinary practices.

As of January 31, 2021, there were 863 documented Tier 2 behavior interventions and 105 Tier 3 behavior interventions across the district.

January Benchmark & Timeline:

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

Outcome:

Benchmark has been met. This is a 26% increase from 683 Tier 2 interventions and a 25% increase from 84 Tier 3 interventions on December 31, 2020.

February Benchmark & Timeline:

By February 28, 2021, documented Tier 2 interventions will increase by 10%, supporting students identified for early intervention.

Action Step 3: Outreach to Students

During January, middle and high schools held virtual Student Discipline Committee meetings with minutes and discussions submitted online.

January Benchmarks & Timeline:

By January 31, 2021, 100% of traditional middle and high schools will submit evidence validating that two virtual Student Discipline Committee meetings occurred in which specific student recommendations and student-interest topics were discussed.

Outcome:

Benchmark has been met.

Report Summary:

School committees continued their regular meetings, providing a space for students to share their concerns and recommendations with classroom climate, behaviors and discipline. In January school teams also conducted meetings specifically discussing the inauguration, antiracist education, Covid19, and other student interest topics. On January 26, Teaching Tolerance held a webinar on Combatting Online Youth Radicalization in which some staff facilitators attended and are working with the district discipline manager to create resources and mini lessons to use in upcoming Student Discipline Committee meetings.

February Benchmark & Timeline:

By February 28, 2021, 100% of traditional middle and high schools will submit evidence validating that two virtual Student Discipline Committee meetings occurred, at which specific student recommendations and student-interest topics were discussed.

Action Step 4: Outreach to District Staff

All schools have a Discipline Work Group that meets monthly to analyze disproportionality data, identify specific strategies, and 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.

January Benchmark & Timeline:

By January 31, 2021, 100% of MPS schools will have submitted evidence validating their Discipline Work Group met during the month.

Outcome:

Benchmark has been met.

Report Summary:

Discipline Champions receive a weekly email with updates, best practices, and articles for reflection to implement and share throughout their school community. After reviewing their school data, Discipline Work Groups identify specific strategies for implementation. Examples of some of these identified strategies include specific relationship building, engaging student voice, creating a structure in virtual learning for interventions with identified students, updating the school T-chart, and pre-correcting behaviors prior to transition.

February Benchmark & Timeline:

By February 28, 2021, 100% of MPS schools will submit evidence validating their Discipline Work Group met during the month.

Action Step 5: Outreach to Community Members

On Wednesday January 13, 2021, from 6:00-7:00 p.m., the district held its third of four community conversations discussing district climate and student voice. There were 20 MPS facilitators and 238 participants including administrators, school staff, families, and community members in attendance. January's focus was on the importance of positive student teacher relationships. A variety of best practices and activities to look for were shared with those in attendance. Afterwards a discussion occurred in the chat of best practice activities utilized across the district. The session was recorded, and all facilitators are following up on any questions not addressed. The final community conversation for the 2020-2021school year is scheduled for Wednesday, February 10, 2021.

January Benchmark & Timeline:

By January 31, 2021, we will hold our January community conversations.

Outcome:

Benchmark has been met.

February Benchmark & Timeline:

By February 28, 2021, we will hold our final community conversation for the 2020-2021 school year.

Action Step 7: Staff Professional Development

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

Title	Audience	Enrollment
Brave Space for Race	Park View, Fratney, French Immersion	142
Bias in Discipline	Bryant, Hawthorne, Bethune, Story	130
Disproportionality Best Practice: Engaging Student Voice	All staff members	25
Disproportionality Best Practice: Interrupting Bias in Vulnerable Decision Points	All staff members	12

Disproportionality Best Practice: Talking about race	All staff members	23
De-escalation	All staff members	21
Equity in action: building relationships through culturally and linguistically responsive practices	All staff members	35
Equity in action: deep dive into building cultural competence	All staff members	16

In alignment with Resolution 05-14-5003 with the Office for Civil Rights and the Milwaukee Board of School Directors Resolution 1920R-005 and Resolution 2021R-010 regarding antiracism and Black Lives Matter, a three-year plan is underway to engage all MPS staff members and the community in professional development and discussion on antiracism and bias.

Mission: Provide professional development and ongoing support and best practice for staff members to work with students and the Milwaukee community to address race, work towards being antiracist through a series of professional development opportunities and the development of internal MPS facilitators to sustain the work.

Vision: Contribute to becoming a district and community that collaborates to address the role of race, and in which all staff, students and community members actively work towards being antiracist and interrupting bias.

Year 1: February 2021-June 2021

Summary

The first year of individuals identified for professional development will be all teachers, administrators, and support staff at traditional middle and high schools. These identified individuals will attend Virtual Courageous Conversation Exploration (VCCE).

A Courageous Conversations Cabinet will be created that will meet quarterly to monitor implementation goals and metrics, overall fidelity, and identify action steps throughout the district.

There will also be a creation of a cohort of 10 internal facilitators who will complete the two-part professional development from Courageous Conversations to become licensed and certified to conduct all professional development from Courageous Conversations within MPS.

Year 2: August 2021-June 2022

Summary

The second year of individuals identified for professional development will be all paraprofessionals from traditional middle and high schools, all new educators hired and assigned to middle and high schools, two cohorts of centralized services leaders, and remaining cohorts for elementary administrators, teachers, and support staff (counselors, social workers, psychologists). All identified individuals will attend Virtual Courageous Conversation Exploration (VCCE). The cohort of 10 individuals who began the certification process in Year 1 will continue in Year 2, completing Level 1 prior to the end of December 2021 and joining Level 2 in February 2022. Participants will complete Level 2 and be certified prior to August 2022.

Year 3: August 2022-June 2023

Summary

The third year of individuals identified for professional development will be all remaining MPS staff members including secretaries, nurses, social work aides, safety aides, centralized services staff members, etc. All identified individuals will attend Courageous Conversation Exploration (CCE). The cohort of 10 individuals who began the certification process in Year 1 will be certified to conduct professional development within MPS beginning in August 2022. Professional development will be offered throughout the school year for the identified staff members who have not attended prior. All new educators will attend CCE during their induction process.

Year 4 and Beyond

Summary

Each year going forward all new educators will attend Courageous Conversation Exploration (CCE) as part of their induction. MPS certified facilitators will offer professional development throughout the year, as well as integrate activities and best practices throughout all district professional development.

January Benchmark & Timeline:

Begin second cohort of staff members engaged with the Antiracist Lens Universal Supports professional development series.

Outcome:

Benchmark has been met.

February Benchmark & Timeline:

Increase enrollment in all self-guided professional development opportunities.

Action Step 9: Data Evaluation

Below are all behavioral events and administrator resolutions documented across the district from January 1, 2020, through January 31, 2020. There were 29 referrals in which 29 events were found. As of January 31, 2020, there have been 227 behavior events year-to-date, as compared with 31,509 behavior events year-to-date during the 2019-2020 school year.

Behavior Event	Hispanic	American Indian	Asian	Black	Pacific Islander	White	2+ Races	January Total	December Total	Year to date	Administrator Resolution Used*
Bullying Due to Sex										1	
Bullying Reason Unknown											
Bullying Other Reason											
Chronic Disruption	3		1	1		2		7	9	60	2,9,13,18
Disorderly Conduct	1			1				2	1	15	18
Endangerment of Physical Safety/Mental Well-being				1				1		2	17
Inappropriate Dress											
Inappropriate Personal Property											
Inappropriate use of electronic communication devices	2			9		1		12	12	96	1,2,4,9,10, 13,17,18
Other Substances/Materials											
Personal Threat				3				3		6	9
Possession/Ownership/Use of Drugs				1				1		2	18
Possession/Ownership/ Use of a Gun										4	
Possession/Ownership/Use of Weapon Other than Gun										2	
Sexual Assault										1	
Sexual Harassment										1	
Substantial Environmental Disruption									1	8	
Use of Tobacco, Including Chewing										3	
Vandalism			1					1	1	2	18
Verbal Abuse/Profanity/Harassment				2				2	3	19	18
Grand Total	6		2	17		4		29	28	230	

*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 School Social Worker/School Psychologist
14	Remain Present School
15	Suspension
16	Suspension Pending
17	Virtual Discipline Process
18	In process

Year-to-date Behavioral Events

Hispanic	19.6%	Pacific Islander	0.0%
American Indian	0.9%	White	11.3%
Asian	2.2%	Two or more races	0.9%
Black	65.2%		

Action Step 10: Implementation Plan

On January 5, 2021, the District Discipline Disproportionality Leadership Team met and discussed school data and Discipline Work Group meeting minutes. Specifically, the team discussed supporting school teams understanding data analysis, student and staff member supports needed, the role of bias and race, virtual learning engagement, and the upcoming community conversations.

Cohorts of staff members reading Glenn Singleton's Courageous Conversations About Race held two additional meetings covering a chapter of the book and completing related activities at each session. There are currently 32 administrators and 16 central services staff members participating in the cohorts. January's sessions focused on inviting others to the conversations, creating a working definition of race, and practicing using the Courageous Conversation Compass while engaged in conversations on race.

Two cohorts of school-based staff members reading Ibram X. Kendi's book How to be an Antiracist held an additional two meetings and discussed specific activities educators can engage in towards becoming antiracist. A discussion was held around topics laid out by Ibram X. Kendi including the role of empathy, the role of policies causing disparities between racial groups, and how society manufactures fear of Black bodies.

Milwaukee French Immersion School started a six-session series on race and disproportionality. They have identified 10 school facilitators who meet with the district discipline manager to review each session and then facilitate the session with a small school-based group. La Escuela Fratney has started a six-session series on race and disproportionality facilitated by the district discipline manager and monthly "chat and chew" sessions for staff members to attend over lunch to discuss various topics of race in education.

A formal collaboration and contract between Milwaukee Public Schools and Glenn Singleton's Courageous Conversations to provide a variety of professional development has been approved. A three-year plan is under development to engage all MPS staff and community members in the professional development, as well as have a cohort of 10 staff members trained as trainers of the professional development going forward. For the remainder of the 2020-2021 school year, all teachers and support staff at traditional middle and high schools will attend an all-day session Virtual Courageous Conversations Exploration. This session is designed to guide participants to consider race, its construction and impact in their lives, workspaces, and the marketplace.

Participants will learn more about the three components of the Courageous Conversation™ Protocol. During the 2021-2022 school year the focus will be on identifying elementary schools to attend the Virtual Courageous Conversations Exploration, as well as provide additional support and coaching to staff in middle and high schools who have attended the Virtual Courageous Conversations Exploration. The cohort of district facilitators will begin self-paced modules towards becoming licensed facilitators in May and will be fully licensed to provide any of the professional development within the district starting in August 2022. An MPS Courageous Conversations Cabinet will be created to identify the mission, vision, and goals of the work within MPS, as well as monitor overall implementation and needed ongoing support.

During February, the school social work and school psychologist departments are hosting a viewing and discussion of *Pushout: The Criminalization of Black Girls in Schools.* Individuals will watch the documentary, review some district-wide data, and engage in breakout room discussion identifying next steps for themselves in their roles.

Additional self-paced and school-facilitated professional development has been created, including a session on the historical framework of race in Milwaukee and America, as well as understanding multiple perspectives and the role of race in our lives.

The Wisconsin (WI) Disproportionality Network is offering an Educational Equity Leadership Series with a variety of local and national speakers on a variety of topics on race and equity. All opportunities are offered by the WI Disproportionality Network for all educators throughout the state. Each session includes a presentation followed by an online discussion by participants. The first two sessions offered were: The Essence of Racial Equity Lens, which 32 MPS staff members attended, and The Roots of Whiteness, which 33 MPS staff members attended.

January Benchmark & Timeline:

1, Complete 6-part series with Parkview staff members on the role of race in my life and creating an antiracist classroom community.

Outcome:

Benchmark has been met.

1. Begin six-part series with Milwaukee French Immersion School staff members on Brave Space for Race, meeting twice per month, with two sessions held in January.

Outcome:

Benchmark has been met.

February Benchmark & Timeline:

Facilitate documentary viewing and discussion of *Pushout: The Criminalization of Black Girls* in Schools with school psychologist and school social worker departments.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rules Implication Statement

Administrative Policy 1.06, Equity in MPS

Fiscal Impact Statement

N/A

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(Item 4) 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. To that end, the District Multicultural Multilingual Advisory Council (DMMAC) is supporting these efforts.

Since the Board's action, district staff has been working with the community to implement the resolution. The following presentation will provide a brief overview regarding progress and next steps, as well as a DMMAC update.

Bilingual Schools, 2020-21

- 12,795 students
- 20 schools
- 37.9% English-language learners
- 23.4% students with disabilities
- 88.0% economically disadvantaged

American Indian	0.5%
Asian	4.1%
Black	21.5%
Hispanic	68.1%
HI/PI	0.1%

Two or more ethnic codes ..... 1.8% White 3.9%

Bilingual Multicultural Education Department

Mission

The mission of the Department of Bilingual Multicultural Education is to provide equitable access to quality multilingual and multicultural programming in Milwaukee Public Schools.

Vision

MPS students graduate with strong cultural and linguistic identities, leveraging these assets to navigate college, career, and life as global citizens in an inclusive society.

Fundamentals of 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 support during virtual learning

Expansion Update

Expansion	Work in Progress	Next Steps
Hamilton High School	Support with bilingual program's implementation.	Continue with related professional development.
Riverside University High School	Addition of a junior-level course for the 2020-21 school year.	Continue conversation about the needs for the school to grow the bilingual program.
Morgandale School	Exploring options for adding dual-language program at the K4 level and growing to 8th grade.	Meet with principal and explore best program options for expansion. Review current staff and third-Friday enrollment data. Develop survey and begin sharing with the community. Due to the pandemic, we will monitor enrollment and move forward next year.
Kagel	One-on-one support for K4 and K5 dual-language teachers.	Addition of 1st-grade two-way dual-language class. Addition of 6th-grade bilingual classroom for the 2021-22 school year to allow those students already enrolled to remain as the program grows.
Riley	Expansion has taken place at K3 through 2nd grade.	Addition of 3rd-grade Montessori two-way dual language.
	Remote Learning	Continue professional development
	Dual-language Montessori report card	
Lincoln Avenue	Conversations to grow the existing program.	The addition of a K4 bilingual classroom has occurred. Monitor enrollment data to adjust program as needed. Due to the pandemic, we will monitor the enrollment and make adjustments to grade configurations as needed.
Curtin	Become a stand-alone ESL school.	Examine the data for ESL services for the 2021-22 school year.

Updates

Item Update	Work in Progress	Next Steps
District Multicultural Multilingual Advisory Committee (DMMAC)	DMMAC has presented information on various topics that are in line with its strategic plan.	DMMAC will continue to meet and provide PD and information to members of the community. The next meeting will be February 17, 2021.
Parental Engagement and Marketing	Work with the office of communications will continue to create marketing materials around the programs offered by the district.	BME's staff will be at the Kindergarten Enrollment Fairs on February 6 and 20 to provide information regarding program offerings. BME will provide program information to communications for development of marketing.
Bilingual Task Force	The Task Force has met three times since our last report. The next meeting is scheduled for February 10, 2021.	Meetings will be held monthly until the requirements of the resolution are met.
Seal of Biliteracy	Professional development for the Seal of Biliteracy's coordinators and advisors on implementation.	Coordinators will meet with individual student candidates to develop sociocultural competency guidelines and deadlines.
	School coordinators and advisors are confirming candidates for this year's Seal of Biliteracy Award.	
	Students are being identified for the Assessment of Performance toward Proficiency in Languages (AAPPL).	AAPPL test on March 10, 2021.
	Seal of Biliteracy website	The website will be updated every year.

District Multicultural Multilingual Advisory Committee (DMMAC)

Community Language Opportunities

Working in collaboration with the Milwaukee Recreation Department to provide language opportunities to the community.

Parental Support with Virtual Portals

Working in collaboration with individual schools and MPS's IT department to provide a resource page for parents to access virtual portals.

Working in collaboration with CO and IT department to ensure all videos and tutorials for parents are translated into multiple languages.

Multilingual Recruitment Campaign

Working in collaboration with schools and CO to recruit students for schools with language programs.

World Language Expansion

Working in collaboration with the BME Office to encourage the expansion of world-language opportunities to K-8th-grade students in the district.

Updates

Item Update	Work in Progress	Next Steps
Bilingual professional development (PD) to schools	Weekly support sessions for teachers. Additional PD specific to new bilingual teachers.	Continue to support all bilingual teachers.

Item Update	Work in Progress	Next Steps
around new online resources for Spanish literacy.	Differentiated support for classroom teachers.	Continue to develop biliteracy units for *Arriba La Lectura* and *Galeria de lengua y cultura.*
English as a Second Language (ESL)	The bilingual and the (ESL) team provided professional development to bilingual teachers	Co-plan and co-present sessions on strategies to increase students' talk-time to develop language.
	A book study to increase collaboration and communication to address English-learners' achievement.	Five sessions with 23 bilingual teachers during 2nd semester
English-learner enrollment	Met with three representatives from Congolese community; learned about their experiences in MPS and what life was like in the DRC/Congo.	Disseminate information to schools serving students from this country; continue to increase communication and collaboration with community.
Renewed Refugee School Impact and Refugee Youth Mentoring grants	Order 60 Chromebooks for newest arrivals	Hold distribution and provide orientation to students and families about how to use Chromebook for academic purposes.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rules Implication Statement

Administrative Policy 7.15, Bilingual Instruction and Bicultural Education

Fiscal Impact Statement

N/A

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(Item 5) Report with Possible Action on Parental 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

FAST is an evidence-based program focused on strengthening the bond among families, children, and schools that has been operating at Milwaukee Public Schools (MPS) since 2017. The families from Auer Avenue, Keefe Avenue, Hopkins Lloyd, Brown Street Academy, and Engleburg participate in the program. The FAST partnership with MPS is supported by funding from the Wisconsin Department of Children and Families.

The purpose of the presentation attached to the minutes of your Committee's meeting is to provide an update on family-engagement activities and to highlight the work being done with the FAST (Families and Schools Together) program during virtual learning.

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

Statute, Administrative Policy, or Board Rules Implication Statement

Administrative Policy 9.11, School Engagement Councils

Fiscal Impact Statement

N/A

Implementation and Assessment Plan

N/A

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REPORT OF THE COMMITTEE ON STUDENT ACHIEVEMENT AND SCHOOL INNOVATION

(Item 1) Action on a Request for Mutual Termination of the Non-Instrumentality Charter School Contract with Kathryn T. Daniels University Preparatory Academy to be Effective on the Last Regularly Scheduled Day of the 2020-2021 School Year

Background

Kathryn T. Daniels University Preparatory Academy (KT Daniels) , located at 4834 North Mother Daniels Way, was established as a non-instrumentality charter school beginning with the 2011-12 school year. The current contract is for up to a maximum of 250 full-time-equivalent (FTE) pupils in grades K4 through 8. Kathryn T. Daniels received a one-year contract renewal in its previous renewal cycle.

On January 14, 2021, the Department of Contracted School Services received written communication (attached to the minutes of your Committee's meeting) from representatives of KT Daniels notifying MPS of KT Daniels's request for mutual termination of its non-instrumentality charter school contract, to be effective on the last regularly scheduled day of the 2020-21 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 Rules Implication Statement

Administrative Policy 9.12, Charter Schools

Fiscal Impact Statement

N/A

Implementation and Assessment Plan

The Administration will assist families in finding new school placements for fall as needed.

The Administration will notify Wisconsin Department of Public Instruction of the expiration of the non-instrumentality charter school contract.

Committee's Recommendation

Your Committee recommends that the Board approve the mutual termination of the non-instrumentality charter school contract with KT Daniels, to be effective on the last regularly scheduled day of the 2020-2021 school year.

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(Item 2) Action on Areas to Be Opened for Textbook Study During the 2020-21 School Year for Texts to Be Used Beginning with the 2021-22 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 which have been in use seven years or more and may be discontinued at the end of the following school year.

In order to provide for inclusion and alignment to the district's Ambitious Instruction 3.0 plan, general criteria for textbooks/instructional materials evaluation are provided to the textbooks/instructional materials evaluation committees. These criteria include availability of Spanish partner language and high-quality materials for use in bilingual classrooms; alignment to the district' literacy and language-development goals; and the materials' 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.

Administration's Analysis

The Administration is recommending opening the subject area of literacy, including bilingual and English as a Second Language (Gr. K-8), for adoption study during the 2020-21 school year:

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 licenses 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 the availability of the above-mentioned formats.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rules Implication Statement

Administrative Policy 7.26, Textbooks/Instructional Materials Adoption

Fiscal Impact Statement

This item does not authorize expenditures. The estimated cost of implementing the textbook adoption for these areas is $12,000,000.

Curricular areas participating in the 2020-2021 textbook/instructional materials study will be as follows:

Curricular Area for Adoption	Enrollment	Estimated Cost per Student (print, digital, materials)	Estimated Cost, plus 20%
Literacy K-8	60,000 students	$120	$8,640,000.00
Bilingual Literacy K-8	5,000 students	$120	$720,000.00
English and a Second Language	5,000 students	$120	$720,000.00
Professional Development	N/A	N/A	$1,920,000.00
Total			$12,000,000.00

Implementation and Assessment Plan

The procedures listed below will be implemented following the Board's action with respect to opening subject areas for textbook adoption study.

1. When a subject area is to be opened for adoption, an evaluation committee led by a curriculum specialist will be established to study and to evaluate available materials and to make recommendations to the Superintendent concerning textbook/instructional materials adoptions for the subject areas.
2. Principals and teachers will be notified.
3. Parents will be notified and invited to serve on the parental advisory committee for textbook/instructional material evaluation. In addition, community organizations such as the District Advisory Committee, La Causa, United Community Center, NAACP, and Urban League will be invited to send parent representatives. In an effort to further increase parental involvement in the textbook/instructional material evaluation process, the Administration will also solicit parents through school engagement councils.
4. Publishers will be notified.
5. Teachers' nominations and expressions of interest in serving on textbook/instructional materials evaluation committees for the various subject areas will be obtained.
6. Textbook/instructional materials evaluation committees will be appointed.
7. Curriculum specialists will provide training for textbook/instructional material evaluation committees' members on selecting culturally-responsive materials that promote critical thinking.
8. Textbook/instructional materials evaluation committees will establish criteria for evaluating materials, based on the most recent literature and research related to instruction in that area. The committees will obtain and evaluate available materials, will meet with parents and publisher' representatives, and will solicit reactions and assistance from other teachers, department chairpersons, curriculum committees, etc.
9. Curriculum Specialists and the Department of Procurement will review the proposals submitted by the publishers of textbook/instructional materials.
10. Textbook/instructional materials evaluation committees will formulate recommendations with respect to the subject areas and the materials under evaluation for possible adoption and will present the recommendations for textbooks/instructional materials' adoptions to the Superintendent in a confidential report. A textbook/instructional materials evaluation committee may recommend a single adoption for a subject/course or it may recommend delaying adoption, pending further study.

Based upon the proposed timeline, textbook/instructional material evaluation committees would be appointed no later than March 2021. The committees will conduct the study during the months of March and April and submit a recommendation to the Superintendent in April 2021. After considering the evaluation committees' report, the Superintendent will submit a recommendation to the Milwaukee Board of School Directors for consideration in May 2021.

Professional development will be scheduled for July and August 2021.

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 2021-2022 school year: Literacy K-8, Bilingual Literacy K-8, English as a Second Language K-8.

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(Item 3) Report with Possible Action Regarding Black Lives Matter Week Campaign and Planning for the 2020-2021 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 July 2020 meeting, the Board referred Resolution 2021R-010 by Director Miller, regarding Black Lives Matter week of action, to the Committee on Student Achievement and School Innovation. At its August 27, 2020, meeting, the Board took action to adopt Resolution 2021R-010.

Since the Board's action, the Administration has started implementing 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 the following areas: curriculum and professional development; week in action; and monthly BLM projects. All sub-groups include student representation to ensure that student voice is heard.

The committee and sub-groups continue to meet regularly, and the first phase of implementation for all schools has been identified. The Administration has provided updates to the Board beginning with the October 2020 board cycle and will continue to report its progress relative to implementing Resolution 2021R-010 monthly.

Following is a summary of the planning that has taken place since the December 2020 report.

Black Lives Matter Campaign Planning

Core Committee Members

Curriculum and Professional Development

- Dr. Latish Reed, Chair
- Felice Beal, Administrator
- Nuntiata Buck, Co, Chair
- Tanya Evans
- Chauna Perry-Finch
- Paul Moga
- Michelle Wade
- Jeremiah Jackson, Jr.
- Dr. Patricia Ellis
- Stanley McWilliams
- Cendi Trujillo Tena (LIT)
- Johnny Spingola (LIT), Student
- Zion Rogers, Student

Week of Action

- Angela Harris, Chair
- Felice Beal, Administrator
- Cynthia Wilson, Administrator
- Zion Rogers, Student , Co-Chair
- Janiya Williams, Student
- Nico Schudson (YES), Student
- Ryan Hurley, United Way
- Larry Miller, President, Milwaukee Board of School Directors
- Patrice Townsend, Para, professional
- Sequanna Taylor, Milwaukee Board of School Directors
- Janet Moreno
- Dr. Ebony Davis
- Jane Audette, MICAH

Monthly School BLM Projects

- Ingrid Henry, Walker, Chair
- Dr. Toni Dinkins, Administrator
- Jeremiah Jackson, Co, Chair
- Nina Scott, Para-professional
- Erika Ashford
- School Safety
- Derrick Rogers (414)
- Javonte Rodriquez (YES)
- Celeste Ochonogor
- David Valdes (Student Engagement)
- Darrion Whitfield (SSAC), Student
- Abdul Al Bassam (SSAC) , Student
- Dr. Christlyn Stanley

Curriculum & Professional Development Update

- Developed the Racial Equity Readiness Assessment
  Goal: To identify different levels of awareness and capacity
  - Self-awareness
  - Suggested corresponding lessons and resources to be used with students
  - Roadmap to needed professional development
- Presented BLM monthly activity and yearly initiatives during the AP Institute & SST Institute.
- Collaborated with Student Services' staff to plan on how to integrate racial-equity professional learning within their departments.
- Developed a proposal to support direct training on how to utilize the assessment tool, provide feedback, and have additional resources provided by teachers (beginning stages).
- Completed three modules with equity/culturally responsive teaching
  - Will continue to work on the BLM curricular connections

Monthly Activities Update

- January's activity was Black Radical Educators.
- Students' submissions increased this month.
- Students engaged in instruction regarding civil rights and Septima Clark, a black American educator and civil rights activist.
- February's activity is Celebrating a Month of Black Lives Matter (due February 23, 2021).

Week of Action Update

- Week of Action occurred February 1-5
  - — Live student panel discussion
  - — A community conversation with Dr. Ghouldy Muhammed
  - — Talent Showcase and Poetry Night
  - — Intergenerational talk-back
  - — Revolutionary Black Arts and Awards Night
- Community Supports
  - — Provided gift cards to student panelists
  - — Engaged in panel discussions, activities, and awards

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rules Implication Statement

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

Fiscal Impact Statement

N/A

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(Item 4) Report with Possible Action Regarding First Nations Studies Survey Results

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 27, 2020 meeting, the Milwaukee Board of School Directors referred Resolution 2021R-015, regarding the establishment of Indigenous Peoples Day within MPS, by Directors O'Halloran and Peterson to the Committee on Student Achievement and School Innovation. The Board adopted the resolution at its meeting on September 24, 2020.

In alignment with the Board's action, Monday, October 12, 2020, was recognized and celebrated as Indigenous Peoples' Day in Milwaukee Public Schools. To commemorate Indigenous Peoples' Day throughout the district, the following took place to stand in solidarity with Indigenous People:

1. opportunities to reflect upon how to better promote understanding by our students of the Indigenous Peoples of Wisconsin; and
2. celebrations of the thriving cultures and values of the Indigenous Peoples.

The Board's action also directed the MPS First Nations Studies Program to get input from Native American community partners, staff, parents, and students as to how the district can better serve our Native American students' academic and social emotional needs. The MPS First Nations Studies Program has compiled this information has provided an update, which is summarized below:

First Nations Studies Survey Results

Of 91 respondents:

- 18 (49.8%) were students
- 51 (56%) were parents/guardians
- 15 (16.5%) were community members
- 11 (12.1%) were teachers.

Emotional Support

Do you believe the social needs of First Nations children are adequately met in MPS?

Yes ..... 57.1% No..... 42.9%

Academics

Do you believe the academic needs of First Nations children are adequately met in MPS?

Yes ..... 59.6% No..... 40.4%

Indigenous Peoples' Day

Should Indigenous Peoples' Day be an observed holiday?

Yes ..... 94.5% No..... 5.5%

Curriculum

Do you feel it to be important that the curriculum within MPS be updated?

Yes ..... 93.4% No..... 6.6%

All Grade Levels

Do you think First Nations history and culture should be taught in all grade levels?

Yes ..... 95.6% No..... 5.4%

High-school Course

Do you think First Nations history and culture should be taught as its own course in MPS high schools?

Yes ..... 90.1% No..... 9.9%

Rank in Order of Importance

1st choice.....Opportunities for language and culture taught in school
2nd choice.....History books from a First Nations Perspective
3rd choice .....History and information about First Nations people of WI
4th choice .....Social and emotional needs of First Nations children being met in school
5th choice .....Professional development (PD) for teachers on Act 31 — refers to the statutory requirement that all public school districts and pre-service education programs provide instruction on the history, culture, and tribal sovereignty of Wisconsin's eleven federally-recognized American Indian nations and tribal communities
6th choice .....Information about going to college
7th choice .....Professional development for social workers and psychologists on the social and emotional needs of First Nations students

Important Issues and Events

What monumental events or important issues should our MPS students be educated about? (More than one could be selected)

- The 11 federally-recognized tribes of Wisconsin..... 83
- An accurate history of Thanksgiving 77
- Treaties between First Nations and the US Government 85
- First Nations' sovereignty 80
- The Trail of Tears..... 71
- Boarding schools..... 71

Teachers' Professional Development

Do you think that all teachers should have professional development on how to teach First Nations children and youth?

Yes 78 (85.7%)
No..... 14 (15.4%)

Follow-up Plans

First Nations Studies, BME Department

- Annual Act 31 professional development
- Book studies
- Thursday Updates utilized to share resources
- Act 31 resource webpage
- Develop resources for Native American Heritage Month

Office of Academics

- Ensure that Core Curriculum Specialists attend Act 31 professional development
- Assist with development of Act 31 professional development for the district
- Ongoing development of programs for district regarding First Nations Peoples

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rules Implication Statement

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

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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.

Following is an update on the implementation of the Montessori Strategic Plan, covering items that have been completed and what is being worked on at this time and providing an outline of future work. Included will be the MPSU's (Milwaukee Public Schools University's) pathways for Montessori training and the district's updated Montessori marketing efforts.

Montessori Strategic Plan Update

Montessori Strategic Plan's Progress

Completed Work

- Presented professional development to districtwide Montessori staff
- Coordinated and developed the six-week virtual curriculum guides for weeks 19-24
- Montessori Advisory Committee met monthly in December, January, February
- Distributed year-two Montessori scholarships
- Oriented new teacher who had recently arrived from Mexico
- Participated in the Kindergarten Enrollment Fair on February6 and 20
- Montessori marketing completed

Current Work

- Holding monthly virtual Montessori principals' meetings
- Participating in bi-weekly virtual Montessori school support teachers' meetings
- Providing targeted support for Montessori virtual instruction
- Coordinating and developing the six-week virtual curriculum guides for weeks 25-30
- Developing a retention survey for the Montessori program's employees

Montessori Schools' Demographics

- 3,536 students
- 8 schools (Riley Elementary Montessori is through Grade 2)
- 1.2% English-language learners
- 14.6% students with disabilities
- 47.5% economically disadvantaged

American Indian 0.6%
Asian..... 2.5%
Black/African American..... 33.2%
Hispanic..... 16.3%
White 40.1%
Two or more ethnic codes 7.3%

Montessori Expansions

- Bay View
  - — Second campus
  - — Montessori through grade 7
- MacDowell
  - — Added five classes in the last five years
- Riley Bilingual
  - — Montessori through grade 2
  - — Traditional and bilingual through grade 5

MPS Employees in Montessori Certification

Cincinnati Montessori Secondary Teacher Education Program (MPSU)..... 17
Alverno (MPSU) 17
Global Montessori Educators Institute 7
UW- River Falls (MPSU)..... 6
National Center for Montessori in the Public Sector..... 2
Seton Montessori Institute..... 2
Midwest Montessori Teacher Training Center..... 1

Montessori Strategic Plan: Next Steps

March 2021

- Montessori Advisory Committee's meeting
- Finalize Montessori material-ordering requirements for expansions
- Establish secondary-education committee to define expectations for the implementation of Montessori middle-school curriculum

April 2021

- Montessori Advisory Committee's meeting
- Finalize MPSU's pathway for state licensing support for Montessori teachers completing Montessori certification
- Continued support for Montessori virtual instruction will be developed and provided as deemed necessary

May 2021

- Montessori Advisory Committee's meeting
- Develop Montessori-specific summer school curriculum
- Develop Montessori teacher-to-administrator pathway

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rules Implication Statement

Administrative Policy 2.12, Advisory Committees: Administration-originated

Fiscal Impact Statement

This item does not authorize expenditures.

* * * * *

(Item 6) 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

Based on the Board's action, the 2020-2021 monthly Regional Showcase item will provide a thorough picture of each region, including goals and progress in attaining them. In addition, strategies that are being successfully implemented within the region and that may be replicated will be included.

This month, the Central Region is featured. The Central Region, which comprises 24 schools, serves 7,273 students in diverse settings to meet the varied needs of our students. Schools in the Central Region include Auer Avenue, Barbee Montessori, Bethune Academy, Burbank, Clarke, Clemens, Fifty-Third Street School, Franklin, Grant Gordon Learning Center, Hawley Road, Hi-Mount, Hopkins Lloyd, Gwen T. Jackson, Keefe Avenue, LaFollette, Marvin E. Pratt, Metcalfe, Milwaukee French Immersion, Neeskara, Sherman, Frances Starms Discovery Learning Center, Frances Starms Early Childhood Center, Story, and Westside Academy.

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

Central Region Schools

K-5 Neighborhood

- Samuel Clemens
- Gwen T. Jackson
- Neeskara
- Keefe Avenue

K-8 Neighborhood

- Mary McLeod Bethune
- Luther Burbank
- Clarke Street
- Fifty-Third Street
- Benjamin Franklin
- Hi-Mount Community School
- Robert M. LaFollette
- Ralph H. Metcalfe School
- Starms Discovery Learning Center
- Story Elementary

Academic Specialty

- Lloyd Barbee (K-6 Montessori)
- Hawley (K-5-Environmental)
- Grant Gordon (Early Childhood)
- Starms EC (Early Childhood)
- Milwaukee French Immersion (K-5)
- Sherman Multicultural Arts (Turnaround Arts K-8)
- Marvin Pratt (K-5 Primary-years IB Candidate School)

Community Schools

- Auer Avenue (K-5)
- Hopkins-Lloyd (K-8)
- Westside Academy (K-5)

Central Region's Demographics, 2020-21

- 7,284 students
- 24 schools
- 6.4% English-language learners
- 20.6% students with disabilities
- 91.7% economically disadvantaged

American Indian 0.4%
Asian.....7.4%
Black/African American.....78.2%
Hispanic.....6.1%
Hawaiian or Pacific Islanders 0.1%
White 4.1%
Two or more ethnic codes.....3.7%

Central Region's State Report Card Scores

Significantly Exceeds Expectations
Marvin Pratt Elementary 92.2

Meets Expectations
Milwaukee French Immersion.....70.8
Clemens Elementary 70.4
Burbank Elementary.....69.0
Bethune Academy 65.3
Starms Elementary 63.8
Neeskara Elementary.....63.3

Meets Few Expectations
Metcalfe Elementary 62.1
Hawley Environmental School.....61.7
Hopkins Lloyd Community School.....61.0
Franklin Elementary.....60.6
Fifty-Third Elementary.....59.6
LaFollette Elementary 59.3
Hi-Mount Elementary.....58.9
Story Elementary.....57 .0
Auer Avenue.....56.0
Clarke Street Elementary.....55 4
Westside Academy 54.4
Barbee Elementary 54.0

Fails to Meet Expectations
Sherman Elementary 51.8
Keefe Avenue Elementary.....51.2
Jackson Elementary 48.1

Mary McLeod Bethune Academy

Vision Statement

At Mary McLeod Bethune Academy, we strive to be a K-8 school that is highly regarded for its academic excellence, by producing major gains in student achievement and actively serving and improving the community in which it operates.

Not for myself, but for others…
— Mary McLeod Bethune

Bethune Academy's Demographics, 2020-21

- 612 students
- 34.3% English-language learners
- 19.3% students with disabilities
- 97.5% economically disadvantaged

Asian.....36.9%
Black/African American.....58.8%
Hispanic.....2.5%
White 1.5%
Two or more ethnic codes.....0.3%

State Report Card Scores, 2018-19

65.3 — Meets Expectations

Exceeding the State's Performance, 2018-19

	Bethune	State
School Growth	69.8/100	66/100
ELA Growth	38.7/50	33/50
Closing Gaps	78.7/100	73.9/100
ELA Achievement Gaps	40.6/50	37.2/50
Math Achievement Gaps	38.1/50	36.7/50

Safe and Supportive Culture

- Safety First
- Teamwork
- PBIS {Positive Behavior Intervention Supports)
- SEL (Social Emotional Support)
- Sports Program
- Awards and Recognition
- Wildcat Pride
- CLC (Community Learning Center)

Committed Staff

Staff Attendance ..... 92% staff attendance rate
Teaching Experience ..... 67% of our teaching staff have at least one master's degree
Teacher Retention..... 78% of our staff have been at Bethune for at least six years.
Staff Volunteers..... 80% of our staff volunteer for monthly family events
Translators..... On-site staff speaking Karen, Hmong, Spanish, and Chinese (28% of students speak Karen; 5% of students speak Hmong; 3% of students speak other languages)
Committed to Giving..... In the last three years, an average of 60 staff members (85%) have contributed more than $23,000 to the MPS United Way Combined Giving Campaign.

Years of Teaching Experience

0-5 Years 17.9%
6-30 Years 82.1%

Engaging Families with Community

- Bethune Academy's Traffic Safety Community Walk
- ESL
- Social/emotional Learning
- Children's Hospital of Milwaukee
- Blood Center of Wisconsin
- Milwaukee Public Library

Next Steps

- After-hours online support for students
- Increasing state report card scores from Meets to Exceeds Expectations
- Professional development to build capacity of all staff in formal coaching conversations
- Promoting family agency through learning opportunities in the areas of wellness, financial literacy, personal and entrepreneurial ownership, and community citizenship

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rules Implication Statement

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

Fiscal Impact Statement

N/A

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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 Strengthening the K-12 Narrative, College and Career Readiness, and Equitable Resources.

The Principals' Cohort, consisting of nine school leaders from North Division, Andrew Douglas, Auer Avenue, Benjamin Franklin, Hopkins-Lloyd, Gwen T. Jackson, Keefe Avenue, Green Bay Avenue Success Center and Lafollette, continue to meet regularly to further discuss the needs in 53206 schools.

The following update provides an overview of the progress that has been made to date.

53206 Initiative Update

Strengthening the Narrative

- Academic Achievement supported by standards-based instructional system
- Aligned and Integrated programming pathway
- Branding community connections and partnerships

Equitable Resources

- Collaborating with MPS Talent Management on staffing priorities
- Creating framework for specialized PD both for teachers and for leaders
- Engaging school community's partners
- Alternative Certification Fair

College and Career Readiness

- Early exposure (K4)
- Integration of grade-level standards
- Focus on STEM (science, technology, engineering, mathematics)
- Career opportunities
- STEM high-school pathway
- Yearly college/university field experiences

On the Horizon in 53206

Strengthening the K-12 Narrative

Work in Progress

- Engaging workgroups in a strategic planning process
- Refining driver diagram to unpack strategies for academic achievement, branding, and programming
- Developing aligned practices supporting academics, project-based learning, and STEM pathway
- Working in conjunction with MPSU to develop 2021-22 learning plan to support 53206.

Next Steps

- Create learning modules to support project-based learning in K-8 schools for grades K, 1, and 8
- Develop K-12 protocols for leading and learning collaborative planning, data analysis, and lesson design
- Hold cross-cohort parental instructional-support sessions

Equitable Resources

Work in Progress

- Conducting school staff audits for the 2021-22 school year
- Developing teachers' competencies in 53206 schools
- Using the 2021-22 school budget process to set aside funds for pre-service training for teachers

Next Steps

- Create continuous supports framework for staff for 2021-22 school year. Provide COMP training for all novice teachers in 53206
- Implement a preferential-hiring window and hold a recruitment fair for 53206 schools.
- Survey staff in 53206 schools to determine professional learning needs

- Cross Cohort professional development (K-12)
- 53206 leadership retreat
- 53206 town hall meeting
- Advisory Task Force for 53206 Initiative

College & Career Readiness

Work in Progress

- Conducting a needs assessment to identify exemplar college and career current goals, strategies, and practices in 53206's elementary and middle schools
- Meeting with the Counseling Department to determine grades 3, 5, and 8 Career Cruising activities that align with STEM and STEAM
- Steering Committee members from across the 53206 network create grade-based STEAM activities
- Ongoing professional development aligned to Ambitious Instruction 3.0 to support teachers integrating STEAM strategies

Next Steps

- Develop professional development in implementation and instruction of STEAM standards and strategies
- Discuss measurable goals and create rubric to measure students' proficiency and pillar expectations
- Establish partnerships with universities/colleges to ensure a health-and-science focus in schools
- Develop a partnership agreement for post-secondary institutions to better understand ways in which they can provide support to partnering schools
- All students in grades 3, 5, and 8 will complete Career Plans and identify skills needed to be efficient in their career paths.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rules Implication Statement

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

Fiscal Impact Statement

N/A

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(Item 8) 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 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 in the city of Milwaukee by ensuring that all educators and childcare providers, who directly impact our students' learning, possess the understanding, skill set, knowledge base, capacity, and resources needed to provide high-quality instruction to all students participating in early childhood education programs.

This report provides an update on the work, accomplishments, and future tasks of the MPS/MKE Early Childhood 1,825 Initiative.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rules Implication Statement

Administrative Policy 7.01, Teaching and Learning Goals

Fiscal Impact Statement

N/A

* * * * *

REGULAR ITEMS OF BUSINESS

(Item 1) Reports of the Board's Delegates

The Board received the monthly reports of the Board's delegates to the Head Start Policy Council and the District Advisory Council (DAC).

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

Statute, Administrative Policy, or Board Rules Implication Statement

Board Rule 1.28, Board Memberships

Fiscal Impact Statement

No fiscal impact.

* * * * *

(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 January 2021 included the following:

Academic Achievement

Met or had conversations with individuals or groups on:

- Black Lives Matter at Schools
- ASC's and MTEA's leadership

Effective and Efficient Operations

- Met with the Superintendent and Board Clerk regularly for information sharing and to ensure that the Board's operations continue during COVID-19
- Met with school leaders to get their thoughts on school operations and remote learning
- Received Legislative updates from the Governor Tony Evers and state legislators

Student, Family, and Community Engagement

Met (virtually) or held conversations with school and community groups:

- Took part in meetings of the Milwaukee Library Board as the Board's delegate
- Having previously assumed role as Chair of Milwaukee Library Board's Innovation and Strategy Committee, led the February 2021 meeting

- Participated in community conversations and briefings on the outcomes of a survey on virtual learning

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

Statute, Administrative Policy, or Board Rules Implication Statement

Board Rule 1.17, President's Duties and Powers; *Ex officio* Membership

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The Board adjourned at 7:42 p.m.

JACQUELINE M. MANN, Ph.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
MARCH 18, 2021

Special meeting of the Board of School Directors called to order by President Miller at 5:39 PM.

Present — Directors Báez, Herndon, O'Halloran, Peterson, Phillips (5:45 PM), Siemsen, Taylor (5:43 PM) and President Miller — 8.
Absent and Excused – Director Woodward – 1.

The Board Clerk read the following call of the meeting:

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Larry Miller, a special meeting of the Board of School Directors will be held at 5:30 P.M. on Thursday, March 18, 2021. This meeting will be virtual and no public testimony will be taken.

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

SPECIAL BOARD MEETING
5:30 p.m., Thursday, March 18, 2021

1. Conference with Legal Counsel Concerning Litigation in Which the Board Is or Is Likely to Become Involved
2. Consideration of and Possible Action on Strategies Related to the MPS Charter School Program and Process
3. Consideration of Employment, Compensation, and Performance-Evaluation Data Relative to the Terms of an Employment Agreement with the Superintendent of Schools

With respect to Item 1 & 2, the Board may take action, pursuant to Wisconsin Statutes, Section 19.85(1)(e), which allows a governmental body to retire to closed session for the purpose of deliberating or negotiating the purchasing of public properties, the investing of public funds, or conducting other specified public business, whenever competitive or bargaining reasons require a closed session and pursuant to Wisconsin Statutes, Section 19.85(g), which allows a governmental body to retire to closed session for the purpose of conferring with legal counsel who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved.

With respect to Item 3, the Board may take action, pursuant to Wisconsin Statutes, Section 19.85(1)(c), which allows a governmental body to retire to closed session for the purpose of considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility.

The Board may return to open session to take action on Item 2, otherwise the Board will adjourn from the closed session.

JACQUELINE M. MANN, Ph.D.
Board Clerk

(Item 1) Conference with Legal Counsel Concerning Litigation in Which the Board Is Or Is Likely to Become Involved

Background

At the request of President Larry Miller, a special meeting of the Board of School Directors will be held at 5:30 p.m. on Thursday, March 18, 2021, for the purpose of conferring with legal counsel to receive oral or written advice concerning strategy relative to litigation in which it is or is likely to become involved.

The Board may take action to retire to closed session pursuant to Wisconsin Statutes, 19.85(1)(g), which allows a governing body to retire to 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 Statement

Board Rule 1.03 - Special Board Meetings

Recommendation

That the Board determine how it wishes to proceed with this item.

* * * * *

(Item 2) Consideration of and Possible Action on Strategies Related to the MPS Charter School Program and Process

Background

At the request of President Larry Miller, a special meeting of the Milwaukee Board of School Directors has been called for 5:30 p.m. on Thursday, March 18, 2021, for the purpose of considering and possibly taking action on strategies related to the district's charter school program and process.

The Board may take action to retire to closed session pursuant to Wisconsin Statutes, Section 19.85(1)(e) which allows a governing body to go into closed session for the purpose of deliberating or negotiating the purchasing of public properties, the investing of public funds, or conducting other specified public business, whenever competitive or bargaining reasons require a closed session.

The Board may reconvene in open session to take action on this item, otherwise the Board may retire from closed session.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

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

Recommendation

That the Board determine how it wishes to proceed with this item.

* * * * *

(Item 3) Consideration of Employment, Compensation, and Performance-Evaluation Data Relative to the Terms of an Employment Agreement with the Superintendent of Schools

At the request of President Larry Miller, a special meeting of the Milwaukee Board of School Directors will be held at 5:30 P.M. on Thursday, March 18, 2021, to consider employment, compensation, and performance-evaluation data relative to the terms of an employment agreement with the Superintendent of Schools.

Pursuant to Wisconsin Statutes 19.85(1)(c), which provides that a governmental body may convene in executive session for the purpose of "considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility," the Board may convene in executive session for the purpose stated above.

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

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 2.01 - Superintendent

Fiscal Impact Statement

The impact on district finances is dependent upon any action the Board may take relative to this matter.

Recommendation

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

Director Báez moved to retire to Executive session for the purposes of

Conferring with Legal Counsel Concerning Litigation in Which the Board Is or Is Likely to Become Involved, pursuant to Wisconsin Statute 19.85(1)(g);

Consideration of and Possible Action on Strategies Related to the MPS Charter School Program and Process, pursuant to Wisconsin Statute 19.85(1)(e); and

Consideration of Employment, Compensation, and Performance-Evaluation Data Relative to the Terms of an Employment Agreement with the Superintendent of Schools, pursuant to Wisconsin Statute 19.85(1)(c).

The motion passed, the vote being as follows:

Ayes — Directors Báez, Herndon, O'Halloran, Peterson, Phillips, Siemsen, Taylor, and President Miller — 8.
Noes - None – 0.

The Board retired to Executive session at 5:46 PM and reconvened in open session at 10:27 PM.

Director O'Halloran moved to approve the contract extension with the Superintendent of Schools with the contract provisions as discussed in Executive session and to authorize the Board president to execute the contract, as negotiated, on the Board's behalf. The motion passed, the vote being as follows:

Ayes — Directors Báez, Herndon, O'Halloran, Peterson, Phillips, Siemsen, Taylor, and President Miller — 8.
Noes - None – 0.

The Board adjourned at 10:30 PM

JACQUELINE M. MANN, Ph.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
MARCH 23, 2021

Special meeting of the Board of School Directors called to order by President Miller at 5:41 PM.

Present — Directors Báez, Herndon, O'Halloran, Peterson, Phillips, Siemsen, Taylor, Woodward, and President Miller — 9.
Absent — None.

The Board Clerk read the following call of the meeting:

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Larry Miller, the following meeting is scheduled to take place, for the consideration of the item of business stated in this notice. This meeting will be held virtually, pursuant to Board Rule 1.30. Due to the contingencies of the COVID-19 public health pandemic, the Central Services building will be closed to the public; 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 of the meeting to receive a participation code to enter the platform. The deadline to register is 3:00 P.M. March 23, 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, 53221; by email, to governance@milwaukee.k12.wi.us; or by fax, to 414-475-8071. Public comments received before 3:00 P.M. on March 23, 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

SPECIAL BOARD MEETING
5:30 p.m., Tuesday, March 23, 2021

1. Report with Possible Action on the MPS Roadmap to Readiness Plan for the 2020-2021 School Year

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 2020-2021 School 2021

Background

In May, June, July, and October 2020, as well as January 2021, the Administration shared plans associated with the reopening of school for the 2020-2021 school 2021 with the Milwaukee Board of School Directors. The six workgroups (health and safety, academics, school operations, communications, professional development, and classroom and school wide supports) have continued to further refine plans to best support the health and safety of our community. The work groups include teachers, school leaders, other staff, Milwaukee Teachers' Education Association (MTEA) representatives, 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 who require in-person learning at three school locations. In addition, the Administration

was directed to provide an update related to the phased-in approach to in-person learning for all students in March 2021.

In alignment with the Board's January 2021 action, a presentation detailing the Administration's recommendation for moving to in-person learning with the following timeline is attached:

*On March 29, 2021 MPS central and school-based staff will return to in-person work.
* On April 12, 2021, students in Pre-K through grade 2 will return to in-person learning.
* On April 19, 2021, students in grade 3 through 8 will return to in-person learning.
* On April 26, 2021, students in grades 9 through 12 will return to in-person learning.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Statement

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

Fiscal Impact Statement

This item does not authorize expenditures. Any costs associated with implementing the Roadmap to Readiness 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 related to moving to in-person learning.

Recommendation

The Administration recommends that the Board approve returning to in-person learning with the following timeline for staff and students:

*On March 29, 2021 MPS central and school-based staff will return to in-person work.
* On April 12, 2021, students in Pre-K through grade 2 will return to in-person learning.
* On April 19, 2021, students in grades 3 through 8 will return to in-person learning.
* On April 26, 2021, students in grades 9 through 12 will return to in-person learning.

Director Miller moved that:

1. Reopening will begin on Monday, April 12 with the return of teachers to the buildings. April 12 and 13th will be virtual learning all day. Teachers will be given classroom set-up time except for one hour meetings, for school coordination each of those days.
2. K-3 through grade 2 instruction will begin on Wednesday, April 14th. K-3 through grade 2 instruction will revert to the schedule of four days of synchronous virtual and face-to-face instruction the following week, with Wednesdays as virtual learning.
3. April 19: Grade 3 through grade 8 will be offered in- school instruction.
4. April 26: Freshmen and seniors will be offered in-school instruction. (Sophomores and juniors will remain virtual for the remainder of the school year.)
5. School buildings and central office will be open to the public by April 12.
6. Testing permission is required for students and staff to return.
7. 10% of each school staff and students will be tested every other week.
8. Maintain a quota of no more than 15 students per classroom. The quota can be increased to accommodate 18 students if the classroom is large enough to maintain a 6 feet social distancing rule.
9. A division of labor will be established between those teaching virtually and those teaching face-to-face. Extra staff will be provided for classrooms with both virtual and face-to-face instruction.

10. Ensure IEP and 504 safeguards. Articulate and draft the plan for special education.
11. Develop tutoring options for students that are failing classes.
12. Test air quality throughout the district giving priority to classrooms and schools without window access to outside air. Report this testing back to the board monthly.
13. Distribute N95 masks for all specialized services staff, any staff that moves between classrooms/buildings and staff in isolation rooms or other critical areas.
14. Distribute N95 masks for staff working with students where close contact is necessary.
15. Enforce a policy of mask wearing for all staff and students. If refuse, they must leave the building.
16. Criteria for returning classes and schools to virtual learning:
    Class – 1 case = virtual 14 days
    School – 3 cases = virtual 14 days
17. Develop a hotline for reporting violations.
18. Add specificity to this plan in an updated written document to be posted to the district's website by April 1.
19. Make public the individual school surveys of students returning to face-to-face instruction by April 5.

Director Phillips moved a substitute motion:

1. That the Board reconvene on March 30, 2021, after families have been engaged in determining the best educational option for their students; and
2. That Board members submit their top ten questions by March 25, 2021, to the Office of Board Governance for a response from the Administration prior to March 30, 2021.

Director Phillips withdrew her substitute motion.

The gavel was passed to Vice-President Báez at 10:52 and returned to President Miller at 10:54.

Director Phillips remade her previously withdrawn substitute motion. The motion passed, the vote being as follows:

Ayes — Directors Báez, Herndon, Phillips, Siemsen, Taylor, and Woodward— 5.
Noes — Directors O'Halloran, Peterson, Siemsen, and President Miller – 4.

Director Taylor moved to rescind the action on the substitute. The motion passed, the vote being as follows:

Ayes — Directors Báez, Herndon, O'Halloran, Peterson, Phillips, Siemsen, Taylor, and President Miller — 8.
Noes — Director Woodward – 1.

Director Báez made the following motion:

1. April 12: Reopening will begin on Monday, April 12 with the return of all staff to the buildings.. April 12th and 13th will be dedicated to considering the needs of the district. If an employee cannot return on the 12th, a reasonable time for readiness be given to employees and that the Administration excise flexibility for employees who cannot return paperwork for accommodations by April 12th.
2. K through grade 3 instruction will begin on Wednesday, April 14th. K through grade 3 instruction will revert to the schedule of four days of synchronous virtual and face-to-face instruction the following week, with Wednesdays as asynchronous learning.
3. April 19: Grade 4 through grade 8 will be offered in- school instruction.

4. April 26: Seniors and students in danger of failing will be offered in-school instruction. (Freshmen, Sophomores and juniors will remain virtual for the remainder of the school year.)
5. School buildings and central office will be open to the public by April 12.
6. Testing permission is required for students and staff to return.
7. 10% of each school staff and students will be tested every other week.
8. Maintain a quota of no more than 15 students per classroom. The quota can be increased to accommodate 18 students if the classroom is large enough to maintain a 6 feet social distancing rule.
9. That a collaborative process be used to establish a division of labor between those teaching virtually and those teaching face-to-face. Extra staff will be provided for classrooms with both virtual and face-to-face instruction.
10. Ensure IEP and 504 safeguards. Articulate and draft the plan for special education with a cohort of Special Education teachers.
11. Develop tutoring options for students that are failing classes.
12. Test air quality throughout the district, giving priority to classrooms and schools without window access to outside air. Report this testing back to the board monthly.
13. Distribute N95 masks for all specialized services staff, any staff that moves between classrooms/buildings and staff in isolation rooms or other critical areas.
14. Distribute N95 masks for staff working with students where close contact is necessary.
15. Enforce a policy of mask wearing for all staff and students. If refused, they must leave the building.
16. Criteria for returning classes and schools to virtual learning:
    a. Class – 1 case = class goes virtual 14 days
    b. School – 3 cases = school goes virtual 14 days
17. Develop a hotline for reporting violations.
18. Add specificity to this plan in an updated written document to be posted to the district's website.
19. Make public the individual school surveys of students returning to face-to-face instruction by April 1.
20. That Board members submit their top 10 questions to the Office of Board Governance by Thursday March 25, 2021, for a response by the administration to disseminate by March 30, 2021.

The motion passed, the vote being as follows:

Ayes — Directors Báez, Herndon, O'Halloran, Peterson, and President Miller— 5.
Noes — Directors Siemsen and Taylor - 2.
Abstain – Director Phillips – 1.
Temporarily Absent Director Woodward – 1.

The Board adjourned at 12:40 AM.

JACQUELINE M. MANN, Ph.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
MARCH 25, 2021

Regular meeting of the Board of School Directors called to order by President Miller 6:40 PM.

Present — Directors Báez, Herndon, O'Halloran, Peterson (6:55 PM), Phillips, Siemsen, Taylor, Woodward, and President Miller — 9.
Absent and Excused — None.

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

Linda Bohan, a retired teacher at Cooper School, who passed away on February 25, 2021;

Karen Jungherr, a retired teacher at Starms Discovery School, who passed away on February 28, 2021;

Arriani Jaileen Arroyo, a student at Allen Field School, who passed away on March 1, 2021;

Gloria Fears, a retired food services assistant at Madison Academic Campus, who passed away on March 7, 2021;

Mike Antholine, a school psychologist at MacDowell Montessori School, who passed away on March 14, 2021; and

Wendell Eskridge Kern, a teacher at Starms Discovery School who passed away on March 17, 2021.

We wish to acknowledge the passing of Margo Spann, a North Division alumna and award -winning journalist, who passed away on March 11, 2021;

And we also wish to acknowledge the passing of former Superintendent of Schools, Robert Jasna, who passed away this month.

AWARDS AND COMMENDATIONS

(Item 1) Excellence in Education Award - Lois Womack

Background

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" to:

Lois Womack

Teacher, Marvin Pratt Elementary School

Ms. Lois Womack is one of five Wisconsin educators named by State Superintendent Carolyn Stanford Taylor for the 2020 Presidential Awards for Excellence in Mathematics and Science Teaching. The award, presented annually since 1983, is considered the highest honor bestowed by the U.S. government for math and science teachers. It is based on five dimensions of outstanding teaching: mastery of content, use of

effective instructional methods and strategies, effective use of assessments, reflective practice and lifelong learning, and leadership inside and outside the classroom.

A proud MPS alumna, Ms. Womack attended Hopkins and Maple Tree Elementary schools, and her parents were both MPS educators. She started with the District in 1994 and has served at several schools and in the Office of Academics as a math teaching specialist.

Ms. Womack has taught a 4th- and 5th-grade split class for five 2021s and is especially passionate about math, which has always been her focus. The split class allows her to continue working with 4th-grade students the next 2021 when they are in 5th grade. Watching students develop and mature, both socially and academically, motivates her to go above and beyond on their behalf each and every day.

Ms. Womack's goal each day she is in the classroom is to make math concepts and skills explicit in order to enhance students' understanding and ensure their academic success. Building relationships with students allows her to focus on individual educational needs in mathematics to increase achievement.

The Milwaukee Board of School Directors recognizes and honors Lois Womack for her dedication, outstanding leadership, and commitment to excellence on behalf of the students of the Milwaukee Public Schools.

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 1.05 - Recognition for Accomplishment

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APPROVAL OF MINUTES

The minutes of the special and regular board meetings of February 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.

Special Education Family Forum Supports Families!

Special education was the focus of MPS' 5th annual Celebrating Abilities Family Forum. This event allowed families to learn more about special education services, programs, and opportunities.

Celebrating Abilities took place the week of March 8–12, 2021 in a virtual format, with workshops each evening.

Congratulations Arlen Lopez Gutierrez, Brewers Grand Slam Teacher of the Month!

Each month, the Brewers and US Cellular celebrate outstanding teachers through the Grand Slam Teach of the Month program. Congratulations to Arlen Lopez Gutierrez, as she was named the March 2021 Brewers Grand Slam Teacher of the Month! Ms. Lopez Gutierrez is a K3 teacher at Allen Field Elementary School.

Congratulations Arlen, you make us MPS Proud!

MPS Celebrated School Social Workers During 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 7–13, 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 identify concerns and 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 help them thrive. We appreciate our school social workers!

School Breakfast Week Celebrates Good Nutrition for Learning

During National School Breakfast Week, MPS celebrates its very own Department of Nutrition services. In a typical school 2021, MPS food service heroes are responsible for planning, preparing, and distributing breakfast and lunch to students every day. Due to virtual learning this school 2021, the nutrition team has regrouped and reorganized to offer children's meals for families to pick up—including dinner. The team provides meals every school day at 50 Stop, Grab, and Go sites.

MPS Offers Weekend Meal Bundles for Children

To continue to provide healthy meals for Milwaukee children, MPS will offer weekend meal bundles at all Stop, Grab, and Go locations beginning March 5, 2021. Each Friday, all Milwaukee children age 18 and under can receive Friday's breakfast, lunch, and supper plus an additional two breakfasts and lunches for Saturday and Sunday. All meals include an 8-ounce carton of milk. Meals must be refrigerated until ready to be heated and eaten at home.

For more information, including a list of Stop, Grab, and Go sites and hours, visit the MPS Nutrition web page. Families with special dietary requests can submit a form found on this page two days in advance of a pick-up date.

Congratulations Kohl Educational Foundation Winners!

The selection committee for the Herb Kohl Educational Foundation Student Scholarship, Teacher Fellowship and Principal Leadership program announced recipients of the 317 Herb Kohl Foundation awards for Wisconsin students, teachers and principals. Awards in the amount of $6,000 are being made to 101 teachers, 16 principals, and their schools, and $10,000 scholarships will be given to 200 graduating high school students.

Excellence Scholarship recipients have demonstrated excellence in the academic arena and high motivation to achieve, have displayed a broad range of activity and leadership outside the academic setting, and have shown strong promise for succeeding in college and beyond. Fellowship recipients are educators who have been chosen for their superior ability to inspire a love of learning in their students, their ability to motivate others, and their leadership and service within and outside the classroom. Leadership Award recipients are school principals who are being recognized for setting high standards for instruction, achievement and character, and creating a climate to best serve students, families, staff and community. Read more here. Congratulations to our MPS staff and students who were awarded! You make us MPS Proud!

2021 Herb Kohl Educational Foundation Student Excellence Scholars

Catherine Fink, Milwaukee School of Languages
Maya Groser, King International High School
Isabella Heller de Messer, King International High School
Hannah Hippe, King International High School
Meng Moua, King International High School
Iman Snobar, Reagan High School

2021 Herb Kohl Educational Foundation Student Initiative Scholars

Daevion Alexander, Obama School Career & Technical Education
Darnell Burrell, Vincent High School
Tiyonna Duckworth, North Division High School
Anya Ramos, Audubon High School
Quashawn Saygo, Banner Preparatory School
Taniyra Spinks, Pulaski High School
Narielle Tyler, MacDowell Montessori School

2021 Herb Kohl Educational Foundation Teacher Fellows

Megan Geddes, Highland Community School
Julie Hapeman, Milwaukee Public Schools District Office
Andrew Lazzari, Audubon High School
Joan Masek, Milwaukee Hamilton High School
Stephanie Meyer, Milwaukee Hamilton High School
Joseph O'Shea, Shalom High School
Danielle Robinson, Brown Street Academy
Alicia Steiner, Highland Community School
Zachary Tillman, Reagan High School
Matt Wood, Reagan High School
Michelle Young, Golda Meir School

Students Continue August Wilson's Legacy at Milwaukee Rep

Nearly sixteen 2021s after the passing of August Wilson, the famed American playwright who established roots in Pittsburgh, St. Paul, and Seattle, young people in Milwaukee are carrying on his legacy with the performance of his monologues.

Milwaukee is one of 15 cities nationwide to host a regional August Wilson Monologue Competition. Through the Milwaukee Repertory Theater, high school students perform monologues from Wilson's "Century Cycle," a collection of 10 plays chronicling the life of Black people in the 20th century.

This is Milwaukee's first 2021 as an official regional site for the competition after participating in a "shadow 2021" in 2019-20. The program is free and open to all students who enjoy the art of storytelling.

Milwaukee Recreation, through its Partnership for the Arts & Humanities, provides funding for the August Wilson Monologue Competition, and has opened doors for the program, allowing more students to experience Wilson's work and express themselves on a new stage. Seven students from three MPS schools will compete in regionals this month, including

Jonathan Edwards (Rufus King High School) Terynn Erby-Walker (Golda Meir School)
Dejanaye Jones (Milwaukee High School of the Arts) Anyiah Lobley (Golda Meir School)
Fardowso Shidad (Rufus King High School)
Yexuanj Rivera Melendez (Milwaukee High School of the Arts)
Lilyanna Romer (Milwaukee High School of the Arts)

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Statement

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

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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

After a series of extraordinary months, the American Rescue Plan Act of 2021 has been passed into law. Historic in its scope, the American Rescue Plan directs support to states, communities, schools, and families with the intention of protecting the health of citizens and the goal of bolstering the prospects of the people of the United States.

Key Provisions of the American Rescue Plan Act of 2021

On March 6, the United States Senate passed the $1.9 trillion American Rescue Plan under the FY21 Budget Reconciliation process. $165 billion in education funding has been included in the new recovery package, with $122.8 billion for K-12 public schools. $350 billion is included in direct general aid for state and local governments ($220 billion for states, territories, and tribal governments, and $130 billion for general purpose local governments, as well as a $10 billion Critical Infrastructure Program). Seven billion dollars has been provided for the E-Rate program of the FCC. Adjustments are included to the small-business Paycheck Protection Program's funds, and an additional extension of unemployment insurance is included as well. Further investments in COVID public health measures for vaccines, testing, tracing, supplies, therapeutics, logistics, mitigation, research, and personnel are also included.

K-12 Highlights:

· Provides $122.8 billion for elementary and secondary education (with no equitable services for private schools required) and $39.6 billion for higher education (includes no Governor's Emergency Education Relief Fund [GEER])

· Reserves 20% of each school District's allocation for learning-loss activities

· Provides for additional $2.75 billion to the states to offer services and assistance to private-school students under the Education Assistance to Nonpublic Schools program (EANS) authorized under the 2021-end FY21 Consolidated Appropriations bill

· Provides an additional $2.58 billion for IDEA formula grants, as well as $200 million for preschool and $250 million for infant and toddler grants

· Provides $40 billion for childcare and $1 billion for Head Start

· Provides $7 billion for E-Rate funding through the FCC

· Increases and extends the Pandemic Electronic Benefits Transfer program (P-EBT) to provide cash benefits for eligible free- and reduced-priced-lunch students not attending school due to emergency closures and remote services, but does not provide further emergency reimbursements for school meal programs.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Statement

Board Governance Policy 2.13 - Board Legislation Program

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

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

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REPORTS AND COMMUNICATIONS FROM THE OFFICE OF ACCOUNTABILITY AND EFFICIENCY

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

Background

The 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

This report includes activities from late February through mid-March.

Work Plan Highlight: Communities In Need Program (COIN)

In accordance with Administrative Policy 3.13, Communities In Need Initiative, the COIN initiative is MPS' workforce preference program, which targets the employment of District constituents on construction contracts who are unemployed or under-employed and meet general free/reduced lunch eligibility criteria. Facilities and Maintenance Services contractors provide regular work opportunities for COIN workers under this program. COIN individuals represent both skilled and unskilled workers.

Accountability and Efficiency Services

Between February 16, 2021 and March 15, 2021, Accountability and Efficiency Services fulfilled four requests for information/research and two constituent inquiries. Additionally, Accountability and Efficiency Services completed four special projects. Also during the reporting period, Accountability and Efficiency Services worked to increase capacity for using data for improvement by exploring a partnership opportunity with the Harvard Center for Education Policy Research Strategic Data Project.

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) continued to advance efforts with Mission Aligned Partners (MAPs), which included the addition of three new MAPS: the School District of Brown Deer, the Wauwatosa School District, and the Milwaukee County Health Department. The letters of support received from these new partners stressed the importance of increasing project-based, skilled trades paid training opportunities for students and community members. These strategic partnerships support the scaling of Administrative Policy 3.13, Communities In Need, as MAPs have prioritized the work based on industry feedback.

Additionally, the team continues to assess data concerning the COVID-19 Business Operations Survey. A report will be submitted to the Milwaukee Board of School Directors summarizing the findings. Furthermore, the team has reconciled Fiscal 2021 2020 (FY20) Historically Underutilized Business (HUB) performance, resulting in a confirmed spend to HUB firms totaling $23,095,829. This value is the largest

spend since the policy's inception. Additionally, women business enterprises continue to be the highest represented group across industry classifications.

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

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Board Governance Policy 3.08 - Role of the Management of the Office of Accountability and Efficiency

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REPORTS OF STANDING COMMITTEES

Separate consideration was requested of the following items:

Item 10, from the Committee on Accountability, Finance and Personnel, Action on the Award of Exception-to-Bid Contracts, was set aside at the request of Director Herndon.

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

Ayes — Directors Báez, Herndon, O'Halloran, Peterson, Phillips, Siemsen, Taylor, Woodward, and President Miller — 9.
Noes – None – 0.

COMMITTEE ON ACCOUNTABILITY, FINANCE, AND PERSONNEL

Director Phillips 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 Remote Work Plan Report

Classified Personnel Transactions

Name	Position and Salary	Date
	NEW HIRES	
2 Jalezza Blue	Building Service Helper I $15.00 per hour	02/15/2021
2 David Evans	Building Service Helper I $15.00 per hour	02/01/2021
2 Sherry Hammond	Building Service Helper I $15.00 per hour	02/01/2021
2 Quanesha Lee	Building Service Helper I	02/01/2021

Name	Position and Salary	Date
	$15.00 per hour	
2 Bioncia Lowe	Building Service Helper I	02/15/2021
	$15.00 per hour	
2 Wayman Swan	Building Service Helper I	02/01/2021
	$15.00 per hour	
4 Jose Silva	Boiler Attendant Trainee	02/08/2021
	$36,651.60	
2 Aerica Davis	Children's Health Assistant	02/10/2021
	$17,918.00	
2 Fedoria Collins Letford	Para Ed Assistant	02/08/2021
	$18,642.00	
3 Joseph Domblesky	Para Ed Assistant	02/17/2021
	$18,642.00	
4 Olimpia Garcia	Para Ed Assistant	02/08/2021
	$18,642.00	
4 Jenniffer Gomez Bravo	Para Ed Assistant	02/05/2021
	$18,642.00	
5 Emily Krause	Para Ed Assistant	02/02/2021
	$19,785.00	
2 Myles Luckett	Para Ed Assistant	02/17/2021
	$18,642.00	
5 Jordan Mielke	Para Ed Assistant	02/05/2021
	$21,156.00	
5 Ryan Olson	Para Ed Assistant	02/11/2021
	$18,642.00	
2 Tracie Burnside	School Nursing Associate	02/04/2021
	$39,701.00	
2 Danielle Walters	School Secretary I – 10 Month	02/10/2021
	$28,841.64	
5 Maura Myles	Telephone Operator	02/08/2021
	$38,075.31	
	PROMOTIONS	
2 Shacques Williams	Building Service Helper II	02/08/2021
	$36,233.60	
2 Huston Bond	Boiler Attendant Trainee	02/08/2021
	$37,791.24	
4 Onturie Harper	Boiler Attendant	02/08/2021
	$41,742.10	
2 Demetrius Johnson	Boiler Attendant	02/08/2021
	$41,742.10	
4 Eric Mendoza	Boiler Attendant	02/08/2021
	$41,742.10	
2 Matthew Thomas	Boiler Attendant	02/08/2021
	$41,742.10	
5 Joanne Flanagan	School Secretary I – 10 Month	02/16/2021
	$30,510.42	
2 Cora Childs	School Engineer I	01/18/2021
	$47,963.15	
	REHIRES	
5 Rita Szopinski	Para Ed Assistant – Parent Involvement	01/29/2021
	$20,470.00	
5 Peter Davis	Para Ed Assistant	02/08/2021
	$20,470.00	

Name	Position and Salary	Date
4 Erica Ramirez	Para Ed Assistant $21,841.00	01/29/2021

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

Certificated Appointments

ACTION ON CERTIFICATED APPOINTMENTS - TEACHER

4,r	Martinez,Amapola GEN ELEM & K8 - ALL GRADES	$60,615.00	2/1/2021
5,r	McMullen,Conor T ENGLISH AS SECOND LANGUAGE	$44,325.00	2/15/2021
4,r	Moraza III,Nicolas MULTICATEG. COMP. SEN	$44,325.00	2/8/2021
5,r	Salzwedel,Ellie Mackenzie TITLE I SCHOOLWIDE	$44,325.00	2/22/2021
4,r	Sanchez Cordero,Miguel Raul GRANTS-MILW PARTNERSHIP FDTN	$44,325.00	2/8/2021
3,nr	Thor,Soua SAGE	$66,978.00	2/8/2021

ACTION ON CERTIFICATED APPOINTMENTS - SCHOOL COUNSELOR

2,r	Pequeno,Cesar Jose GUIDANCE	$54,506.00	2/10/2021

ACTION ON CERTIFICATED APPOINTMENTS - SCHOOL SOCIAL WORKER

5,r	Sullivan Konyn,Cate C SOCIAL WORK	$55,639.00	2/16/2021

ACTION ON CERTIFICATED APPOINTMENTS - TEACHER EARLY START

5,nr	Berry,Alison S ART	$44,325.00	2/8/2021
4,nr	Hernandez,Alejandra FOREIGN LANGUAGE	$44,325.00	2/1/2021
5,nr	Moore,Wyatt J BUSINESS ED	$43,537.00	2/1/2021

ACTION ON CERTIFICATED APPOINTMENTS - PERMIT TEACHER

4,r	Parra,Camille P GEN ELEM & K8 - ALL GRADES	$43,537.00	2/1/2021

ACTION ON CERTIFICATED APPOINTMENTS - PERMIT TEACHER EARLY START

2,r	Stewart,Tanesha Rochelle MULTICATEG. COMP. SEN	$43,537.00	2/22/2021

Codes and Counts	
(a)	Reappointment without tenure
(b)	Reappointment with tenure
(nr)	Non-residents
(r)	Residents
1	Native American
2	African American
3	Asian/Oriental/Pacific Islander
4	Hispanic
5	White
6	Other
7	Two or More Codes
	Males
	Females

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

Leaves of Absence

	Present Assignment	Effective From
Illness Leave, February 2021		
Angela Scott	Central Services Bldg	02/03/2021
Personal Leave, March 2021		
LaKeshia Myers	James Madison HS	03/02/2021
Andrew Buck	Wedgewood	03/22/2021
Personal Leave, February 2021		
Osceria Hayes	Fifty-Third Street	02/01/2021
Personal Leave, August 2020		
Sarah Dosmann	Maryland Ave	08/25/2020
Marni Seigle	Carver Academy	08/25/2020

Certificated Resignations and Classified Retirements

CERTIFICATED RESIGNATIONS

Reason	Yrs Svce	Eth Code	Name	Position	Location	Effective Date
Retire	32.5	4	Marisol Gutierrez	Teacher	Lincoln Ave	06/15/2021
Personal	11.0	5	Jessica Guzman	Teacher	ALBA	02/15/2021
Retire	29.0	2	Carolyn Jackson	Teacher	Hopkins Lloyd	06/30/2021

Retire	27.0	5	David Kurczewski	Teacher	Burbank	06/15/2021
Retire	6.5	5	Sheri LaDow	Psych	Central Svcs	06/04/2021
Retire	29.4	5	Ruth Messnick	Spec Ed Sup	Spec Ed Sup Central Svcs	06/18/2021
Retire	16.5	2	Constance Millet	Teacher	Marshall	02/26/2021
Personal	4.9	5	Jenny Mischock	Sup Assoc II	Sup Assoc II Recreation	02/15/2021
Retire	23.4	5	Kelly O'Keefe Boettcher	Teacher	Rufus King HS	05/28/2021
Retire	27.9	5	Harold Orkowski	Principal	81st Street	06/24/2021
Personal	11.9	2	Stephanie Payne	Teacher	Pratt	02/05/2021
Retire	23.5	5	Sue Pezanoski Browne	Teacher	Fratney	06/15/2021
Retire	22.0	5	Sharyl Pike	Teacher	Central Svcs	05/28/2021
Personal	1.0	5	Meghann Redford	Teacher	Whitman	06/30/2021
Retire	7.5	5	Therese Salzer	Teacher	Central Svcs	05/28/2021
Personal	5.3	5	Lorianne Schumacher	Teacher	Bay View	05/28/2021
Retire	34.0	5	Grace Sherba Sorbjan	Teacher	Dr King Elem	06/15/2021
Retire	30.8	5	Jane Zeman	Teacher	Whitman	06/15/2021

CLASSIFIED RETIREMENTS

Retire	30.9	2	James Allen	Gen Ed Asst	Riverside	02/01/2021
Retire	21.0	5	Heidi Krause	Para	German Imm	01/30/2021
Retire	14.3	5	Andrea Loss	Para	MacDowell	02/13/2021
Retire	46.7	5	Mark Reszcynski	Engineer III	Thoreau	02/06/2021

Monthly Personnel Reports

The Affirmative Action monthly personnel transaction report for February 2021 is attached. This is an informational report, and no action is required.

Remote Work Plan Monthly Personnel Transaction Report

Total Remote Work Forms Submitted by Office*
That have been received by 02/26/2021

Office	Total Form Submissions
Academics	568
Accountability & Efficiency	7
Board Governance	1
Communications & School Performance	106
Finance	160
Human Resources	20
School Administration	15
School Based	5381
Superintendent	3
Total Received	6261

*All District staff have been directed to maximize the amount of remote work consistent with Board action.

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.

Implementation and Assessment Plan

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

Committee's Recommendation

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

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

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

Background

RECOMMENDED APPOINTMENTS

(5)(nr) Melissa Hedges	Curriculum Specialist IV Math	Schedule 03, Range 11A
	Office of the Chief of Academics	$106,987

(5)(nr) Benjamin Roovers	Employment Relations Specialist III	Schedule 03, Range 10A
	Office of the Chief of Human Resources	$86,428
(2)(r) Veronica Egerson	Administrative Assistant III	Schedule 03, Range 03A
	Office of the Chief of Academics	$59,585
(5)(r) Jennifer Portillo	Accountant II	Schedule 03, Range 04A
	Office of the Chief of Finance	$52,599
(3)(nr) Sophia Saito	Planning Assistant III	Schedule 03, Range 02A
	Office of the Chief of Finance	$47,086

RECOMMENDED LTE CONTRACTS (To be effective upon the Board's approval)

(5)(nr) David Hetzer	Hotspot Support & Deployment	$40.00
	Office of the Chief of Communications & School Performance 02/10/21 to 08/09/21	
(1)(r) Rebecca Comfort	First Nations Studies College Access Program	$35.00
	Office of the Chief of Academics 04/01/21 to 09/30/21	
(5)(nr) Walter Boyer	Male Vocal Music Instructor	$30.00
	Office of the Chief of School Administration 01/04/21 to 05/21/21	
(5)(r) Amy Craig-Salmon	Fine Arts Assistant/Art Teacher Coach	$30.00
	Office of the Chief of Academics 01/01/21 to 06/31/21	
(5)(r) Todd Siefert	Student Wi-Fi Hotspot Deployment & Support	$30.00
	Office of the Chief of Communications & School Performance 01/01/21 to 06/30/21	
(5)(nr) Robert Strehlow	Alternative Programs Enrollment Associate	$30.00
	Office of the Chief of Academics 01/04/21 to 06/25/21	
(2)(nr) Ryan Thompson	Piano Instructor	$30.00
	Office of the Chief of School Administration 10/01/21 to 05/22/21	
(5)(r) Christine Wilkinson	New Montessori Teacher Mentor	$30.00
	Office of the Chief of School Administration 02/17/21 to 06/15/21	
(5)(nr) Mariella Kuehn	School Bookkeeper	$24.00
	Office of the Chief of Finance 02/20/21 to 06/30/21	
(5)(r) Colleen Schmitt	SEE US! Grant Secretary	$23.54
	Office of the Chief of Academics	

	04/01/21 to 09/30/21	
(2)(r) Desmond Cotton	Dance Instructor	$20.00
	Office of the Chief of School Administration	
	01/30/21 to 05/22/21	
(2)(nr) Patti Debow	Summer School Extension	$19.00
	Office of the Chief of Academics	
	02/01/21 to 06/30/21	
(2)(nr) Kennedi Adams	Office Support	$15.00
	Office of the Chief of School Administration	
	03/01/21 to 06/15/21	

Codes and Counts	
(a)	Reappointment without tenure
(b)	Reappointment with tenure
(nr)	Non-residents
(r)	Residents
1	Native American
2	African American
3	Asian/Oriental/Pacific Islander
4	Hispanic
5	White
6	Other
7	Two or More Codes

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.

Committee's Recommendation

Your Committee recommends that the Board:

1. authorize the promotions, reassignments, decreases and increases in salary, and appointments to the classifications indicated in the attachment to this item, to be effective as indicated in the attachment; and

2. approve the LTE contracts exceeding sixty days, pursuant to Administrative Policy 6.23 (4)(b), to be effective as indicated in the attachment.

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

* * * * *

(Item 3) Action on Resolution 2021R-005 by Director Woodward Regarding Central Region Staffing

Background

On June 25, 2020, Resolution 2021R-005 regarding Central Region staffing was introduced and referred to the Committee on Accountability, Finance and Personnel. The resolution was discussed at the July 30, 2020 and September 24, 2020 Board meetings, at which time the Administration provided additional analysis as requested by the Board. The Resolved portion of the resolution reads:

RESOLVED, That the MPS Office of Human Resources is hereby directed to give priority in filling vacancies to the schools in the Central Region; and be it

FURTHER RESOLVED, That substitute teachers shall be assigned as "floaters" at specific schools in the Central Region — i.e., they shall be required to work at their assigned schools for a specified period of time to ensure that there are sufficient adults in each school to provide the required supervision; and be it

FURTHER RESOLVED, That the current paraprofessionals assigned to schools in the Central Region shall be offered 40-hour-per-week positions, which will allow them to be in the school buildings for more hours in order to reduce the student-to-adult ratios; and be it

FURTHER RESOLVED, That Central Office staff be assigned specifically to assist in Central Region schools on a day-to-day basis; and be it

FURTHER RESOLVED, That Central Region schools shall be given priority in developing partnerships which will ensure that these schools will have additional adults to support them; and be it

FURTHER RESOLVED, That MPS shall give priority to filling vacancies in the Central Region and to providing extra staffing support to the specialist that works with the Central Region, including diverting Central Services staff from other responsibilities as needed to support this work; and be it

FURTHER RESOLVED, That MPS shall offer develop incentives for teachers who select and commit to three-2021 assignments in the Central Region; and be it

FURTHER RESOLVED, That MPS shall strive to ensure that 80% of the incentivized positions in the Central Region will be filled by teachers of color; and be it

FURTHER RESOLVED, That a portion of the funding allocated to strengthen MPSU (Milwaukee Public Schools University) shall be used to support paraprofessionals who are serving in the Central Region in getting certified as teachers; and be it

FURTHER RESOLVED, That the Administration shall present its analysis of, and recommendations regarding, this Resolution at the Milwaukee Board of School Directors' regular meeting of July 2020.

At the September 24, 2020, meeting, the Board approved a motion to send the resolution back to committee. The motion also included direction to the Administration to form a task force to review possible revisions in current policies or procedures to increase the recruitment and long-term stability of employees working in hard-to-staff schools.

The Administration formed the task force and monthly meetings and monthly reports to the Milwaukee Board of School Directors have taken place since October 2020. The task force includes representation from the Board, central administrators, school leaders, parents, and the MTEA.

The task force has finalized its report which includes recommendations. The full report is attached to the minutes of your Committee's meeting. The task force further suggests adoption of Resolution 2021R-005, with the Resolved portion reading as follows:

RESOLVED, That the MPS Office of Human Resources is hereby directed to give priority in filling vacancies to the schools in the Central Region; and be it

FURTHER RESOLVED, That substitute teachers <u>with benefits</u> shall be assigned ~~as "floaters"~~ at specific schools in the Central Region — i.e., they shall be required to work at their assigned schools for a specified period of time to ensure that there are sufficient adults in each school to provide the required supervision; and be it

~~FURTHER RESOLVED, That the current paraprofessionals assigned to schools in the Central Region shall be offered 40 hour per week positions, which will allow them to be in the school buildings for more hours in order to reduce the student to adult ratios; and be it~~

FURTHER RESOLVED, That Central Office staff be assigned specifically to assist in Central Region schools on a day-to-day basis; and be it

FURTHER RESOLVED, That Central Region schools shall be given priority in developing partnerships which will ensure that these schools will have additional adults to support them; and be it

FURTHER RESOLVED, That MPS shall give priority to filling vacancies in the Central Region and to providing extra staffing support to the specialist that works with the Central Region, including diverting Central Services staff from other responsibilities as needed to support this work; and be it

FURTHER RESOLVED, That MPS shall develop incentives for teachers/staff who select, ~~and~~ commit, and remain in to three-2021 assignments in the Central Region; and be it

FURTHER RESOLVED, That MPS shall strive to ensure that 80% of the incentivized teacher positions in the Central Region will be filled by teachers of color; and be it

FURTHER RESOLVED, That a portion of the funding allocated to strengthen MPSU (Milwaukee Public Schools University) shall be used to support paraprofessionals who are serving in the Central Region in getting certified as teachers; and be it

FURTHER RESOLVED, That the Administration shall present its analysis of, and recommendations regarding, this Resolution at the Milwaukee Board of School Directors' regular meeting of ~~July 2020~~ March 2021.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 6.23 - Recruitment and Hiring: Staff

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

Upon approval by the Board, the Administration will implement the resolution as attached.

Committee's Recommendation

Your Committee recommends that the Board adopt Resolution as attached.

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

* * * * *

(Item 4) Action on Request for a Technical Amendment to the 2021-2022 Traditional School Calendar

Background

At its October 2019 meeting, the Milwaukee Board of School Directors approved the 2020-2021 and 2021-2022 Early Start and Traditional Start calendars.

Since that time, it has become evident that a technical amendment to the 2021-2022 Traditional Calendar is necessary in order to best support the District's goal of student, family, and community engagement.

Therefore, the Administration is recommending that the Board approve the technical amendment to the 2021-2022 MPS Traditional Calendar. Both the original calendar and a calendar with revised dates 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 7.03 - School 2021/School Calendar

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

Upon approval by the Board, the Administration will make the necessary adjustments to reflect the proposed technical amendment to include informing families.

Committee's Recommendation

Your Committee recommends that the Board approve the technical amendment to the 2021-2022 Traditional School Calendar as reflected in the attachment.

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

* * * * *

(Item 5) Action on a Resolution, in Accordance with Wisconsin Administrative Code 80.60(3), Stating the Board's Intent and Agreement to Self-Insure for Worker's Compensation Benefits

Background

It is Milwaukee Public Schools' longstanding practice to be self-insured for liability under the Wisconsin Worker's Compensation Act. In order to maintain this self-insured status, Milwaukee Public Schools is required every three 2021s to reapply and provide the Department of Workforce Development with a resolution, passed by its governing body, stating its intent and agreement to self-insure. Wisconsin Administrative Code 80.60(3) imposes this mandate upon all Wisconsin political subdivisions and taxing authorities. The resolution to be adopted reads as follows:

RESOLUTION TO AUTHORIZE THE RENEWAL OF THE BOARD'S SELF-INSRUANCE STATUS FOR WORKER'S COMPENSATION BENEFITS

WHEREAS, The Milwaukee Board of School Directors (MBSD) is a qualified political Subdivision of the State of Wisconsin; and

WHEREAS, The Wisconsin Worker's Compensation Act (ACT) provides that employers Covered by the Act either insures their liability with worker's compensation insurance Carriers authorized to do business in Wisconsin, or to be exempted (self-insured) from insuring liabilities with a carrier and thereby assuming the responsibility for their own worker's compensation risk and payment; and

WHEREAS, The State and its political subdivisions may self-insure worker's compensation without a special order from the Department of Workforce Development (Department) if they agree to report faithfully all compensable injuries and agree to comply with the ACT and rules of the Department; and

WHEREAS, The MBSD at its March 25, 2021 meeting approved the continuation of the self-insured worker's compensation program, in compliance with Wisconsin Administrative Code DWD 80.60 (3); and

NOW, THEREFORE, BE IT RESOLVED that the MBSD does ordain as follows:

1. Provide for the continuation of a self-insured worker's compensation program that is currently in effect.
2. Authorize the forwarding of certified copies of this resolution to the Worker's Compensation Division, Wisconsin Department of Workforce Development.
3. Comply with the Act and the rules of the Department.
4. Authorize the MBSD, Office of Finance, Procurement and Risk Management to submit the application documents required for renewal of MBSD's self-insurance status for worker's compensation benefits prior to March 31, 2021.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Fiscal Impact Statement

This item does not authorize expenditures other than those already allocated to the worker's compensation budget.

Implementation and Assessment Plan

Upon approval by the Board, the Administration will move forward with executing the resolution.

Committee's Recommendation

Your Committee recommends that the Board adopt the resolution to authorize the renewal of the Board's self-insurance status as attached.

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

* * * * *

(Item 6) Action on a Request to Seek a Waiver from the Wisconsin Department of Public Instruction for the Hours of Instruction Requirement for the 2020-2021 School 2021

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 2021. DPI has allowed for flexibility with respect to required hours of instruction. The COVID-19 District Flexibility Application provides Districts the ability to apply for regulatory flexibility and waivers as a result of the impact of the COVID-19 pandemic relative to K-12 education.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 7.04 - School Day

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 of the hours of instruction requirement for the 2020-2021 school 2021.

Committee's Recommendation

Your Committee recommends approval of the request to seek a waiver from the Wisconsin Department of Public Instruction for the hours of instruction requirement for the 2020-2021 school 2021.

Approved with the roll call vote to approve the balance of the Committee's 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; 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; Report on COVID-19 Expenditures; Acceptance of Donations.

Purchases

RFB 5772 Authorization to Extend a Blanket Agreement with Transcendia for Tray Wrapping Film

The Administration requests authorization to extend a blanket agreement with Transcendia for tray wrapping film (Group A of RFB 5772) to provide four types of tray wrapping film to all MPS kitchens needing the products.

The vendor was chosen pursuant to RFB 5772. Transcendia was the lowest and complying bidder for award for Group A. The term of the contract ran from July 1, 2019 through June 30, 2020, (the "Initial Term") with the option of two additional one-2021 terms. This second and final extension option ("2021 3") will run from July 1, 2021 through June 30, 2022.

The total cost for the second extension will not exceed $65,000.

Budget Code:
Varies by locations purchasing goods $65,000
Transcendia

PRIME CONTRACTOR INFORMATION

Certified HUB Vendor? ..... No

Total # of Employees ..... NG

Total # of Minorities ..... NG

Total # of Women ..... NG

HUB PARTICIPATION

Required ..... NA

Proposed..... NA

$ Value NA STUDENT ENGAGEMENT (hours per 12-month contract) Paid Student Employment Hour Commitment: 0 HOURS

Student Career Awareness Commitment: 0 HOURS

State Authorization to Purchase from Ewald's Hartford Ford, LLC, for Ford Vehicles Contract

The Administration is requesting authorization to utilize a state contract to purchase, from Ewald's Hartford Ford, LLC, five Ford vehicles for use by the Department of Facilities and Maintenance. This purchase will be made under the State of Wisconsin's Contract #505ENT-M19-2019VEHICS-03.

The vehicles to be purchased are: four 2022 Ford F-550 4WD regular cab (state contract bid item F96) at $46,843 each, totaling $187,372; and one 2022 Ford F350 4WD Super Cab (state contract bid item F63) at $32,979.

This will be a one-time purchase and funds expended will not exceed $220,351.

Budget Codes:

FAR-0-0-MM2-DW-ECNC (Major Maintenance) $220,351

Ewald's Hartford Ford, LLC

HUB PARTICIPATION

Required .....N/A

Proposed.....N/A

$ Value N/A

STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment Hour Commitment: 0

Student Career Awareness Commitment: 0

RFB 5792 Authorization to Enter into a Blanket Agreement with Best Ed, LLC dba Best Ed Business for N95 NIOSH-Approved Surgical Respirators

The Administration is requesting authorization to enter into a blanket agreement with Best Ed, LLC dba Best Ed Business ("Best Ed") to provide N95 NIOSH-approved surgical masks. These masks are approved by the National Institute for Occupational Safety and Health (NIOSH) as respirators and cleared by the FDA as surgical masks. These masks will be used by teachers, nurses, CHAs, and PARAs in grades K3 through 1st grade. They will provide a barrier for fluid resistance, bacterial and particular filtration efficiencies and breathing resistance.

Contractor was chosen pursuant to RFB 5792 which closed on February 12, 2021. Best Ed was the lowest-complying bidder.

The blanket agreement will run from March 1, 2021 through February 28, 2022 (the "Initial Term"). The agreement shall provide for two one-2021 options to extend if certain performance metrics are met, and based on the continued needs of the District.

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

Budget Code:

GSP-0-S-CR1-DW-ESUPCOVD...(COVID Supplies)... $1,000,000

Best Ed, LLC dba Best Ed Business

Certified HUB Vendor?..... Yes

Total # of Employees .....NG

Total # of Minorities .....NG

Total # of Women .....NG

HUB PARTICIPATION

Required 10%

Proposed..... 100%

$ Value TBD

STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment: 400

Student Career Awareness Commitment: 10

Monthly Reports

The Report on Change Orders in Excess of $25,000 and Cumulative Purchases in Excess of $50,000; the Report on Revenues and Expenses; the Monthly Expenditure Control Report; the Report of 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 reports and no action is required.

Report on COVID-19 Expenditures

Milwaukee Public Schools COVID-19 Preliminary Expenditures through December 30, 2020 Total Amount by 2021

Fiscal 2021	Estimated Amount
FY20	8,086,986
FY21 (1st & 2nd Quarter)	27,270,606
Total	35,357,592

Total Amount by Expenditure Type and Fiscal 2021

Summary Expenditure Type	FY20 Estimated Amount	FY21 Quarter 1 Estimated Amount	FY21 Quarter 2 Estimated Amount	Total Costs
Educational supplies and materials	$ 492,539	$ 66,674	$ 221,661	$ 780,874
* Technology upgrades , platforms/software/licenses, Chromebooks, hotspots and power adapters	$ 49,129	$ 11,562,332	$ 6,841,809	$ 18,453,270
Personal protective supplies and sanitation	$ 538,284	$ 888,478	$ 1,894,010	$ 3,320,772
Recreation		$ 10,032	$ 12,044	$ 22,076
Stop, Grab & Go distribution sites	$ 2,311,645	$ 844,360	$ 1,308,053	$ 4,464,057
Technology/Virtual Learning Staff Development		$ 82,581	$ 63,068	$ 145,650
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	$ 35,357,592
* Total central technology purchases pending payment, receipt or monthly installments	n/a	$9,343,266	$5,568,663	

Donations

Location	Donor	Amount	Gift or Purpose
Monetary Donations			
Alliance High School	Brian K Clark	$ 25.00	General School Supplies
Auer Avenue School	Mount Carmel Lutheran Church	$ 2,631.00	Holiday Bazaar
Bay View High School	Teens Grow Greens, Inc	$ 658.50	Culinary Arts
Bay View High School	Newport Trust Company*	$ 2,000.00	General School Supplies
Carver Academy	Carver Staff Members	$ 25.00	PBIS Incentive
Carver Academy	Teachers	$ 30.00	PBIS Incentive
Benjamin Franklin School	Diana Mc Guan	$ 100.00	Playground

Location	Donor	Amount	Gift or Purpose
			Redevelopment
Fratney School	Tara L Zielinski	$ 2,500.00	Gifts or Food for Families
Fratney School	Milwaukee River Advocates Co-Op		$ 50.00
Fratney School	Tara L Zielinski	$ 2,500.00	Help Student Families in Need
French Immersion School	Jean Bianchi	$ 1,250.00	1st Grade Math Kits
French Immersion School	Anonymous Donor	$ 1,125.00	1st Grade Math Kits
German Immersion School	MGIS PTA	$ 2,870.00	Math Software
German Immersion School	German Immersion Foundation	$ 2,234.74	Mind Research Institution
Albert E. Kagel School	The NEA Foundation	$ 2,000.00	NEA Covid 19
Albert E. Kagel School	Scholar Ship America	$ 1,000.00	2020 Youth Soccer
Grant	6		
Keefe Avenue School	The Blackbaud Giving Fund	$ 120.00	Virtual Support
Keefe Avenue School	The Blackbaud Giving Fund	$ 140.00	General School Supplies
Longfellow School	Safe & Sound, Inc	$ 500.00	Bench
Maple Tree School	Exxonmobil Educational Alliance	$ 500.00	Educational Alliance Program
Meir School	Sweet Water	$ 2,500.00	Sweetwater Playground Equipment
Milw High Sch of Arts	German Immersion Foundation, Inc	$ 360.00	AATG Grant
Morgandale School	General Mills/Box Tops for Education	$ 32.10	Box Tops
Morse Middle School for The Gifted And Talented	Richard & Nansi Hawkins	$ 200.00	Science Class Supplies
Morse Middle School for The Gifted And Talented	Richard & Nansi Hawkins	$ 200.00	Science Class Supplies
North Division High School	Peter Feigin	$ 500.00	July 2021 Washington Conference
Milwaukee Parkside School	Bay View Neighborhood Association	$ 2,000.00	Student Council
Riverside High School	Milwaukee School of Engineering	$ 500.00	Robotics
School Of Career & Tech Ed	Kwik Trip, Inc.	$ 7.66	General School Supplies
Starms Discovery School	Chris Eldredge*	$ 2,000.00	Green & Healthy
Albert Story School	Green Bay Packers Fdn NFL Programs	$ 500.00	Sustaining Our Community
Thoreau School	Greater Milwaukee Association of Realtors Inc	$ 500.00	Parent Involvement
Trowbridge School	Stephanie O'Connor-Schutt	$ 50.00	PBIS
Victory School	Jacqueline Lyons	$ 600.00	General School Supplies
Escuela Vieau School	Donors Choose	$ 389.87	Virtually Interactions
	Total Monetary Donations	$32,598.87	
Non-Monetary Donations			
ALBA	Donors Choose	$ 1,399.00	Books and Pencils
Andrew Douglas School	Donors Choose	$ 831.07	Social Justice

Location	Donor	Amount	Gift or Purpose
Andrew Douglas School	Donors Choose	$ 452.54	Social Justice
Clara Barton School	Donors Choose	$ 3,528.05	School Supplies for Virtual Learning
Bradley Trade & Tech	Stonecreek Coffee	$ 608.00	Coffee
Browning School	Donors Choose	$ 562.53	Educational Kits
Browning School	Donors Choose	$ 609.02	Virtual Reading Tools
A.E. Burdick School	Donors Choose	$ 879.36	Classroom Library Books
A.E. Burdick School	Donors Choose	$ 403.22	Food and Prizes
Cass Street School	Donors Choose	$ 689.36	At Home Learning Kits
Cass Street School	Donors Choose	$ 761.92	At Home Learning Kits
Cass Street School	Donors Choose	$ 761.92	At Home Learning Kits
Cass Street School	Donors Choose	$ 347.37	School Supplies Fundraiser
Cass Street School	Donors Choose	$ 229.85	School Supplies Fundraiser
Cass Street School	Donors Choose	$ 1,298.75	5 HP Chromebooks Fundraiser
Cass Street School	Donors Choose	$ 390.88	At Home Learning Kit Fundraise
Cass Street School	Donors Choose	$ 147.38	School Supplies Fundraiser
Congress School	Donors Choose	$ 505.75	HP Printer and Color Ink
Congress School	Donors Choose	$ 269.00	General School Supplies
Congress School	Donors Choose	$ 576.00	Art Supplies
Congress School	Donors Choose	$ 421.99	Science Lab Equipment
Congress School	Donors Choose	$ 679.76	Distant Learning Bags
Congress School	Donors Choose	$ 247.74	Art and Writing Supplies
Congress School	Donors Choose	$ 315.82	Building Toys
Congress School	Donors Choose	$ 385.29	Sensory Table
Elm Creative Arts School	Donors Choose	$ 100.00	Online Educational Supplies
Emerson School	Donors Choose	$ 393.53	Resources for Virtually Unstop
Fernwood School	Donors Choose	$ 419.25	Reading & Writing Lessons
Fifty-Third Street School	Cousin's Sub	$ 67.81	Party Food Box
Fifty-Third Street School	Target	$ 100.00	Target Gift Cards
Fifty-Third Street School	Target	$ 100.00	Gift Cards
Forest Home Avenue School	Donors Choose	$ 448.21	Virtual Learning
Materials	6		
Forest Home Avenue School	Donors Choose	$ 393.53	General School Supplies
Forest Home Avenue School	Donors Choose	$ 503.59	Books

Location	Donor	Amount	Gift or Purpose
Forest Home Avenue School	Donors Choose	$ 375.24	Supplies for Students Virtual
Forest Home Avenue School	Donors Choose	$ 604.16	Distance Learning Supplies
Fratney School	Donors Choose	$ 1,402.49	Materials for Outdoor Learning
Lowell P. Goodrich School	Donors Choose	$ 589.28	Hands on Success!
Lowell P. Goodrich School	Donors Choose	$ 440.92	Printing at Home
Lowell P. Goodrich School	Donors Choose	$ 499.78	Supplies for Virtual Learning
Lowell P. Goodrich School	Donors Choose	$ 476.94	A Is for Art
Lowell P. Goodrich School	Donors Choose	$ 274.12	Interactive Virtual Activities
Lowell P. Goodrich School	Donors Choose	$ 401.62	Online Learning Supplies
Lowell P. Goodrich School	Donors Choose	$ 481.82	Letters for Home
Lowell P. Goodrich School	Donors Choose	$ 814.28	Book Flood
Lowell P. Goodrich School	Donors Choose	$ 360.89	Keep Learning Going
Lowell P. Goodrich School	Donors Choose	$ 219.86	Instructional Technology
Lowell P. Goodrich School	Donors Choose	$ 452.78	Basic Classroom Supplies
Lowell P. Goodrich School	Donors Choose	$ 938.55	Virtual School Supplies
Lowell P. Goodrich School	Donors Choose	$ 510.00	Spectacular School Supplies
Lowell P. Goodrich School	Donors Choose	$ 284.45	General School Supplies
Lowell P. Goodrich School	Donors Choose	$ 503.92	Presents for Presence
Lowell P. Goodrich School	Donors Choose	$ 248.00	School Supply Reboot
Lowell P. Goodrich School	Adopt A Classroom	$ 250.00	General School Supplies
Lowell P. Goodrich School	Donors Choose	$ 313.00	Learning with Dry Erase Boards
Lowell P. Goodrich School	Donors Choose	$ 306.23	Writing Materials
Lowell P. Goodrich School	Donors Choose	$ 445.00	School Supplies for Success
Lowell P. Goodrich School	Donors Choose	$ 536.00	General School Supplies
Greenfield School	Donors Choose	$ 448.32	General School Supplies
Hartford University School	Donors Choose	$ 1,066.13	Science Equipment and Furniture
Hawley Environmental School	Donors Choose	$ 753.58	Preschool Steam Materials
Honey Creek Elementary School	Donors Choose	$ 258.35	Interactive Learning Activities
Kilbourn School	Donors Choose	$ 330.74	General School Supplies
King High School	Anonymous Donor	$ 200.00	Donation by Parent
King High School	Pam Davis	$ 200.00	Shelving, Tables
King High School	Stonecreek Coffee	$ 1,925.00	Coffee Donation for Staff

Location	Donor	Amount	Gift or Purpose
Kluge School	Donors Choose	$ 481.82	General School Supplies
MacDowell Montessori	Donors Choose	$ 619.47	Science Supplies
MacDowell Montessori	Donors Choose	$ 567.94	Stage Light
MacDowell Montessori	Donors Choose	$ 203.95	Books
MacDowell Montessori	Donors Choose	$ 287.30	Book Carts/Bins
MacDowell Montessori	Donors Choose	$ 191.38	Language Tubs
MacDowell Montessori	Donors Choose	$ 202.53	Books
MacDowell Montessori	Donors Choose	$ 167.32	Books
MacDowell Montessori	Donors Choose	$ 216.60	Legos
MacDowell Montessori	Donors Choose	$ 242.12	Teaching Tubs/Rack
MacDowell Montessori	Donors Choose	$ 131.96	Puzzles/Logs
Manitoba School	Donors Choose	$ 166.22	Literacy and Math Kits
Manitoba School	Donors Choose	$ 245.86	Supplies for Sel Skills
Manitoba School	Donors Choose	$ 383.22	Supplies for Sel Skills
Manitoba School	Donors Choose	$ 479.33	Distance Learning Materials
Manitoba School	Donors Choose	$ 434.35	Hands on Manipulatives
Manitoba School	Donors Choose	$ 561.36	Supplies, Books
Manitoba School	Donors Choose	$ 438.54	Books, Pencils, Crayons
Manitoba School	Donors Choose	$ 213.67	Books
Manitoba School	Donors Choose	$ 284.93	General School Supplies
Manitoba School	Donors Choose	$ 421.76	Dry Erase Boards/Gift cards
Maple Tree School	Donors Choose	$ 328.39	General School Supplies
Marshall High School	Donors Choose	$ 6,501.00	Text Books Human Demography
Meir School	Donors Choose	$ 214.87	Whiteboard/Mrks
Meir School	Donors Choose	$ 567.93	Ipad/Pencil
Meir School	Donors Choose	$ 486.50	Chair Ball
Meir School	Donors Choose	$ 619.70	Ipad/Accessories
Meir School	Donors Choose	$ 421.49	Books
Meir School	Dr. Shon Lewis	$ 16.99	Book
Milw High Sch of Arts	Donors Choose	$ 6,501.00	Student Supplies Textbooks
Mitchell School	Donors Choose	$ 1,000.00	Keep Kids Learning Voucher
Morgandale School	Donors Choose	$ 731.42	Writing Supplies-Virtual Learn
Morgandale School	Donors Choose	$ 436.00	Digital Resources
Morgandale School	Stonecreek Coffee	$ 960.00	Bags of Coffee for Staff
Morgandale School	Aurora Family Services	$ 700.00	Thanksgiving Vouchers for Families
Morse Middle School for The Gifted And Talented	Donors Choose	$ 589.73	General School Supplies
Neeskara School	Donors Choose	$ 828.41	Materials for At Home Learning
Neeskara School	Donors Choose	$ 835.29	Materials for At Home

Location	Donor	Amount	Gift or Purpose
			Learning
Neeskara School	Donors Choose	$ 537.48	Drums for Students at Home
Neeskara School	Donors Choose	$ 343.05	Writing Supplies
Neeskara School	Donors Choose	$ 1,306.67	Students Supplies
Neeskara School	Donors Choose	$ 309.96	Books and Counters
Ninety-Fifth Street School	Donors Choose	$ 504.59	Kargol Holiday Organization
Ninety-Fifth Street School	Donors Choose	$ 771.74	Kargol Virtual Learning Games
Ninety-Fifth Street School	Donors Choose	$ 258.16	Spivey Books
Ninety-Fifth Street School	Donors Choose	$ 232.27	Kargol Pre-K Sound Kit
Ninety-Fifth Street School	Donors Choose	$ 309.20	Kargol Magna Tile
Holiday Wish	2		
Ninety-Fifth Street School	Donors Choose	$ 394.75	Kargol Art And Numbers Pre-K
Ninety-Fifth Street School	Donors Choose	$ 266.43	Kargol Classroom Items
Ninety-Fifth Street School	Donors Choose	$ 328.22	Shields Reading Sets
Ninety-Fifth Street School	Donors Choose	$ 423.13	Kargol Storytelling
Ninety-Fifth Street School	Donors Choose	$ 322.16	Kargol Kits
Ninety-Fifth Street School	Donors Choose	$ 240.36	Denofre Math Manipulatives
Ninety-Fifth Street School	Donors Choose	$ 545.74	Kargol Home Learning Supplies
Ninety-Fifth Street School	Donors Choose	$ 192.44	Kargol Sensory Learning
Ninety-Fifth Street School	Donors Choose	$ 214.04	Kargol Dinosaur Games
Ninety-Fifth Street School	Donors Choose	$ 236.08	Kargol Letters
Ninety-Fifth Street School	Donors Choose	$ 263.46	Spivey Art Materials
Ninety-Fifth Street School	Donors Choose	$ 454.90	Stephan Novels
Ninety-Fifth Street School	Donors Choose	$ 250.75	Shields Books and
Printer	2		
North Division High School	Donors Choose	$ 494.19	Art Supplies
North Division High School	Donors Choose	$ 378.98	Sketchbooks
Ralph Metcalfe School	Stonecreek Coffee	$ 285.00	Coffee
Riverside High School	Dennis Mccomb	$ 1,900.00	Music Instruments
Riverwest Elementary	Donors Choose	$ 1,904.47	Project Interact
Riverwest Elementary	Ricoh Employees	$ 4,100.00	Family Boxes/Game Night
Riverwest Elementary	Milwaukee Spurs Official Supporters Club	$ 1,500.00	Thanksgiving Turkey Dinner Box
Sherman School	Donors Choose	$ 536.48	Krochalk Document Camera
Marvin Pratt	Donors Choose	$ 751.20	Math Literacy Books
Marvin Pratt	Donors Choose	$ 847.86	Home Education
Starms Discovery School	Donors Choose	$ 450.09	Art Supplies
Story School	Donors Choose	$ 312.21	General School Supplies

Location	Donor	Amount	Gift or Purpose
Story School	Donors Choose	$ 482.47	General School Supplies
Thurston Woods	Donors Choose	$ 4,422.87	Developing Community with Art
Townsend Street School	Donors Choose	$ 754.99	Block the Blue Light in My All
Townsend Street School	Donors Choose	$ 1,084.48	Back 2 School Tools!
Townsend Street School	Donors Choose	$ 808.32	Comfy Seating-Student Reading
Trowbridge School	Donors Choose	$ 414.82	Whiteboard to The
Rescue	8		
Trowbridge School	Donors Choose	$ 345.71	Versa Tiles Virtual Learning
Escuela Vieau School	Donors Choose	$ 799.41	Virtual Second Grade
Escuela Vieau School	Donors Choose	$ 519.07	Prek Virtual Learning
Escuela Vieau School	Donors Choose	$ 389.87	Virtually Interactions
Vincent	Donors Choose	$ 561.79	Electronic Learning
Vincent	Donors Choose	$ 168.76	Stamps
Vincent	Donors Choose	$ 589.52	General School Supplies
Vincent	Donors Choose	$ 169.21	Phy Ed
Vincent	Donors Choose	$ 175.05	Reading Material
Vincent	Donors Choose	$ 274.12	Education Kits
Vincent	Donors Choose	$ 173.27	Incentives for Students
Wisconsin Conservatory	Donors Choose	$ 292.94	Science Supplied
Wisconsin Conservatory	Donors Choose	$ 256.54	Science Supplied
Clement J. Zablocki School	Donors Choose	$ 393.53	General School Supplies
Office of Finance-Recreation	Ambrose Wilson- Brown/Sky School	$ 1,425.00	Wellness Kits Donation
Office of Finance-Recreation	Kids in Need Foundation	$ 184,055.00	Athletic Cleats
Office of School Administration-Parent Student Services	Scott Schultze	$ 400.00	10 Handmade Desks
	Total Non-Monetary Donations	$286,542.09	
	Total Value for March 2021	$319,140.96	
	**Donations from MPS Alumni*	$4,000.00	

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 3.06 - Fiscal Accounting and Reporting

Fiscal Impact Statement

This item authorizes expenditures as indicated on the attachments.

Committee's Recommendation

Your Committee recommends that the Board (1) authorize the purchases and (2) accept the donations as listed in the attachments, with the appropriate acknowledgement 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 Professional Services Contracts

Background

Recommended for the Board's approval at this meeting are the following 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 provides consulting services relating to the District's self-funded health plans.

Milliman is a qualified consulting firm that provides actuarial services for the District's self-funded health and dental plans, fully insured Post 65 Plan and other post-employment benefits. The actuarial consulting service provides various reporting throughout the fiscal 2021 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-2021 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 first option 2021 of the contract. This contract extension will run from July 1, 2021, through June 30, 2022.

The total cost of the contract in this first extension 2021 will not exceed $100,000.

Budget Code:

OBA-0-0-EMB-DW-ECTS (Contract Services - Oth Busnsd) $100,000

Milliman, Inc.

PRIME CONTRACTOR INFORMATION

Certified HUB Contractor? .....No

Total # of Employees 2,660

Total # of Minorities 586

Total # of Women 1,133

HUB PARTICIPATION

Required .....N/A

Proposed.....N/A

$ Value N/A

STUDENT ENGAGEMENT (hours per 12-month contract) Paid Student Employment Hour Commitment: 100

Student Career Awareness Commitment: 10

RFP 996 Authorization to Extend a Contract with Edgenuity Inc., for Remediation and Acceleration of Online Credited or Accredited Courses

The Administration is requesting authorization to extend the contract with Edgenuity Inc., ("Edgenuity") to provide a hosted, licensed, and online curriculum and learning management system for the remediation and acceleration of online credited or accredited courses for students in grades 6 through 12 currently enrolled in Milwaukee Public Schools.

Contractor was chosen pursuant to RFP 996, which closed on November 15, 2018. The original contract provided for two one-2021 options to extend if certain performance metrics were met. Edgenuity has met the performance metrics codified in the contract; therefore, MPS is exercising the second and final option 2021 of the contract. The contract extension will run from July 1, 2021 through June 30, 2022.

The total cost of the contract in the second extension will not exceed $350,000.

Budget Code:

GPS-0-S-SRT-DW-ECTS (Credit Recovery – Contract Services) $350,000

Edgenuity Inc.

PRIME CONTRACTOR INFORMATION

Certified HUB Contractor? ..... No

Total # of Employees 704

Total # of Minorities 163

Total # of Women 447

HUB PARTICIPATION

Required ..... N/A

Proposed..... N/A

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

Paid Student Employment Hour Commitment: 200

Student Career Awareness Commitment: 10

V.A.L.U.E. Authorization to Enter into a Supplemental Agreement with Veritiv Operating Company for Purchase of Copy Paper

The Administration requests authorization to enter into a supplemental agreement with Veritiv Operating Company to provide copy paper using a piggyback contract. In accordance with Administrative Policy 3.09(7)(E)1a, this blanket agreement is based on the Volume Acquisition and Large Uniform Expenditures (V.A.L.U.E.) Bid #2017-01. V.A.L.U.E. is an organization of various governmental entities in Southeastern Wisconsin with cooperative bids to take advantage of volume discounting. Purchases will be made by various MPS schools and departments throughout the District as needed.

This supplemental agreement will run from April 1, 2021, through December 31, 2021 ("Initial Term"), with two one-2021 options to extend.

The total cost of the supplemental agreement will not exceed $800,000 during the Initial Term of the agreement.

Budget Code:

Varies by Location Ordering Goods $800,000

Veritiv Operating Company

HUB PARTICIPATION

Required ..... N/A

Proposed..... N/A

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

Paid Student Employment Hour Commitment: 0

Student Career Awareness Commitment: 0

Omnia Partners Authorization to Enter into a Supplemental Agreement with Ricoh USA, Inc., for Purchase and Maintenance of Desktop Printers

Contract 440008513 The Administration requests authorization to enter into a supplemental agreement with Ricoh

USA, Inc. for the purchase of desktop printers and associated maintenance. In accordance with Administrative Policy 3.09(7)(e)1a, this supplemental agreement is based on a contract generated from a competitive bidding process held by the County of Fairfax, Virginia. MPS is able to piggyback off that cooperative as a member of the U.S. Communities cooperative government purchasing alliance.

The Department of Technology made the determination that, going forward, any desktop printer must be purchased with an associated service plan. As such, this blanket agreement with Ricoh is the best available option. The service plans associated with these printers include parts, labor, and toner essentially everything needed for the printer with the exception of paper.

This supplemental agreement will run from April 1, 2021 through March 31, 2024. The total cost of the supplemental agreement will not exceed $160,000.

Budget Code:

Varies by Location Ordering Goods.....$160,000

Ricoh USA, Inc.

HUB PARTICIPATION

Required .....N/A

Proposed.....N/A

$ Value N/A

STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment Hour Commitment: 0

Student Career Awareness Commitment: 0

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 3.09 - Purchasing and Bidding Requirements

Fiscal Impact Statement

This item authorizes expenditures as indicated in the attachments.

Implementation and Assessment Plan

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

Committee's Recommendation

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

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

* * * * *

(Item 9) Action on the Award of Professional Services Contracts - Office of Board Governance

Background

The Office of Board Governance is requesting authorization to enter into 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, which closed on January 20, 2021. The contract will run from April 1, 2021, through March 31, 2022, (the "Initial Term") with two additional one-2021 options to extend if certain performance metrics incorporated into the contract are met.

The total cost of the contract in the Initial Term will not exceed $80,000.

Budget Code: ADT-0-0-OBG-OB-ECTS (Board Governance – Contracted Services) $80,000

Hubbard, Wilson, Zelenkova, LLC

PRIME CONTRACTOR INFORMATION

Certified HUB Contractor? .....No

Total # of Employees .....NG

Total # of Minorities ..... NG

Total # of Women .....NG

HUB PARTICIPATION

Required ..... N/A

Proposed.....N/A

$ Value N/A

STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment Hour Commitment..... 200 HOURS

Student Career Awareness Commitment ..... 10 HOURS

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 3.09 - Purchasing and Bidding Requirements

Fiscal Impact Statement

This item authorizes expenditures as indicated in the attachments.

Implementation and Assessment Plan

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

Committee's Recommendation

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

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

* * * * *

(Item 10) Action on the Award of Exception-to-Bid Contracts

Background

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

Exception Authorization to Enter into Contract with Arts at Large, Inc., for Teacher Professional Development

The Administration is requesting authorization to enter into a contract with Arts at Large, Inc., ("Arts at Large") for teacher professional development services as stated in the US Department of Education grant, AIMing for Quality Arts and Achievement. Arts at Large shall be used to coordinate and implement arts integrated professional development and coaching based on each school's School Improvement Plan ("SIP") strategies to support "Ambitious Instruction".

Arts at Large will provide arts integration services for the following schools:

Mitchell Elementary
Project Stay
Elm Creative Arts
Lad Lake
Brown Street Academy
ALBA
Forest Home
Longfellow
Hayes Bi-lingual

Arts at Large will provide the following services:

- Artist Residencies
- Transportation and admission for classroom field trips
- Supplies and equipment as needed to implement arts integration programming
- Instructional coaching of teachers
- Professional development for teachers and artist educators to ensure fidelity of programming
- Project coordination and administrative support

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis that the services under this contract are required pursuant to a grant (Administrative Policy 3.09(2)(c)).

The contract will run from April 1, 2021 through September 30, 2021. The total cost of the contract will not exceed $146,000.

Budget Code:

SDV-0-S-QU1-CI-ECTS (AIMing for Quality Arts - Contracted Services).....$146,000

Arts at Large, Inc.

HUB PARTICIPATION

Required .....N/A

Proposed.....N/A

$ Value N/A

STUDENT ENGAGEMENT (hours per 12-month contract) Paid Student Employment-Hour Commitment: 0

Student Career-Awareness Commitment: 0

Exception Authorization to Enter into a Contract with Arts at Large, Inc., for Teacher Professional Development

The Administration is requesting authorization to enter into a contract with Arts at Large, Inc., (Arts at Large) for teacher professional development services. Margaret A. Cargill Philanthropies has awarded a partnership grant between MPS, UWM, Lynden Sculpture Garden, and Arts at Large. The project supports arts integration and the attracting and retention of visual art teachers. In order to be successful and follow the objectives of the grant, MPS will continue to partner with Arts at Large. The vendor will provide artist residencies, student workshops, student exhibitions and performances, professional development for teachers, and MPS and Arts at Large staff team building meetings and planning sessions.

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis that the services under this contract are required pursuant to a grant (Administrative Policy 3.09(2)(c)).

The contract will run from April 1, 2021 through February 28, 2022. The total cost of the contract in the will not exceed $75,000.

Budget Code:

SDV-0-S-VD1-CI-ECTS (Art Teacher Support - Contracted Services).....$75,000

Arts at Large, Inc.

HUB PARTICIPATION

Required .....N/A

Proposed.....N/A

$ Value N/A

STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment Hour Commitment: 0

Student Career Awareness Commitment: 0

Fiscal Impact Statement

This item authorizes expenditures as indicated in the attachments.

Implementation and Assessment Plan

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

Committee's Recommendation

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

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

Ayes — Directors Báez, Herndon, O'Halloran, Peterson, Phillips, Siemsen, Taylor, Woodward, and President Miller — 9.
Noes — None.

(Item 11) Action on Department of Recreation and Community Services Risk Management Plan

Background

The Milwaukee Public Schools Department of Recreation and Community Services (Milwaukee Recreation) was established in 1911 to enrich the lives of Milwaukee's youth, teens, adults and seniors through recreational and educational opportunities. Throughout the 2021s, the department has worked to establish itself as a leading provider of community recreation services. A team of 84 full-time staff, and more than 1,500 part-time employees hired annually as instructors, leaders, field attendants, umpires and referees, work to program more than 100 schools and community locations on an annual basis.

In 2017, the department began the ambitious process of preparing to achieve agency accreditation through the Commission for the Accreditation of Park and Recreation Agencies (CAPRA). CAPRA is the only national accreditation of park and recreation agencies and is a valuable measure of an agency's overall quality of operation, management, and service to the community.

The department's desire to stay relevant and sound in its delivery of services, coupled with the CAPRA accreditation requirements has led to the development, and updating of a series of management plans. These include the Recreation Master Plan, Strategic Plan, ADA Transition Plan, Leadership Continuity Plan, and the Risk Management Plan. All but the Risk Management Plan were approved by Board action on August 27, 2020.

The recently developed Risk Management Plan is attached to the minutes of your Committee's meeting. It outlines risk identification and assessment for Recreation Department operations, response strategies, and management planning. The plan was developed in partnership with Recreation Department and District staff along with external content experts.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 4.01 - Emergency Plans

Fiscal Impact Statement

This item does not authorize any expenditures.

Implementation and Assessment Plan

Upon Board approval, the attached plan will be fully implemented by the Department of Recreation and Community Services.

Committee's Recommendation

Your Committee recommends that the Board approve the plan as presented.

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

* * * * *

(Item 12) Action on a Request to Approve the Second Amendment to the Lease Agreement with the Milwaukee Bicycle Collective, Inc., for use of Merrill Park Fieldhouse

Background

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

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

The Board approved a lease agreement with the Milwaukee Bicycle Collective, Inc., in June 2018 and a First Amendment in 2019 to further advance their work with Milwaukee Public Schools in providing services to students that promote growth and create additional opportunities for future success. The Administration is requesting approval of a Second Amendment to the Lease Agreement with Milwaukee Bicycle Collective, Inc., for a two-2021 term.

Lease Term: July 1, 2021–June 30, 2023

The lease rent revenue shall be as follows:

July 1, 2021 – June 30, 2022 = $1.00

July 1, 2022 – June 30, 2023 = $1.00

The original lease, first amendment, and proposed second 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 Statement

Administrative Policy 5.02 - Use of School Facilities

Fiscal Impact Statement

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

Implementation and Assessment Plan

Upon Board approval, the attached Second Amendment to the Lease Agreement between Milwaukee Public Schools and the Milwaukee Bicycle Collective, Inc., shall be executed.

Committee's Recommendation

Your Committee recommends that the Board approve the attached Second Amendment to the Lease Agreement with the Milwaukee Bicycle Collective, Inc., for use of Merrill Park fieldhouse.

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

* * * * *

(Item 13) Action on Monthly Facilities Matters: FMS Award of Construction Contracts and Professional Services Contracts Recommendation

Background

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

Construction Contracts

CTE AUTO BODY SHOP RENOVATION – DIVISION 1

Pulaski High School

Prime Contractor

Burkhart Construction Corporation

3271 Endeavor Drive

Richfield, WI 53076

Low Bidder, Base Bid of $351,600.00 plus $13,900.00 for Mandatory Alternate #1 to replace existing light

fixtures with LED High Bay Fixtures for a total cost of $365,500.00.

HUB

Certified HUB Vendor?.....No

Total # of Employees 10

Total # of Minorities 3

Total # of Women 5

Required 10%

Submitted 15.5%

$ Value $54,522.00

COIN Required 10%

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

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

Funds are available for the CTE auto body shop renovation project from account code MBM 0B CTE DW EMMB (Project No. 7079). The project start date is scheduled for March 26, 2021 and completion date is August 6, 2021.

CTE BARN INFRASTRUCTURE UPGRADES – DIVISION 2

Vincent High School

Prime Contractor

Burkhart Construction Corporation

3271 Endeavor Drive

Richfield, WI 53076

Low Bidder, Base Bid of.....$134,600.00

HUB

Certified HUB Vendor?.....No

Total # of Employees 10

Total # of Minorities 3

Total # of Women 5

Required 10%

Submitted 15.7%

$ Value $21,255.00

COIN

Required 10%

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

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

Funds are available for the CTE barn infrastructure upgrades project from account code MBM 0B CTE DW EMMB (Project No. 7074). The project start date is scheduled for March 26, 2021 and completion date is August 6, 2021.

CTE TECHNOLOGY LAB RENOVATIONS – DIVISION 3

Washington High School

Prime Contractor

Burkhart Construction Corporation

3271 Endeavor Drive

Richfield, WI 53076

Low Bidder, Base Bid of.....$255,500.00

HUB

Certified HUB Vendor? .....No

Total # of Employees 10

Total # of Minorities 3

Total # of Women 5

Required 10%

Submitted 10.1%

$ Value $26,043.00

COIN Required 10%

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

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

Funds are available for the CTE technology lab renovations project from account code MBM 0B CTE DW EMMB (Project No. 7080). The project start date is scheduled for March 26, 2021 and completion date is August 6, 2021.

ENERGY CONSERVATION CORRIDOR CEILING & LIGHTING UPGRADE

Barack Obama School of Career & Technical Education

Prime Contractor

ALLCON LLC

12704 West Arden Place

Butler, WI 53007

Low Bidder, Base Bid of $848,748.00 plus $84,790.00 for Mandatory Alternate #1 to provide and install new exterior lighting for a total cost of $933,538.00.

HUB Certified HUB Vendor?.....Yes

Total # of Employees.....31

Total # of Minorities.....10

Total # of Women.....5

Required.....20%

Submitted.....63%

$ Value $540,713.00

COIN Required 20%

Student Engagement

Paid Employment (Required Hours) .....600 Hours

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

Funds are available for the Energy Conservation Corridor Ceiling & Lighting Upgrade project from account code FCM 00 ECE CT ECNC7 (Project No. 7172). The project start date is scheduled for March 26, 2021 and completion date is August 6, 2021.

ENERGY CONSERVATION CORRIDOR CEILING & LIGHTING UPGRADE

Audubon Multi-Plex

Prime Contractor

ALLCON LLC

12704 West Arden Place

Butler, WI 53007

Low Bidder, Base Bid of $760,068.00 plus $35,196.00 for Mandatory Alternate #1 to provide and install new exterior lighting for a total cost of $795,264.00

HUB

Certified HUB Vendor?..... Yes

Total # of Employees 31

Total # of Minorities 10

Total # of Women 5

Required 20%

Submitted 61%

$ Value $469,839.00

COIN Required 20%

Student Engagement

Paid Employment (Required Hours) .....600 Hours

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

Funds are available for the Energy Conservation Corridor Ceiling & Lighting Upgrade project from account code FCM 00 ECE AD ECNC7 (Project No. 7174). The project start date is scheduled for March 26, 2021 and completion date is August 6, 2021.

ENERGY CONSERVATION CORRIDOR CEILING & LIGHTING UPGRADE

Madison High School

Prime Contractor

ALLCON LLC

12704 W Arden Place

Butler, WI 53007

Low Bidder, Base Bid of..... $462,757.00 HUB

Certified HUB Vendor? ..... Yes

Total # of Employees 31

Total # of Minorities 10

Total # of Women 5

Required 20%

Submitted 58%

$ Value $236,000.00

COIN

Required 20%

Student Engagement Paid Employment (Required Hours) ..... 400 Hours

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

Funds are available for the Energy Conservation Corridor Ceiling & Lighting Upgrade project from account code FCM 00 ECE JM ECNC7 (Project No. 7173). The project start date is scheduled for March 26, 2021 and completion date is August 6, 2021.

ENERGY CONSERVATION BUILDING SYSTEM UPGRADES

Milwaukee Parkside School of the Arts

Prime Contractor

Berglund Construction Company

1650 West Miller Park Way

Milwaukee, WI

Low Bidder, Base Bid of..... $4,725,000.00

HUB

Certified HUB Vendor? ..... No

Total # of Employees 249

Total # of Minorities 63

Total # of Women 24

Required 25%

Submitted 25%

$ Value $1,181,250.00

COIN Required 25%

Student Engagement

Paid Employment (Required Hours) ..... 300 Hours

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

Funds are available for the Energy Conservation Building System Upgrades project from account code FCM 00 ECE TP ECNC7 (Project No. 7171). The project start date is scheduled for March 26, 2021 and completion date is August 13, 2022.

EXTERIOR & GYM LIGHTING UPGRADES

Washington High School

Prime Contractor

WIL-Surge Electric, Inc.

13201 West Silver Spring Road

Butler, WI 53007

Low Bidder, Base Bid of.....$87,836.00

HUB

Certified HUB Vendor?.....No

Total # of Employees 25

Total # of Minorities 4

Total # of Women 1

Required 15%

Submitted 15%

$ Value $13,175.40

COIN

Required 0%

Student Engagement

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

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

Funds are available for the Exterior & Gym Lighting Upgrade project from account code SCS 00 UTL DW ECTS (Project No. 6549). The project start date is scheduled for March 26, 2021 and completion date is July 30, 2021.

EXTERIOR, GYM LIGHTING & EXIT SIGN UPGRADES

Hamilton High School

Prime Contractor

WIL-Surge Electric, Inc.

13201 West Silver Spring Road

Butler, WI 53007

Low Bidder, Base Bid of.....$193,621.00

HUB

Certified HUB Vendor?

Total # of Employees 25

Total # of Minorities 4

Total # of Women 1

Required 15%

Submitted 15%

$ Value $29,193.15

COIN

Required.....0%

Student Engagement

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

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

Funds are available for the Exterior, Gym Lighting & Exit Sign Upgrades project from account code SCS 00 UTL DW ECTS (Project No. 6541). The project start date is scheduled for March 26, 2021 and completion date is July 30, 2021.

2021 GREEN INFRASTRUCTURE UPGRADES – DIVISION 1

Academy of Accelerated Learning Elementary School

Prime Contractor

Payne & Dolan, Inc.

W6380 Design Drive

Greenville, WI 54942

Low Bidder, Base Bid of $305,757.00 plus $35,815.00 for Mandatory Alternate Bid #1 to install a Shade Structure in Outdoor Classroom, plus $43,407.00 for Mandatory Alternate Bid #2 for Wood Seating and Edging, plus $224,575.00 for Mandatory Alternate Bid #3 for the Relocation of the West Entrance for a total cost of $609,554.00

HUB

Certified HUB Vendor? ..... No

Total # of Employees 673

Total # of Minorities 107

Total # of Women 61

Required.....10%

Submitted.....10.4%

$ Value $30,800.00

COIN Required.....15%

Student Engagement

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

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

Funds are available for the green infrastructure upgrades project from account code MBM PS 6T1 AA EMTC (Project No. 6118). The project start date is scheduled for March 26, 2021 and completion date is August 20, 2021.

2021 GREEN INFRASTRUCTURE UPGRADES – DIVISION 2

Bay View Montessori – Upper Campus

Prime Contractor

Payne & Dolan, Inc.

W6380 Design Drive

Greenville, WI 54942

Low Bidder, Base Bid of $261,704.00 plus $9,000.00 for Mandatory Alternate Bid #2 for the Garden Classroom Including Benches, plus $71,000.00 for Mandatory Alternate Bid #3 for Wood Elements Including Benches, Horizontal Logs, and Play Structure for a total cost of $341,704.00.

HUB

Certified HUB Vendor? .....No

Total # of Employees 673

Total # of Minorities 107

Total # of Women 61

Required 10%

Submitted 11.2%

$ Value $29,400.00

COIN

Required 15%

Student Engagement

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

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

Funds are available for the green infrastructure upgrades project from account code MBM LS 6T1 HJ EMTC (Project No. 6125). The project start date is scheduled for March 26, 2021 and completion date is August 20, 2021.

2021 GREEN INFRASTRUCTURE UPGRADES – DIVISION 3

Escuela Fratney Two-Way Bilingual Elementary

Prime Contractor

Payne & Dolan, Inc.

W6380 Design Drive

Greenville, WI 54942

Low Bidder, Base Bid of $198,000.00 plus $31,000.00 for Mandatory Alternate Bid #1 for Outdoor Classroom Space with Stage, plus $36,000.00 for Mandatory Alternate Bid #2 for Tot-Lot Resurfacing plus $86,000.00 for Mandatory Alternate Bid #3 to Reorient the Main Entrance and Expand the Sensory Garden for a total cost of $351,000.00.

HUB

Certified HUB Vendor?.....No

Total # of Employees 673

Total # of Minorities 107

Total # of Women 61

Required 10%

Submitted 11%

$ Value $21,800.00

COIN

Required 15%

Student Engagement

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

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

Funds are available for the green infrastructure upgrades project from account code MBM LS 6T1 FT EMTC (Project No. 6675). The project start date is scheduled for March 26, 2021 and completion date is August 20, 2021.

2021 GREEN INFRASTRUCTURE UPGRADES – DIVISION 4

Allen-Field Elementary

Prime Contractor

Payne & Dolan, Inc.

W6380 Design Drive

Greenville, WI 54942

Low Bidder, Base Bid of $329,000.00 plus $50,000.000 for mandatory alternate bid #1 for Entrance Door to Courtyard, plus $111,000.00 for mandatory alternate bid #2 for Courtyard/Classroom Space, plus $149,000.00 for mandatory alternate bid #3 to Re-Surface Tot-Lot for a total cost of $639,000.00.

HUB

Certified HUB Vendor? ..... No

Total # of Employees 673

Total # of Minorities 107

Total # of Women 61

Required 10%

Submitted 12%

$ Value $39,504.00

COIN Required 15%

Student Engagement

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

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

Funds are available for the green infrastructure upgrades project from account code MBM 0A BDE AF EMMB(Project No. 6119). The project start date is scheduled for March 26, 2021 and completion date is August 20, 2021.

2021 GREEN INFRASTRUCTURE UPGRADES – DIVISION 5

North Division High School

Prime Contractor

Eddy's Landscaping Services

4383 S. 31st Street

Greenfield, WI 53221

Low Bidder, Base Bid of $176,130.00 plus $46,860.000 for mandatory alternate bid #1 for Outdoor Classroom 1, plus $61,825.00 for mandatory alternate bid #2 for Outdoor Classroom 2, plus $99,915.00 for

mandatory alternate bid #3 to Re-Surface Track, plus $35,437.00 for mandatory alternate bid #4 for Bleachers for a total cost of $420,167.00.

HUB

Certified HUB Vendor? ..... Yes

Total # of Employees 16

Total # of Minorities 16

Total # of Women 1

Required 10%

Submitted 82%

$ Value $145,842.00

COIN

Required 15%

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

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

Funds are available for the green infrastructure upgrades project from account code MBM HS 6T1 NO EMTC (Project No. 6672). The project start date is scheduled for March 26, 2021 and completion date is August 7, 2021.

Total construction contract dollars awarded $10,315,041.00

Total dollars HUB participation $2,839,336.55

% of HUB participation 31.23%

% Minority employees within company 27.97%

% Women employees within company 13.23%

Professional Services Contracts

The Administration requests that the Board approve the following professional services contracts:

FP #7098 Playfield Improvements – Division I – Modrzejewski Playfield

A request for Proposal (RFP) was issued by Facilities and Maintenance Services to obtain a firm to provide Design Services for Playfield Improvements – Division I – Modrzejewski.

Selected firm: site design group, ltd.

Contract Amount: $317,240.00

Contract Period: March 26, 2021 – November 1, 2022

Budget Code: STS 00 RFI RC ECTS

RFP #7097 Playfield Improvements – Division II – Carmen Playfield

A request for Proposal (RFP) was issued by Facilities and Maintenance Services to obtain a firm to provide Design Services for Playfield Improvements – Division II – Carmen.

Selected firm: site design group, ltd.

Contract Amount: $191,092.00

Contract Period: March 26, 2021 – November 1, 2022

Budget Code: STS 00 RFI RC ECTS

RFP #7096 Playfield Improvements – Division III – Lincoln Playfield

A request for Proposal (RFP) was issued by Facilities and Maintenance Services to obtain a firm to provide Design Services for Playfield Improvements – Division III – Lincoln Playfield.

Selected firm: site design group, ltd.

Contract Amount: $168,547.00

Contract Period: March 26, 2021 – November 1, 2022

Budget Code: STS 00 RFI RC ECTS

RFP #7094 Playfield Improvements – Division IV – Stark Playfield

A request for Proposal (RFP) was issued by Facilities and Maintenance Services to obtain a firm to provide Design Services for Playfield Improvements – Division IV – Stark.

Selected firm: site design group, ltd.

Contract Amount: $192,917.00

Contract Period: March 26, 2021 – November 1, 2022

Budget Code: STS 00 RFI RC ECTS

RFP #7113 ADA Upgrades – Division 1 – Wick Fieldhouse; Division 2 – Beulah Brinton Community Center; Division 3 – Hawthorn Glen Nature Center

A request for Proposal (RFP) was issued by Facilities and Maintenance Services to obtain a firm to provide Design Services for ADA Upgrades – Division 1 – Wick Fieldhouse; Division 2 – Beulah Brinton Community Center; Division 3 – Hawthorn Glen Nature Center.

Selected firm: Foundation Architects, LLC

Contract Amount: $102,175.00

Contract Period: March 26, 2021 – March 31, 2023

Budget Code: STS 00 RFI RC ECNC

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 3.09 - Purchasing and Bidding Requirements

Fiscal Impact Statement

The item authorizes expenditures for:
Construction Contracts:
Total Construction Contracts Requested = $10,315,041.00
Professional Services Contracts:
Total Professional Services Contracts Requested = $971,971.00

Implementation and Assessment Plan

Upon Board approval, the attached construction contracts and professional services contracts shall be executed.

Committee's Recommendation

Your Committee recommends that the Board approve the attached construction contracts and professional services contracts.

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

* * * * *

(Item 14) 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 took action to direct the Administration to establish a special task force to develop capacity in attracting, retaining, and developing bilingual teachers and support staff. Since December 2019, there have been nine meetings of the task force, and the Administration has reported progress through monthly reports at the Accountability, Finance, and Personnel Committee meetings.

As it was necessary for Task Force members and the Administration to devote extensive time to develop the report that is before you, there was not a report in February 2021.

This report will outline the work completed, or in process, as it relates to seven points in the Board's December 2020 action. The information in this report was provided during task force meetings. The majority of the work done is directly related to Milwaukee Public Schools University (MPSU).

MPS University (MPSU) is the umbrella of programs offered by the Division of Training that lead to specific teacher and administrative certifications and licensures. MPSU strives to provide educational opportunities in the District's teacher shortage areas; creating a pipeline of talent for MPS via our own grow your own program and career pathways for MPS employees.

The mission of the Division of Training is to create, promote, and cultivate individual and District effectiveness by developing and offering a range of innovative, and diverse educational and licensing programs in support of MPS' commitment to employee development and our broader community.

The division will accomplish our mission by focusing on the following goals:

• Providing quality, cost-effective programs designed to meet the needs of MPS employees.

• Building capacity and pipelines around license shortage areas and providing ongoing leadership and support to the District's succession efforts.

• Address District specific needs related to meeting the need of a specific population, MPS' students of color.

• Providing development opportunities that enhance knowledge, develop professional skills, and enrich the District by creating, promoting, and fostering an educational environment that values development, diversity, and growth opportunities for employees and the surrounding community.

• Initiating and managing all university partnerships with MPS, creating a comprehensive collection of resources for employees and education partners.

The Task Force would like to thank all those who participated in the meetings, offered feedback, and gave insights leading to clarity around the processes and opportunities around becoming a bilingual educator in Milwaukee Public Schools. A special thank you to the members of the steering committee, MPSU staff, human resources staff, and meeting presenters.

The full report is attached to the minutes of your Committee's meeting. The report details the work done on each of the main points of focus. The Task Force has made the following recommendations:

Recommendation #1:

The Office of Human Resources and MPSU will develop and implement an onboarding process for current MPS employees and interested external candidates seeking to pursue teaching certification to improve clarity and specific information regarding cost, length of program and expectations for completion. Human Resources and MPSU will create a Teacher Pipeline Education/Recruitment Cycle by May 2021 which will include regular reports on attrition, retention, and recruitment data.

Recommendation #2:

When grants become available for application and consideration the District shall consider giving priority to initiatives to attract, support, and retain, bilingual ESL and World Language educators.

Recommendation #3:

The taskforce, human resources, and language schools will research and investigate alternatives to the current language fluency testing.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 6.23 - Recruitment and Hiring: Staff

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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 of 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

Attached is the monthly summary of action steps underway as well as data relative to addressing discipline disproportionality data. As requested by the Parent and Community Engagement Committee Chair and Vice Chair, the Administration has developed a presentation aligned to the summary that is attached to the minutes of your Committee's meeting.

This is an update of activities and benchmarks aligned to the action steps associated with Resolution #05-14-5003 with the Office of Civil Rights. All data and other information are updated as of February 28, 2021. Action steps 1, 6, and 8 are considered met, pending feedback from 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 utilize this data to inform teacher practice, identify school-wide trends in behaviors, and to identify students at risk for early intervention. Documentation of data indicates that staff members are working with students with behavioral difficulties without having to resort immediately to disciplinary practices.

As of February 28, 2021, there were 1,138 documented Tier 2 behavior interventions and 147 Tier 3 behavior interventions across the District.

February Benchmark & Timeline

By February 28, 2021, documented Tier 2 interventions will increase by 10%, supporting students identified

for early intervention.

Outcome

Benchmark met. This is a 32% increase from 863 Tier 2 interventions and a 40% increase from 105 Tier 3
interventions as of January 31, 2020.

March Benchmark & Timeline

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

Action Step 3- Outreach to Students

During February, middle and high schools held virtual Student Discipline Committee meetings with minutes and discussions submitted online.

In February 2021, Children's Wisconsin expanded their online Act Now! bullying curriculum to include resources for 9-12th grade cyberbullying awareness. This work came out of the discussions with student discipline committees and the Student Leadership Summit. Over the past two 2021s, Children's Wisconsin has attended the Student Leadership Summit and student committees to get input and feedback from students on cyberbullying. Their final module contains several videos featuring MPS students.

February Benchmark & Timeline

By February 28, 2021, 100% of traditional middle and high schools will submit evidence validating that two virtual Student Discipline Committee meetings occurred, at which specific student recommendations and student-interest topics were discussed.

Outcome

Benchmark met.

Report Summary

Some of the topics discussed by students at meetings held throughout February include returning to school in April, worry about wearing or not wearing masks, how does social distancing look, staff engaging students virtually with cameras on, community building circles, and microaggressions they have experienced in the virtual learning environment. Student groups also engaged in conversations around COVID-19 and race, segregation within Milwaukee, Black history, and the importance of the Black Lives Matter initiative.

March Benchmark & Timeline

By February 28, 2021, 100% of traditional middle and high schools will submit evidence validating that two virtual Student Discipline Committee meetings occurred, at which specific student recommendations and student-interest topics were discussed.

Action Step 4- Outreach to District Staff

All schools have a Discipline Work Group that meets monthly to analyze disproportionality data, identify specific strategies, and 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.

February Benchmark & Timeline

By February 28, 2021, 100% of MPS schools will submit evidence validating their Discipline Work Group met
during the month.

Outcome

Benchmark met.

Report Summary

Discipline Champions receive a weekly email with updates, best practices, and articles for reflection to implement and share throughout their school community. After reviewing their school data, Discipline Work Groups identify specific strategies for implementation. Examples of some of these identified strategies include professional development on bias, reviewing virtual learning expectations with students and staff members, identifying students for Tier 2 interventions, increasing positive phone calls, looking further into racial disproportionality beyond discipline data, and finding more opportunities to engage student voice.

March Benchmark & Timeline

By March 31, 2021, 100% of MPS schools will submit evidence validating their Discipline Work Group met
during the month.

Action Step 5- Outreach to Community Members

On Wednesday February 10, 2021, from 6:00-7:00 p.m., the District held its fourth and final community conversation discussing District climate and student voice. February's focus was on the role of bias within education and activities the District is engaging in to ensure all staff members are aware of the role of bias in their day-to-day work with students and families. A variety of best practices were shared. Afterwards a discussion occurred in the chat of best practice activities utilized across the District.

February Benchmark & Timeline

By February 28, 2021, we will hold our final community conversation for the 2020-2021 school 2021.

Outcome

Benchmark met.

March Benchmark & Timeline

Based on the completion of the community conversation series, this action step is completed for the 2020-2021
school 2021.

Action Step 7- Staff Professional Development

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

Title	Audience	Enrollment
Brave Space for Race	Park View, Fratney, French Immersion	142
History of Race	Academy of Accelerated Learning Wisconsin Conservatory of Lifelong Learning	72
Microaggressions in the Classroom	Story	30
Role of Bias in Discipline	MacDowell	26
Engaging Multiple Perspectives in the Classroom	Bryant	23
Courageous Conversations Explorations	Middle and High School Administrators	80
Role of Bias in Discipline	MacDowell	27

In alignment with Resolution 05-14-5003 with the Office for Civil Rights and the Milwaukee Board of School Directors Resolution 1920R-005 and Resolution 2021R-010 regarding antiracism and Black Lives Matter, a three-2021 plan is underway to engage all MPS staff members and the community in professional development and discussion on antiracism and bias. The first session occurred on February 24, 2021 with all principals and half the assistant principals at the 30 traditional middle and high schools. A schedule for the

remaining administrators and teachers at all 30 traditional middle and high schools has been created for everyone to attend prior to the end of the 2020-2021 school 2021.

In the all-day session participants experience the three components of the Courageous Conversations TM Protocol (Four Agreements, Courageous Conversations Compass, and Six Conditions). Through small, whole, and racial affinity group settings, colleagues are guided toward a working understanding of race and antiracism. Topics and concepts include Courageous Conversation Protocol, the rhetorical power of personal experiences, deep listening skills, and defining race and its impact. Participants acquire the knowledge and requisite skills for engaging, sustaining, and deepening Courageous Conversations about the impact of race and racism in our lives. This framework can then be used by participants within their classroom instruction, classroom community, engagement of families, school teams, and professional development.

February Benchmark & Timeline

Increase enrollment in all self-guided professional development opportunities.

Outcome

Benchmark met.

March Benchmark & Timeline

Provide sessions for middle and high school teachers to attend the Courageous Conversations Exploration. All

staff members who attend will be provided best practices and opportunities for additional support.

Action Step 9- Data Evaluation

Below are all behavior events and administrator resolutions documented across the District from February 1, 2021, through February 28, 2021. There were 15 referrals in which 15 events were found. As of February 28, 2021, there have been 240 behavior events 2021-to-date, as compared to 40,040 behavior events 2021-to-date during the 2019-2020 school 2021.

Behavior Event	Hispanic	American Indian	Asian	Black	Pacific Islander	White	2+ Races	February Total	January Total	2021 to Date	Resolution Used
Bullying Due to Sex1										2	
Bullying Reason Unknown											
Bullying Other Reason											
Chronic Disruption									7	61	
Disorderly Conduct				1				1	2	16	9
Endangerment of Physical Safety/Mental Well-being									1	2	
Inappropriate Dress										1	
Inappropriate Personal Property										4	
Inappropriate use of electronic communication devices	6			4		2		12	12	104	3,4,5,9, 10,17, 18
Personal Threat									3	8	
Possession/Ownership/Use of Drugs									1	2	
Possession/Ownership/ Use of a Gun										4	
Possession/Ownership/Use of Weapon Other than Gun										2	
Sexual Assault										1	
Sexual Harassment										1	
Substantial Environmental Disruption										8	
Use of Tobacco, Including Chewing										3	
Vandalism									1	2	
Verbal Abuse/Profanity/Harassment				1		1		2	2	19	3,18
Grand Total	6			6		3		15	29	240	

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

Action Step 10- Implementation Plan

On February 9, 2021, the District Discipline Disproportionality Leadership Team met and discussed school data and Discipline Work Group meeting minutes.

Cohorts of staff members reading Glenn Singleton's Courageous Conversations About Race, Ibram X Kendi's "How to Be an Antiracist" and other books met throughout the month.

Milwaukee French Immersion School continued their six-session series on race and disproportionality led by 10 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 as well as monthly "chat and chew" sessions for staff members to attend over lunch to discuss various topics of race in education.

The school social work and school psychologist departments hosted a viewing and discussion of Pushout: The Criminalization of Black Girls in Schools with over 250 individuals in attendance. Participants watched the documentary, reviewed some District-wide data, and went into breakout room discussions identifying next steps for themselves in their roles. Participants were invited to join a March 2021 book cohort reading Pushout: The Criminalization of Black Girls in Schools, by Monique Morris.

The 4th Annual Community Schools Conference was held on December 23, 2020 and February 16, 2021, with 839 staff from 14 MPS Community Schools and other MPS stakeholders in attendance. The seminar started with a keynote from Jitu Brown, National Director of the Journey for Justice Alliance, followed by workshops on a variety of topics including being restorative in virtual spaces, Black Lives Matter at School, empowering youth voice, bias, and understanding whiteness, among others.

The Wisconsin (WI) Disproportionality Network continues to offer an Educational Equity Leadership Series with a variety of local and national speakers on a variety of topics on race and equity. All opportunities are offered by the WI Disproportionality Network for all educators throughout the state. Each session includes a presentation followed by an online discussion by participants. In February, the session was Deepening Our Capacity as White Allies and Change Agents- Recognize Racist Microaggressions and Practices. There were 40 MPS staff members that attended. After each session, an optional virtual networking session is offered by the District discipline manager for any interested participant to network and contextualize what was learned and how it can be applied.

A variety of other opportunities were shared through Discipline Champions including a viewing of the documentary Remembering Bronzeville, a national webinar on Black Minds Matter: Addressing Disproportionate Suspensions of Black Children and Youth, a national webinar on Confronting Racism through Courageous Conversations in the Secondary Classroom, a 21-week racial awareness challenge with United Way, and a book conversation with Frederick Joseph discussing his new young adult book The Black Friend.

February Benchmark & Timeline

Facilitate documentary viewing and discussion of Pushout: The Criminalization of Black Girls in Schools with
school psychologist and school social worker departments.

Outcome

Benchmark met.

March Benchmark & Timeline

Begin cohort reading Pushout by Monique Morris with 4 total sessions discussing the book and reflecting on
an action plan for Milwaukee Public Schools.

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

* * * * *

(Item 2) Report with Possible Action on Services Provided to Students with Disabilities in the Least Restrictive Environment (LRE)

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

Background

Least restrictive environment (LRE) is one of the most significant components in the 2004 Individuals with Disabilities Education Act (IDEA). It requires, to the maximum extent appropriate, children with disabilities be educated with children who are not disabled. Removal of students with disabilities from the regular educational environment occurs only when the severity of the disability is such that education in regular classes, with the use of supplementary aids and services, cannot be achieved satisfactorily.

The Milwaukee Public Schools is committed to ensuring that students with disabilities are educated in environments with their non-disabled peers. The preference of the law is that students be educated using the general curriculum in the regular education classroom, with the use of supplementary aids and services. Best practices and research strongly support education in the least restrictive environment (LRE), with access to the general curriculum, because it leads to higher achievement outcomes for students with disabilities.

There are 17 performance indicators that help steer states to develop State Improvement Plans that target special education:

Indicator #1 Graduation Rates
Indicator #2 Drop-Out Rates
Indicator #3 Assessments
Indicator #4 Suspension/Expulsion
Indicator #5 Educational Placement Ages 6-21
Indicator #6 Educational Placements Ages 3-5
Indicator #7 Preschool Outcomes
Indicator #8 Parent Involvement
Indicator #9 Inappropriate Identification in Special Education
Indicator #10 Inappropriate Identification in Specific Disabilities Categories

Indicator #11 Timely Evaluation
Indicator #12 Preschool Transition Part C, Part B
Indicator #13 Transition Goals Ages 16 and over
Indicator #14 Post School Outcomes
Indicator #15 Resolution Sessions
Indicator #16 Mediation
Indicator #17 State Systemic Improvement Plan

LRE for Higher Outcomes

As part of the LRE 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 program (IEP), in the regular education environment with their non-disabled peers.

LRE Data

Indicator 5 addresses the documentation of programs and services in the least restrictive environment for students 6 to 21 2021s 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 with IEPs ages 6 through 21 served inside the regular class 80% or more of the day

Indicator 5B Percent of students with IEPs ages 6 through 21 served inside the regular class less than 40% of the day

Indicator 5C Percent of students with IEPs ages 6 through 21 served in separate schools, residential facilities, or homebound/hospital placements.

The information below compares MPS LRE data-relative services to the projection in DPI's 2018 Annual Performance Report Summary for Wisconsin school Districts. The MPS percent includes all students who have an IEP, including speech and language services. The attached report includes the District's information as well as each school's percentage.

State of Wisconsin Target	5A 70%	5B 7.90%	5C 0.95%
MPS May 2020	78.98%	16.36%	0.37%
MPS August 2020^	79.23%	17.08%	0.31%
MPS September 2020	79.49%	17.01%	0.35%
MPS October 2020	80.08%	16.57%	0.35%
MPS November 2020	80.50%	15.99%	0.35%
MPS December 2020	81.06%	15.61%	0.32%
MPS January 2021	81.09%	15.65%	0.31%
MPS February 2021	81.11%	15.56%	0.33%

^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.

Indicator 5 Totals by School	Code A Count	Code A %	Code B Count	Code B %	Code C Count	Code C %	Total
ACAD OF ACCELERATED LEARNING	61	77.22%	18	22.78%	0		79
ALBA	79	98.75%	1	1.25%	0		80
ALCOTT SCHOOL	32	82.05%	7	17.95%	0		39
ALLEN-FIELD SCHOOL	118	95.16%	6	4.84%	0		124
ALLIANCE SCHOOL	52	94.55%	3	5.45%	0		55
ASSATA HS	19	100.00%	0		0		19

Indicator 5 Totals by School	Code A Count	Code A %	Code B Count	Code B %	Code C Count	Code C %	Total
AUDUBON HS	65	71.43%	26	28.57%	0		91
AUDUBON TECH & COMM CTR MS	79	74.53%	27	25.47%	0		106
AUER AVENUE SCHOOL	20	83.33%	4	16.67%	0		24
BANNER PREP SCHOOL OF MILW	6	100.00%	0			0	6
BARBEE MONTESSORI SCHOOL	16	59.26%	11	40.74%	0		27
BARTON SCHOOL	28	90.32%	3	9.68%	0		31
BAY VIEW HS	149	70.62%	62	29.38%	0		211
BAY VIEW MONTESSORI SCHOOL	28	100.00%	0		0		28
BETHUNE ACADEMY	65	63.11%	38	36.89%	0		103
BRADLEY TECHNOLOGY AND TRADE	170	80.19%	41	19.34%	1	0.47%	212
BROWN STREET SCHOOL	43	81.13%	10	18.87%	0		53
BROWNING SCHOOL	37	75.51%	12	24.49%	0		49
BRUCE SCHOOL	32	100.00%	0		0		32
BRYANT SCHOOL	36	80.00%	9	20.00%	0		45
BURBANK SCHOOL	77	70.64%	32	29.36%	0		109
BURDICK SCHOOL	63	100.00%	0		0		63
CARMEN HS SOUTH CAMPUS	37	100.00%	0		0		37
CARMEN MS SOUTH CAMPUS	12	92.31%	1	7.69%	0		13
CARMEN NORTHWEST CAMPUS	90	97.83%	2	2.17%	0		92
CARMEN SOUTHEAST CAMPUS	82	98.80%	1	1.20%	0		83
CARSON ACADEMY	49	90.74%	4	7.41%	1	1.85%	54
CARVER ACADEMY	58	84.06%	11	15.94%	0		69
CASS STREET SCHOOL	33	91.67%	3	8.33%	0		36
CLARKE STREET SCHOOL	46	76.67%	14	23.33%	0		60
CLEMENS SCHOOL	30	66.67%	15	33.33%	0		45
CLEMENT AVENUE SCHOOL	57	96.61%	2	3.39%	0		59
CONGRESS SCHOOL	86	80.37%	21	19.63%	0		107
COOPER SCHOOL	58	71.60%	23	28.40%	0		81
CRAIG MONTESSORI SCHOOL	35	100.00%	0		0		35
CURTIN LEADERSHIP ACADEMY	58	100.00%	0		0		58
DANIELS UNIVERSITY PREP	18	100.00%	0		0		18
DOERFLER SCHOOL	97	96.04%	4	3.96%	0		101
DOUGLAS MS	51	68.00%	24	32.00%	0		75
EIGHTY-FIRST STREET SCHOOL	57	76.00%	18	24.00%	0		75
ELM CREATIVE ARTS	32	86.49%	5	13.51%	0		37

Indicator 5 Totals by School	Code A Count	Code A %	Code B Count	Code B %	Code C Count	Code C %	Total
SCHOOL							
EMERSON SCHOOL	31	72.09%	12	27.91%	0		43
ENGLEBURG SCHOOL	44	67.69%	21	32.31%	0		65
FAIRVIEW SCHOOL	87	70.73%	36	29.27%	0		123
FERNWOOD MONTESSORI SCHOOL	68	100.00%	0		0		68
FIFTY-THIRD STREET SCHOOL	36	69.23%	16	30.77%	0		52
FOREST HOME AVENUE SCHOOL	125	76.22%	39	23.78%	0		164
FRANKLIN SCHOOL	37	40.66%	54	59.34%	0		91
FRATNEY SCHOOL	43	93.48%	3	6.52%	0		46
GAENSLEN SCHOOL	163	60.15%	107	39.48%	1	0.37%	271
GARLAND SCHOOL	65	94.20%	4	5.80%	0		69
GOLDA MEIR SCHOOL	82	93.18%	5	5.68%	1	1.14%	88
GOODRICH SCHOOL	40	63.49%	23	36.51%	0		63
GRANDVIEW HS	39	100.00%	0		0		39
GRANT GORDON LEARNING CENTER	0		0			0	0
GRANT SCHOOL	69	90.79%	7	9.21%	0		76
GRANTOSA DRIVE SCHOOL	59	57.28%	44	42.72%	0		103
GREEN TREE PREPARATORY ACADEMY	29	96.67%	1	3.33%	0		30
GREENFIELD SCHOOL	70	85.37%	12	14.63%	0		82
GROPPI HS	27	93.10%	2	6.90%	0		29
HAMILTON HS	217	71.15%	87	28.52%	1	0.33%	305
HAMPTON SCHOOL	31	72.09%	12	27.91%	0		43
HARTFORD UNIVERSITY SCHOOL	54	100.00%	0		0		54
HAWLEY ENVIRONMENTAL SCHOOL	50	100.00%	0		0		50
HAWTHORNE SCHOOL	45	95.74%	2	4.26%	0		47
HAYES BILINGUAL SCHOOL	105	89.74%	12	10.26%	0		117
HIGHLAND COMMUNITY SCHOOL	54	100.00%	0		0		54
HI-MOUNT SCHOOL	17	85.00%	3	15.00%	0		20
HMONG AMERICAN PEACE ACAD	55	100.00%	0		0		55
HOLMES SCHOOL	55	88.71%	7	11.29%	0		62
HONEY CREEK SCHOOL	37	80.43%	9	19.57%	0		46
HOPKINS-LLOYD SCHOOL	12	60.00%	8	40.00%	0		20
HUMBOLDT PARK SCHOOL	68	98.55%	1	1.45%	0		69
I.D.E.A.L	52	100.00%	0		0		52
JACKSON SCHOOL	51	91.07%	5	8.93%	0		56
KAGEL SCHOOL	28	80.00%	6	17.14%	1	2.86%	35
KEEFE AVENUE	17	85.00%	3	15.00%	0		20

Indicator 5 Totals by School	Code A Count	Code A %	Code B Count	Code B %	Code C Count	Code C %	Total
SCHOOL							
KILBOURN SCHOOL	32	84.21%	6	15.79%	0		38
KING ES	29	74.36%	10	25.64%	0		39
KING IB HS	120	71.86%	47	28.14%	0		167
KING IB MS	41	83.67%	8	16.33%	0		49
KLUGE SCHOOL	57	85.07%	8	11.94%	2	2.99%	67
LA CAUSA CHARTER SCHOOL	93	100.00%	0		0		93
LAD LAKE SYNERGY	10	100.00%	0		0		10
LAFOLLETTE SCHOOL	25	62.50%	15	37.50%	0		40
LANCASTER SCHOOL	32	69.57%	14	30.43%	0		46
LINCOLN AVENUE SCHOOL	83	96.51%	3	3.49%	0		86
LINCOLN CENTER OF THE ARTS	83	84.69%	15	15.31%	0		98
LONGFELLOW SCHOOL	104	81.25%	24	18.75%	0		128
LOWELL SCHOOL	34	100.00%	0		0		34
MACDOWELL MONTESSORI SCHOOL	123	91.79%	11	8.21%	0		134
MADISON ACADEMIC HS	101	72.66%	36	25.90%	2	1.44%	139
MANITOBA SCHOOL	48	71.64%	18	26.87%	1	1.49%	67
MAPLE TREE SCHOOL	18	85.71%	3	14.29%	0		21
MARSHALL HS	200	60.79%	128	38.91%	1	0.30%	329
MARYLAND AV MONTESSORI	53	100.00%	0		0		53
MATC EMERGING SCHOLARS PROGRAM	3	100.00%	0			0	3
METCALFE SCHOOL	33	78.57%	9	21.43%	0		42
MILW ACAD OF CHINESE LANG	27	75.00%	9	25.00%	0		36
MILW CO YOUTH EDUC CENTER	4	66.67%	2	33.33%		0	6
MILW COLLEGE PREP - 36 ST	30	100.00%	0		0		30
MILW COLLEGE PREP - 38 ST	50	100.00%	0		0		50
MILW COLLEGE PREP - LLOYD ST	48	100.00%	0		0		48
MILW COLLEGE PREP - NORTH	36	100.00%	0		0		36
MILW ENVIRONMENTAL SCIENCES	32	100.00%	0		0		32
MILW EXCELLENCE CHARTER	61	100.00%	0		0		61
MILW FRENCH IMMERSION SCHOOL	32	100.00%	0		0		32
MILW GERMAN IMMERSION SCHOOL	30	90.91%	3	9.09%	0		33
MILW HS - ARTS	131	75.29%	42	24.14%	1	0.57%	174
MILW PARKSIDE	115	67.25%	56	32.75%	0		171

Indicator 5 Totals by School	Code A Count	Code A %	Code B Count	Code B %	Code C Count	Code C %	Total
SCHOOL							
MILW SCHOOL OF LANGUAGES	67	48.55%	71	51.45%	0		138
MILW SIGN LANGUAGE SCHOOL	65	92.86%	5	7.14%	0		70
MILW SPANISH IMMERSION SCHOOL	42	70.00%	18	30.00%	0		60
MILWAUKEE VIRTUAL EDUCATION PROGRAM	3	100.00%	0			0	3
MITCHELL SCHOOL	117	95.12%	6	4.88%	0		123
MORGANDALE SCHOOL	92	96.84%	3	3.16%	0		95
MORSE MS	54	55.10%	44	44.90%	0		98
NEESKARA SCHOOL	70	87.50%	10	12.50%	0		80
NEXT DOOR FOUNDATION	17	100.00%	0		0		17
NINETY-FIFTH STREET SCHOOL	47	100.00%	0		0		47
NO FUTURE ENROLLMENT	0		0			0	0
NON - MPS	127	93.38%	9	6.62%	0		136
NORTH HS	95	74.80%	32	25.20%	0		127
NOVA HS	26	100.00%	0		0		26
OBAMA SCTE	141	93.38%	10	6.62%	0		151
PARKVIEW SCHOOL	44	97.78%	1	2.22%	0		45
PRATT SCHOOL	32	100.00%	0		0		32
PROJECT STAY HS	23	95.83%	1	4.17%	0		24
PULASKI HS	207	85.54%	33	13.64%	2	0.83%	242
REAGAN HS	131	86.18%	20	13.16%	1	0.66%	152
RILEY SCHOOL	44	95.65%	2	4.35%	0		46
RIVER TRAIL SCHOOL	36	73.47%	13	26.53%	0		49
RIVERSIDE UNIVERSITY HS	183	70.93%	75	29.07%	0		258
RIVERWEST SCHOOL	48	100.00%	0		0		48
ROGERS STREET ACADEMY	76	96.20%	3	3.80%	0		79
ROOSEVELT MS	74	96.10%	3	3.90%	0		77
SHALOM HS	25	100.00%	0		0		25
SHERMAN SCHOOL	31	75.61%	10	24.39%	0		41
SIEFERT SCHOOL	39	92.86%	3	7.14%	0		42
SOUTH ACCELERATED ACADEMY	8	100.00%	0			0	8
SOUTH DIVISION HS	116	56.59%	89	43.41%	0		205
SOUTHEASTERN EDUCATION CENTER	2	100.00%	0			0	2
SPED - SERVICES	6	27.27%	0		16	72.73%	22
STARMS DISCOVERY SCHOOL	63	85.14%	11	14.86%	0		74
STARMS EARLY CHILDHOOD	16	100.00%	0		0		16
STORY SCHOOL	37	97.37%	1	2.63%	0		38
STUART SCHOOL	45	97.83%	1	2.17%	0		46
THOREAU SCHOOL	40	74.07%	14	25.93%	0		54

Indicator 5 Totals by School	Code A Count	Code A %	Code B Count	Code B %	Code C Count	Code C %	Total
THURSTON WOODS SCHOOL	51	80.95%	12	19.05%	0		63
TOWNSEND STREET SCHOOL	44	73.33%	16	26.67%	0		60
TRANSITION HS	14	93.33%	1	6.67%	0		15
TROWBRIDGE SCHOOL	35	92.11%	3	7.89%	0		38
VICTORY SCHOOL	53	100.00%	0		0		53
VIEAU SCHOOL	110	100.00%	0		0		110
VINCENT ACCELERATED ACADEMY	10	90.91%	1	9.09%		0	11
VINCENT HS	126	71.59%	49	27.84%	1	0.57%	176
WASHINGTON - DTC	0		10	100.00%	0		10
WEDGEWOOD PARK SCHOOL	100	84.75%	18	15.25%	0		118
WESTSIDE ACADEMY	37	82.22%	8	17.78%	0		45
WHITMAN SCHOOL	43	79.63%	11	20.37%	0		54
WHITTIER SCHOOL	19	100.00%	0		0		19
WHS OF INFORMATION TECHNOLOGY	111	73.51%	40	26.49%	0		151
WI SCHOOL FOR THE BLIND	0		1	20.00%	4	80.00%	5
WI SCHOOL FOR THE DEAF	0		3	75.00%	1	25.00%	4
WIS CONSERVATORY LIFELONG LRNG	90	76.92%	27	23.08%	0		117
ZABLOCKI SCHOOL	49	94.23%	3	5.77%	0		52
Grand Total:	9422	81.11%	2157	18.57%	38	0.33%	11617

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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COMMITTEE ON STUDENT ACHIEVEMENT AND SCHOOL INNOVATION

Director Báez 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 2021R-021 by Director Woodward Regarding An African Immersion School

Background

At its January 28, 2021 meeting, the Board referred Resolution 2021R-021 by Director Woodward regarding official designation of an MPS African immersion school with the primary language of Spanish. The Resolved portion of the resolution reads:

9. RESOLVED, That the Board officially designate Andrew S. Douglas Middle School as an African immersion school with the primary language of Spanish; and, be it
10. FURTHER RESOLVED, That the Board direct the Administration to report back a plan for full implementation of an African Immersion school.

The Administration is in agreement with the resolution 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 7.12 - Foreign Languages

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

Upon approval by the Board, the Administration will begin the requested report relative to a plan for full implementation of an African Immersion school.

Committee's Recommendation

Your Committee recommends that the Board adopt Resolution 2021R-021 by Director Woodward as attached.

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

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(Item 2) Action on a Request to Approve the MPS FY21 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 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 February 25, 2021.

The funded enrollment for federal MPS Head Start grant is 1,506.

The FY21 Head Start federal continuation grant application was due March 1, 2021. The full document related to this grant application is attached to the minutes of your Committee's meeting.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

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

Fiscal Impact Statement

This item does not authorize expenditures. The federal grant is expected to be in the amount of $11,181,973.

Committee's Recommendation

Your Committee recommends that the Board approve the submission of the 2021-2022 Head Start federal application.

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

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(Item 3) Report with Possible Action on the 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

Based on the Board's action, the 2020-2021 monthly Regional Showcase item provides a thorough picture of each region, including goals and progress in attaining them. In addition, strategies that are being successfully implemented within the region and that may be replicated will be included.

This month, the Southwest Region is featured. The Southwest Region comprises 25 schools, and serves 12,566 students in diverse settings to meet the varied needs of our students. Schools in the Southwest Region include the following: ALBA, Academy of Accelerated Learning, Alcott, Allen-Field, Curtin, Doerfler, Fairview, Forest Home, Grant, Greenfield, Hayes, Honey Creek, Kagel, Lincoln Avenue, Longfellow, Lowell, Manitoba, Milwaukee Spanish Immersion, Mitchell, Morgandale, Riley, Rogers, Vieau, Whitman, and Zablocki.

There are 12,575 students in the region. Of those, 31.8% are English language learners, 22.2% are students with disabilities, 85.4% are economically disadvantaged.

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

State Report Card (2018-19 School 2021)

State Report Card results for schools in the region are as follows:

Significantly Exceeds Expectations	
Academy of Accelerated Learning	

Exceeds Expectations	
Hayes Bilingual	Allen Field Elementary
Kagel Elementary	

Meets Expectations	
Whitman Elemantary	Grant Elemntary
Vieau Elementary	ALBA – Academia de Lenguaje y Bellas Artes
Morgandale Elementary	Rogers Street Academy
Curtin Elementary	Longfellow Elementary
Milwaukee Spanish Immersion	Greenfield Bilingual

Lincoln Avenue Elementary	Zablocki Elementary
Honey Creek Elementary	Alcott Elementary
Riley Elementary	

Meets Few Expectation

Forest Home Elementary	Lowell International
Manitoba Elementary	Mitchell Elementary
Doerfler Elementary	

Showcase School – Longfellow School

Longfellow is home to 794 students, of which, 32.1% are English language learners, 26.1% are students with disabilities, and 89.3% are economically disadvantaged.

As a bilingual K-8 community school, H.W. Longfellow will collaborate with partners to provide a safe, diverse, and academically challenging environment where all students are embraced and empowered to become successful leaders.

The guiding pillars for Longfellow are shared leadership, cultural relevance, and equity.

Longfellow offers bilingual programming that is structured to develop content learning and language development while students acquire a second language. The program relies on certified bilingual teachers – many former students are now educators. Joint planning and parallel teacher ensure English language learners are exceeding.

Professional Development at Longfellow

• Fostering a shared responsibility for the acquisition of language in all learners. (Teaching for
• Biliteracy Cohort)
• Weekly collaborative planning time is a continuous practice for all grade level teams to discuss
• academic goals and plans of action. (CPT)
• Exchange of teaching practices and ideas acquired from professional development are discussed
• and shared to meet the unique needs of our scholars. (Learning Management System -LMS)
• Book study motivated by the commitment of transforming ourselves as social justice practitioners.
• We Want to Do More Than Survive by Bettina L. Love
• Book Study: Teaching for Biliteracy by Karen Beeman & Cheryl Urow
• Personalized Professional Development: Uniquely designed based on staff feedback and
• academic needs.
• Professional Learning Community: Structures in place to make collaboration possible

Opportunities for Academic Success

Longfellow was selected to the MPS cohort of Verizon Innovative Learning Schools, which provides "always available" access, professional learning, STEM opportunities and research.

Other opportunities include participation in City 2021, the Ernst & Young Math Mentoring program, and Distribution Wednesdays.

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 on the Achievement Gap Reduction Program

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

Background

The Achievement Gap Reduction (AGR) program was authorized in 2015 after State legislation passed Wisconsin Acts 53 and 71. This program is comprised of 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. The age range covered by the AGR is grades K5 to 3, which encompasses 10,861 students. Of those, 17.9% are English language learners, 21.9% are students with disabilities, and 92.1% are economically8 disadvantaged.

Strategies Leveraged

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 for teachers.

Successful Outcomes

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. From August 17, 2020 to February 12, 202`, the following accomplishments were reported:

• Explored increasing coaching at AGR schools (topic of discussion with Curriculum and Instruction).

• Focused on instructional coaching within grades K5 and first (provided instructional strategy support with standards aligned resources supportive of priority content).

• Explored strategies for reducing class size to AGR recommended ratios of 18:1 or 30:2; (monitored class size and provided recommendations as necessary at the beginning of the 2021).

• Focused on the fidelity of implementation of the Frog Street curriculum within grade levels K3 and K4 to ensure a strong foundational base for five-2021-old kindergarten (K5) and provided a re-entry plan including a detailed suggested schedule listing strategies for explicit implementation.

• Provided specific early childhood professional development and coaching training for all current AGR support teachers (collaborated with the Ambitious Instruction professional development team, provided PreK-1 professional development on integration with science, and supported SST and school community with instructional resources).

Next Steps

• Explore increasing coaching at AGR schools;

• Focus on foundational skill improvements in Pre-K and K with rollout and implementation of Lexia program in 9 AGR schools;

• Explore strategies for increasing proficiency on identified priority content for ELA and math; and,

• Provide specific early childhood professional development and coaching training for all current AGR support teachers.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

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

Fiscal Impact Statement

N/A

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(Item 5) Report with Possible Action on Resolution 2021R-018 Report on 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 detailed information related to standardized testing that was requested in Resolution 2021R-018 sponsored by Directors Báez and Peterson. This presentation will provide robust details related to time, effort and costs of standardized test preparation and administration in Milwaukee Public Schools. A school-by-school data chart is attached that outlines for each assessment testing time, professional development time, make-up time, costs incurred for preparation and administration of assessments, as well as closure times of library/media centers. The data was collected via a survey sent to principals. In addition, a District snapshot summarizes the rationale, format and estimated student testing times is included.

Summary by School

School	Costs for Printing Test Admin Materials	Costs for Printing PD Materials	Instructional Time Spent on Student Test Prep (hours)	Closure of Library/Media Center (hours)	Staff Hours to Implement Testing (hours)
Acad. of Accelerated Learning	$245.00	$21.00	3592	40	44
ALBA	$2,085.00	$230.00	197	292	702
Alcott School	$35.00	$	0	32	0
Allen-Field School	-$	-$	5434.5	25	168
Alliance School	$325.00	$25.00	135	0	32
Andrew S. Douglas School	$20.00	$20.00	22	0	2502
Audubon HS	$75.00	$15.00	13190	450	0
Audubon MS	$104.00	$13.00	18319	280	0
Auer Avenue School	$	$	134	70	0
Banner Prep School of Milw.	$	$	31	0	26
Barbee Montessori School	$701.00	$715.00	52	0	0
Barton School	$200.00	$205.00	21	0	0
Bay View HS	$150.00	$55.00	7	142	0
Bay View Montessori School	$58.00	$13.00	27	124	542
Bethune Academy	$2,086.00	$700.00	124	0	1440
Bradley Technology and Trade	$38.00	$	28	176	12
Brown Street Academy	$147.00	$1.00	11	50	68
Browning School	$59.00	$	16	0	6
Bruce School	$330.00	$330.00	14	0	0
Bryant School	$27.25	$25.00	7	16	3
Burbank School	$	$	0	0	0
Burbank School	$874.00	$6,560.00	42	106	252
Burdick School	$123.00	$16.00	9	63	0
Carson Academy	$68.00	$68.00	20	240	25
Carver Academy	$285.00	$105.00	112	240	110
Cass Street School	$300.00	$600.00	36	99	22050
Clarke Street School	$112.00	$85.00	19	200	24
Clemens School	$260.00	$30.00	99	56	21
Clement Avenue School	$30.00	$40.00	12	18	160
Congress School	$	$150.00	18	50	100
Cooper School	$45.00	-$	104	68	104
Craig Montessori School	$	$	0	0	0

School	Costs for Printing Test Admin Materials	Costs for Printing PD Materials	Instructional Time Spent on Student Test Prep (hours)	Closure of Library/Media Center (hours)	Staff Hours to Implement Testing (hours)
Curtin Leadership Academy	$19.00	$24.00	8	152	20
Eighty-first St. School	$700.00	$700.00	100	360	130
Elm Creative Arts School	$51.00	$8.00	265	28	0
Emerson School	$1,650.00	$3,750.00	361	162	2500
Engleburg School	$39.00	$	50	0	0
-Fairview School	$50.00	$20.00	0	30	0
Fernwood Montessori School	$58.00	$74.00	17	54	0
Fifty-third St. School	$23.00	$14.00	10	0	75
Forest Home Avenue School	$375.00	$2.00	28	90	20
Franklin School	$20.00	$25.00	2	0	0
Gaenslen School	$75.00	$37.00	4864	0	0
Garland School	$75.00	$45.00	80	384	1335
Golda Meir School	$1,277.00	$105.00	495	253	37
Goodrich School	$	$170.00	13	0	153
Grandview HS	-$	$	2	0	0
Grant School	$475.00	$400.00	1934	12	33
Grantosa Drive School	$	$	18	60	0
Green Tree Preparatory School	$920.00	$920.00	156	0	750
Greenfield School	$1,885.00	$1,985.00	581	108	427
Groppi HS	$20.00	$20.00	6	0	4
Hamilton HS	$2,708.00	$955.00	2838	496	12318
Hampton School	$700.00	$1,050.00	34	0	0
Hartford University School	$	$	0	0	0
Hartford University School	$330.00	$	90	46	0
Hawley Environmental School	$	$	1	0	0
Hawthorne School	$	$	12	10	0
Hayes Bilingual School	$585.00	$6.00	20	60	53
Highland Community School	$500.00	$7,150.00	11157	0	858
Hi-Mount School	$1,310.00	$325.00	20	30	0
Holmes School	$600.00	$50.00	33	5	9
Honey Creek School	$10.00	$	16	0	300
-Hopkins-Lloyd School	$189.74	$5,556.00	110	23	65
Humboldt Park School	$470.00	$225.00	191	0	53
I.D.E.A.L.	$950.00	$	18	20	0
Jackson School	$725.00	$725.00	64	44	43
Kagel School	$35.00	$15.00	893	0	0
Keefe Avenue School	$85.00	$110.00	67	0	45
Kilbourn School	$70.00	$70.00	147	0	0
King IB HS	$1,512.00	$682.00	9319	16	27284
King IB MS	$25.00	$25.00	21	0	3962
Kluge School	$11.00	$6.00	105	22	0
Lad Lake Synergy	$	$	50	0	368
LaFollette School	$695.00	$1,345.00	88	5	78
Lancaster School	$3,655.00	$1,350.00	17	60	0
Lincoln Avenue School	$76.19	$5.50	4	71	27
Lincoln Center of the Arts	$1,150.00	$550.00	7900	12	86
Longfellow School	$3,072.00	$29.00	636	810	2956
Lowell School	$100.00	$	2	12	0

School	Costs for Printing Test Admin Materials	Costs for Printing PD Materials	Instructional Time Spent on Student Test Prep (hours)	Closure of Library/Media Center (hours)	Staff Hours to Implement Testing (hours)
MacDowell Montessori School	$195.00	$140.00	109	88	1543
Madison Academic HS	$2,627.00	$173.00	59	0	0
Manitoba School	$660.00	$640.00	133	0	480
Maple Tree School	$170.00	$150.00	28	0	514
Maple Tree School	$225.00	$300.00	94	0	1200
Marvin E. Pratt School	$30.00	$20.00	592	490	0
Maryland Avenue Montessori School	$17.00	$13.00	1151	196	40
Metcalfe School	$820.00	$6,560.00	106	0	72
Milw. Academy of Chinese Language	$7.00	$12.00	67	0	58
Milw. County Youth Ed. Center	$263.00	$1,412.00	264	76	216
Milw. French Immersion School	$550.00	$450.00	3	20	75
Milw. German Immersion School	$800.00	$	20	0	0
Milw. HS of the Arts	$1,070.00	$200.00	292	297	375
Milw. Parkside School	$841.00	$	12	165	1500
Milw. School ofLanguages	$73.00	$28.00	3576	51	135
Milw. Sign Language School	$	$	0	0	0
Milw. Spanish Immersion School	$734.30	$682.00	1188	105	4000
Mitchell School	$2,410.00	$1,190.00	4410	240	4747050
Morgandale School	$15.00	$35.00	30	0	800
Morse MS	$25.00	$25.00	35	0	4418
Neeskara School	$38.00	$4.00	235	246	0
Ninety-fifth St. School	$150.00	$	28	30	0
North HS	$1,290.00	$	128	610	19
-Obama SCTE	$970.00	$485.00	209	245	200
Parkview School	$211.00	$63.00	3653	25	2481
Project STAY HS	$	$	0	0	0
Project STAY HS	$5,000.00	$7,050.00	669	0	36420
Pulaski HS	$130.00	$	677	26	20
-Reagan HS	$4,365.00	$143.00	1030	44	4893
Riley School	$12.00	$15.00	292	636	289
River Trail School	$750.00	$100.00	60	0	100
Riverside University HS	$	$	0	0	0
Riverside University HS	$122.00	-$	1013	77	123
-Riverwest School	$84.00	$7.00	370	19	0
Rogers St. Academy	$1,432.00	$2.00	650	600	0
Roosevelt MS	$250.00	$250.00	68	4	790
Sherman School	$16.00	$6.00	16	0	58
Siefert School	$	$	0	0	0
Siefert School	$	$200.00	65	0	80
South Division					
Accelerated Academy	$	$	1	0	2
South Division HS	$62.00	$5.00	24	68	15
Starms Discovery School	$1,315.00	$5,625.00	104	34	30
Starms Early Childhood Center	$455.00	$735.00	23	0	34
Story School	$25.00	$15.00	7	104	0
Stuart School	$2.00	$2.00	44	0	0

School	Costs for Printing Test Admin Materials	Costs for Printing PD Materials	Instructional Time Spent on Student Test Prep (hours)	Closure of Library/Media Center (hours)	Staff Hours to Implement Testing (hours)
Thoreau School	$1,310.00	$335.00	35	56	13
Thurston Woods School	$300.00	$60.00	19	120	0
Townsend Street School	$145.00	$4,405.00	39	20	150
Transition HS	$628.00	$	19	0	2
-Trowbridge School	$130.00	$50.00	14	0	0
Victory School	$500.00	$35.00	22	180	0
Vieau School	$9.00	$38.00	2472	512	0
Vincent Accelerated Academy	$	$	10	0	0
Vincent HS	$210.00	$25.00	20	0	9960
Washington HS of Info Tech	$170.00	$110.00	20	1	102
Wedgewood Park					
School	$40.00	$40.00	71	0	5133
Westside Academy	$40.00	$25.00	40	0	350
Whitman School	$80.00	$70.00	9	0	288
Whittier School	$9.00	$2.00	184	67	0
Wisc. Conservatory of Lifelong Learning	$235.00	$65.00	37	16	550
Zablocki School	$	$	19	0	38

Additional documents with more details on these categories are attached to the minutes of your Committee's meeting.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 7.38 - Balanced Assessment Systems

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REGULAR ITEMS OF BUSINESS

(Item 1) Reports of the Board's Delegates

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

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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 during the month of March 2021 included the following:

Academic Achievement

Met or had conversations with individuals or groups on:

- Reopening Schools
- The COVID-19 Pandemic

Effective and Efficient Operations

- Meet with the Superintendent and Board Clerk regularly for information sharing and to ensure that the Board and District operations continue during COVID-19
- Met with school leaders on school operations and remote learning
- Received Legislative updates from the Governor Tony Evers and state legislators
- Met with City officials regarding COVID-19 vaccines and administration

Student, Family, and Community Engagement

- Met (virtually) or held conversations with school and community groups:
- Took part in meetings of the Milwaukee Library Board as the Board's Delegate
- Having previously assumed role as Chair of Milwaukee Library Board Innovation and Strategy Committee, led the February 2021 meeting
- Participated in community conversations and briefings on survey outcomes on virtual learning

I also extend my congratulations to Director Annie Woodward who will be recognized on April 10, 2021, as one of the recipients of the United Nations Association of Greater Milwaukee's Global Citizen Awardees of 2020.

The Board adjourned at 7:31 PM.

JACQUELINE M. MANN, Ph.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
APRIL 22, 2021

Regular meeting of the Board of School Directors called to order by President Miller at 6:35 p.m.

Present — Directors Báez, Herndon, O'Halloran, Peterson, Phillips, Siemsen, Taylor, Woodward (8:08 p.m.), and President Miller — 9.
Absent and Excused — None.

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

- Colleen Charity Krajcik, a teacher at Clarke Street School, who had passed away on March 29, 2021;
- Rosemary Young, a retired paraprofessional from Elm Creative Arts School, who had passed away on March 29, 2021;
- Alex Hernandez, a student at Rogers Street Academy, who had passed away on April 1, 2021;
- Ellen Makowski, a retired school counselor at James Madison Academic Campus, who had passed away on April 2, 2021; and
- Chuck Howard, a retired teacher at Bradley Tech High School, who had passed away during the month of April 2021.

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AWARDS AND COMMENDATIONS

Proclamations in Honor of Departing Board Members

Notice previously had been given that the Board may waive Board Rule 1.10(1), which prescribes that resolutions be referred without action to the appropriate committee for consideration and report to the Board, in order to adopt proclamations in honor of members of the Board who are departing at the end of the current board year.

Director Annie Woodward, District 4

WHEREAS, ANNIE WOODWARD, who was first elected to the 4th District seat on the Milwaukee Board of School Directors in April 2009, served as Chair of the Board's Committee on Parent and Community Engagement from 2009 to 2013 and again in 2019; and of the Board's Committee on Student Achievement and School Innovation in 2015; and

WHEREAS, ANNIE WOODWARD has championed the students, parents, and community at large in her district by proposing that:

- reasonable structural changes be made to the Clarke Street School facility so as to position the school as an ADA accessible building;
- Andrew S. Douglas Middle School be designated an African-immersion school;
- the Administration work with the community to develop a grades 6-12 program at Sarah Scott with a greening focus and a walk-zone preference for enrollment;
- establishing a technology and science program be developed at Clarke Street Elementary school
- the MPS Office of Human Resource give priority in filling vacancies to the schools in MPS's Central Region;
- the Administration develop a cohort to address the equity in educational programs on the north side of Milwaukee and explore the implementation of a proposal to prevent additional closings of north side school;
- the district hire more African-American teachers

- MPS increase its minimum wage to $15 per hour; and
- all of the proceeds from the sale of the former Wheatley site and the Donation Agreement approved by the Board in May 2020 be allocated to support MPS's 53206 Initiative and the schools within the Board's District 4; and

WHEREAS, ANNIE WOODWARD has sought to reform MPS's practices regarding student discipline by proposing that student expulsions be reviewed and recommended by an Independent Hearing Panel and that the District investigate alternative options to expulsions, to include, but not be limited to, restorative justice measures; and

WHEREAS, ANNIE WOODWARD has sought to strengthen safety and security within the district by proposing to extend the prohibition of the possession of dangerous weapons on school property to all MPS-owned or -leased properties and facilities, or at any school-sponsored activity; and

WHEREAS, ANNIE WOODWARD has promoted diversity within the district by proposing that diversity training be a required part of new teachers' orientation and of professional development for existing teaching staff and that students be provided with diverse faculty and staff; and

WHEREAS, ANNIE WOODWARD has sought to improve the functioning and transparency of the Board by proposing that it not take action on new items unless they have been published in the advance copy of the agenda; that, except under exigent circumstances, the Board and of its committees meet only on the dates and at the times approved by the Board during its annual organizational meeting; and that all members of the Board follow the Code of Ethics and be respectful of the authority of their colleagues to represent their respective districts; and

WHEREAS, ANNIE WOODWARD has sought to put money back into the classroom by establishing a plan to cut four million dollars from busing costs, with the savings to be used to put more teachers and assistants back in the classroom; now, therefore, be it

RESOLVED, That, on this, the occasion of her retirement from the Board, the Milwaukee Board of School Directors extend its sincere appreciation to ANNIE WOODWARD for her years of dedicated service to the Milwaukee Public Schools, to its students, and to the public; and be it

FURTHER RESOLVED, That this resolution be spread upon the permanent proceedings of the Board of School Directors and that the Board instruct the Board Clerk to have an engrossed copy of this document, suitably signed and sealed, prepared and delivered to ANNIE WOODWARD in tribute to her record of dedicated public service to the citizens of Milwaukee and to the children of the Milwaukee Public Schools.

Director Báez moved to waive Board Rule 1.10(1) and to adopt the proclaimation.

The motion passed, the vote being as follows:

Ayes*s— Directors Báez, Herndon, O'Halloran, Peterson, Phillips, Siemsen, Taylor, and President Miller — 8.
Noes — None.

Director Larry Miller, District 5

WHEREAS, LARRY MILLER, who was first elected to the 5th District seat on the Milwaukee Board of School Directors in April 2009, served as Chair of the Board's Committee on Innovation/School Reform from 2009 to 2013, of the Board's Committee on Student Achievement and School Innovation in 2013 and 2014, of the Board's Committee on Accountability, Finance, and Personnel in 2015 and 2016, of the Board's Committee on Strategic Planning and Budget in 2018, and as President of the Milwaukee Board of School Directors since April 2019; and

WHEREAS, LARRY MILLER has promoted student achievement by proposing that value added be considered in the evaluations of charter schools; that MPS charter schools be guaranteed the clear flexibility for curriculum, materials, instructional practice, and reform models as provided for in MPS policies; and that the Milwaukee Board of School Directors endorse the efforts of the Milwaukee Grade-Level Reading Campaign Consortium; and

WHEREAS, LARRY MILLER has sought to reduce at the state and federal levels the reliance on standardized testing and to promote forms of assessment that more accurately reflect the broad range of student learning and are used to support students and to improve schools; and

WHEREAS, LARRY MILLER has championed bilingual education by calling for the establishment of an English/Spanish bilingual and dual-language program so that MPS becomes a school district in which students will graduate academically well prepared in English, Spanish, or be conversant in other languages; and

WHEREAS, LARRY MILLER has led the Milwaukee Board of School Directors in supporting the Black Lives Matter movement by promoting restorative justice, a "Black Lives Matter at School Week" of education and student participation, and a week of action in coordination with the national Black Lives Matter at School movement, including promoting the first day of school on the traditional start calendar as "Black to School," encouraging dress in BLM attire, and establishing a campaign for the whole year, beginning the first week of school, with the purpose of integrating the demands and actions of the Black Lives Matter at School program into every school and classroom; and

WHEREAS, LARRY MILLER has led the fight for the rights of immigrants by calling on the Milwaukee Board of School Directors to support the Development, Relief, and Education for Alien Minors (DREAM) Act (S. 729), to participate in the economic boycott of Arizona that state's bills SB 1070, making it a state misdemeanor to be in the state of Arizona without legal documentation and giving law enforcement broader abilities to enforce federal immigration laws, and HB 2281, to prohibit teaching classes designed primarily for pupils of a particular ethnic group or to advocate ethnic awareness and solidarity; and

WHEREAS, LARRY MILLER has sought to strengthen the civic engagement of our students and community by encouraging voter registration; by calling on the District to develop procedures to promote the opportunity for students and employees to serve as poll workers; by proposing that mock elections be held for each presidential election; and by advocating that students be provided opportunities to engage in non-partisan electoral activities in off-campus civics activities; now, therefore, be it

RESOLVED, That, on this, the occasion of his retirement from the Board, the Milwaukee Board of School Directors extend its sincere appreciation to LARRY MILLER for his years of dedicated service to the Milwaukee Public Schools, to its students, and to the public; and be it

FURTHER RESOLVED, That this resolution be spread upon the permanent proceedings of the Board of School Directors and that the Board instruct the Board Clerk to have an engrossed copy of this document, suitably signed and sealed, prepared and delivered to LARRY MILLER in tribute to his record of dedicated public service to the citizens of Milwaukee and to the children of the Milwaukee Public Schools

The gavel was passed to Director Báez at 7:27 p.m.

Director Peterson moved to waive Board Rule 1.10(1) and to adopt the proclaimation.

The motion passed, the vote being as follows:

Ayes*s— Directors Báez, Herndon, O'Halloran, Peterson, Phillips, Siemsen, Taylor, and President Miller — 8.
Noes— None.

DirectorTony Báez, District 6

WHEREAS, LUIS ANTONIO (TONY) BÁEZ, who was first elected to the 6th District seat on the Milwaukee Board of School Directors in April 2017, served as Chair of the Board's Committee on Legislation, Rules and Polices in 2017 and 2018 and of the Board's Committee on Student Achievement and School Innovation in 2019 and 2020; and

WHEREAS, TONY BÁEZ has championed bilingual education by proposing that MPS continue with the Bilingual Initiative and ensure that the ongoing annual funds appropriated in the budget for tuition assistance for this program be made available to bilingual employees who wish to pursue bilingual certification and meet the qualifications to receive funding, and that the Board petition the Wisconsin Legislature, Governor, and the Department of Public Instruction to establish a waiver for applicants for licensure as bilingual/immersion teachers similar to the waiver afforded to applicants for licensure as teachers in special education; and

WHEREAS, TONY BÁEZ has supported a week of action in coordination with the national Black Lives Matter at School movement, including promoting the first day of school on the traditional start calendar as "Black to School," encouraging dress in BLM attire, and establishing a campaign for the whole year, beginning the first week of school, with the purpose of integrating the demands and actions of the Black Lives Matter at School program into every school and classroom; and

WHEREAS, TONY BÁEZ has proposed that MPS train all new and current staff and students in anti-racist and anti-bias practices along with restorative practices and that each school will have a lead person trained in the first year who will then assist the school in implementing a school-based anti-racist, anti-bias plan; and

WHEREAS, TONY BÁEZ has encouraged the Board to condemn the separation of immigrant families and the long-term detainment of families by the federal government and to call on legislative leaders at the federal level to immediately cease the practice of separating children from their families and/or detaining families for extended periods of time and to call on legislative leaders at the state and federal levels to cease providing resources that support any policy that results in such separation; and

WHEREAS, TONY BÁEZ has asked the Board, in light of the COVID 19 pandemic, to call on the Biden administration and all other appropriate political, health, and educational authorities to promptly invite negotiations with their Cuban counterparts to explore mutually beneficial cooperation, as a step toward normalization of relations between our countries.; and

WHEREAS, TONY BÁEZ, in order to ensure that the district's children have sufficient support in their classrooms, has advocated for the establishment of an MPSU program for paraprofessionals seeking teacher licensure at no cost, to be funded with the $200,000 allocated by the Board for tuition assistance for up to 50 paraprofessionals; and

WHEREAS, TONY BÁEZ has sought to ensure that suspensions and expulsions shall be tools of last resort in the reduction of disciplinary problems and shall be considered only when all other options have been exhausted; now, therefore, be it

RESOLVED, That, on this, the occasion of his retirement from the Board, the Milwaukee Board of School Directors extend its sincere appreciation to TONY BÁEZ for his years of dedicated service to the Milwaukee Public Schools, to its students, and to the public; and be it

FURTHER RESOLVED, That this resolution be spread upon the permanent proceedings of the Board of School Directors and that the Board instruct the Board Clerk to have an engrossed copy of this document, suitably signed and sealed, prepared and delivered to TONY BÁEZ in tribute to his record of dedicated public service to the citizens of Milwaukee and to the children of the Milwaukee Public Schools.

Director Phillips moved to waive Board Rule 1.10(1) and to adopt the proclaimation.

The motion passed, the vote being as follows:

Ayes*s— Directors Báez, Herndon, O'Halloran, Peterson, Phillips, Siemsen, Taylor, and President Miller — 8.
Noes— None.

Director Paula Phillips, District 7

WHEREAS, PAULA PHILLIPS, who was first elected to the 7th District seat on the Milwaukee Board of School Directors in April 2017, served as Chair of the Board's Committee on Accountability, Finance, and Personnel from the 2018 through 2020 board years; and

WHEREAS, PAULA PHILLIPS has sought to strengthen the input of schools' communities in the selection of their schools' leadership; and

WHEREAS, PAULA PHILLIPS has championed diversity in the Milwaukee Public Schools by proposing that MPS research the origins and intent of the national monthly commemorations of ethnic and racial groups and to bring to our students, staff, and community an awareness of the contributions made to this country by the respective peoples celebrated; and

WHEREAS, PAULA PHILLIPS has sought to address issues facing the district's female and non-binary students by advocating for the development of a catalogue of all existing or available programming that focuses on girls within MPS and for an annual survey of students in the fifth through twelfth grades in MPS to measure self-confidence and self-image, indicators of self-harm and suicidal ideation, rates of traditional and social media consumption, and attitudes/behaviors as they relate to relationships, as well as violence against students and bullying as they relate to race, gender, and ability and to develop appropriate interventions to increase the wellbeing of girls and nonbinary children in MPS schools; and

WHEREAS, PAULA PHILLIPS has encouraged the Board to state emphatically and unequivocally its steadfast and unanimous support of the Hmong community in the United States, in Wisconsin, and in Milwaukee and to demand that our federal government reject any proposal that would result in the deportation of any members of our Hmong community, local or national; and

WHEREAS, PAULA PHILLIPS has championed improved nutrition in MPS's breakfast and lunch programs by:

- seeking to limit processed, high-sugar offerings; by increasing the availability of fresh fruits and vegetables; by seeking input from students, parents, teachers, and staff on school menus; and by maximizing the time for lunch away from the desk and for breakfast in the classroom; and
- requiring every MPS school in which 70% or more of its students are eligible for free or reduced-price meals under the National School Lunch Program or the federal School Breakfast Program to establish a school "breakfast after the bell" (BATB) program and to develop a Nutrition Equity Plan for the establishment of these BATB programs; and

WHEREAS, PAULA PHILLIPS has sought to improve the safety of MPS's students and staff by seeking:

- to establish general guidelines for the closure of schools due to inclement weather;
- to review each of the suggestions of the District Advisory Council's Ad Hoc Committee for Bullying Prevention for the feasibility of their implementation within the Milwaukee Public Schools and to explore the concept of establishing a safety committee in each school; and
- the immediate termination of all contracts and negotiations with the Milwaukee Police Department for the services of School Resource Officers and other personnel and the cancellation of any contracts to buy or to maintain metal detectors, facial recognition software, and social media monitoring software, with the money previous allocated for these services to be used for serving and protecting the safety of the District's students; now, therefore, be it

RESOLVED, That, on this, the occasion of her retirement from the Board, the Milwaukee Board of School Directors extend its sincere appreciation to PAULA PHILLIPS for her years of dedicated service to the Milwaukee Public Schools, to its students, and to the public; and be it

FURTHER RESOLVED, That this resolution be spread upon the permanent proceedings of the Board of School Directors and that the Board instruct the Board Clerk to have an engrossed copy of this document, suitably signed and sealed, prepared and delivered to PAULA PHILLIPS in tribute to her record of dedicated public service to the citizens of Milwaukee and to the children of the Milwaukee Public Schools.

Director Báez moved to waive Board Rule 1.10(1) and to adopt the proclaimation.

The motion passed, the vote being as follows:

Ayes*s— Directors Báez, Herndon, O'Halloran, Peterson, Phillips, Siemsen, Taylor, and President Miller — 8.
Noes— None.

* * * * *

The Board recessed at 7:57 p.m. to allow for members on stage to return to their individual work stations.

The gavel was returned to President Miller at 8:08 p.m.

The Board reconvened at 8:08 p.m.

APPROVAL OF MINUTES

The minutes of the special and regular board meetings of March 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

The Superintendent's Report is designed to provide the Milwaukee Board of School Directors and the MPS community with an update on current activities underway to support the district goals of academic achievement; student, family and community engagement; and effective and efficient operations as they are aligned to the District's Strategic Objectives and the Five Priorities for Success.

MPS Students Among Contest Winners at the César E. Chávez Birthday Celebration

Milwaukee Public Schools announced the many students who received honors at the César E. Chávez Birthday Celebration. The third annual celebration was held virtually and hosted by the Marcus Performing Arts Center. MPS had 22 students place in the art, spoken word, and writing competitions. The celebration can be viewed here.

Art Contest Winners

Elementary

First Place .....Cesar Santacruz-Bailan, Lincoln Avenue School
Second Place .....Tyler Vuong, Lincoln Avenue School
Third Place.....Natalia Valdivia, Forest Home Avenue School
Honorable Mention.....Cataleya Andrade, Forest Home Avenue School

Middle School

First Place .....Hamelin Daryannah, Manitoba School
Second Place .....Ximena Marin Castañeda, Academia De Languaje Y Bellas Artes (ALBA)
Third Place.....Galy Rojas, ALBA
Honorable Mention.....Maximilien Beltran, ALBA

Spoken-word Contest Winners

Elementary

First Place .....Bryan Zarate, Lincoln Avenue School
Second Place .....Brandon Zarate, Lincoln Avenue School
Third Place.....Pablo Soto, Forest Home Avenue School

High School

Brandon A. Gorton, Reagan High School

Writing Contest Winners

Kindergarten-2nd Grade

First Place .....Cristobal Sanchez, ALBA
Second Place .....Yahir Jonapa Aruizu, ALBA
Third Place.....Ashley Vargas Martinez, ALBA
Honorable Mention.....Arisbeth Arredondo, ALBA

3rd-5th Grade

First Place .....Yellian Cancel, Lowell International Elementary School
Honorable Mention.....Andres Patino, Manitoba School

6th-8th Grade

Second Place .....Julianna Sanchez, Manitoba School
Third Place.....Jaydien Curry, Manitoba School
Honorable Mention.....Adamariz Garcia Ruiz, Manitoba School

9th-12th Grade

First Place .....Brandon A. Gorton, Reagan High School

César E. Chávez was an activist who fought for equal rights for farmworkers across the United States, beginning in the 1960s until his death in 1993. He, with Dolores Huerta, founded the United Farm Workers (UFW) Union, through which he fought for civil rights for Latinos and farmworkers.

National Public Health Week

Public health needs public support, now more than ever. Public health creates connections and listens to community leaders who help build a strong society that prioritizes health for everyone. A big thank-you to public health workers in the Milwaukee community for helping keep us safe!

MPS Is First District in the Midwest to Impact Students through TeachRock

This spring, students at MPS Brown Street Academy spent part of their school day chatting with musician Steve Van Zandt, best known as a member of Bruce Springsteen's E Street Band. Van Zandt shared details about the TeachRock program and answered questions from students.

The event was part of a TeachRock pilot program at Brown Street Academy and Kluge Elementary this year. The District will add TeachRock in more schools next year and eventually reach all MPS schools. Participation in the program allows MPS to access more than 200 lesson plans in the TeachRock curriculum. These lessons integrate arts throughout social studies, language arts, science, math, general music, and more. From the Beatles to Beyoncé, from early elementary to AP History, in the classroom or safely distanced, TeachRock offers engaging and meaningful material at no cost to teachers, students, and families.

The relationship began with a series of questions posed by district administrators to the Rock n' Roll Forever Foundation, which created and sponsors TeachRock. After learning more about Milwaukee Public Schools, the organization took the step of adopting MPS into the program, which previously included schools in southern California, New Jersey, New Mexico, and New York City.

Classroom activities use popular music to create engaging experiences for students and to keep arts alive in schools. A lesson in English language arts, for example, includes an analysis of Bob Dylan's song lyrics as poetry. A lesson focused on the Flint Michigan water crisis, which explores social studies and science concepts, including the causes of the problem, incorporates the music of local artists Vic Mensa and Mari Copeny, who became advocates for solutions to the crisis.

In fall 2021, MPS plans to incorporate TeachRock into the civics course at a number of district high schools. Civics is a requirement for graduation and is taken by all students.

Special Education Leadership Institute for Families

Families, students, and staff are invited to join us virtually for 90 minutes on Tuesday or Wednesday evenings for six weeks through May 26, 2021. The Special Education Leadership Institute for Families (SELIF) will offer virtual training and classes in English on Tuesdays and in Spanish on Wednesdays. The training will help parents, guardians, and family members gain the insight and skills needed to ensure that their childreb succeed in school. Topics include Individualized Education Programs (IEP), rights and responsibilities, and student conduct. Attend all sessions or select individual sessions that are appropriate to your unique needs.

Camps for Kids Program Sends Children to Summer Camp

This year, Milwaukee's Camps For Kids program will award more than 100 MPS students with full "camperships" to attend a one-week residential summer camp in Wisconsin. This is made possible through a partnership with the Camps for Kids program, which was developed to send children to camp for the first time. Children are referred to Camps for Kids by more than 25 agencies. Often, following the camp experience, the child and his or her family will connect with a new agency for services that last longer than just the week at camp. For additional information about Camps for Kids, please visit their website.

First-ever Family Drive-in Movie Day

This spring, Milwaukee Recreation will host the first-ever Family Drive-in Movie Day. Families are invited to join us for a day of physically-distanced fun at this classic drive-in movie experience. Three family-friendly movies will be played throughout the day at the MPS Central Services Building.

Featured movies are *Despicable Me 3, The Secret Life of Pets 2,* and *Big Hero 6.* The cost is $20 per vehicle per movie. Physical-distancing measures will be in place, and masks will be required while outside of your vehicle.

This will be one of the only drive-in movie experiences in the city of Milwaukee. Families can sign up to see one movie or all three. Popcorn and water will be provided, but families are encouraged to bring additional snacks to eat during the films.

Summer Arts Internship Positions Available for High-school Students

Are you a high-school student looking for a summer job? Do you enjoy the arts or want to know more about working in the arts? The Arts Internship Application is now open! There are 44 positions available with 12 different arts organizations for high-school students who meet the eligibility requirements. Positions pay a minimum of $9.50 per hour.

The Arts Internship Program is a paid internship program that provides high-school students with practical job experience in arts-related positions ranging from 40 to 400 hours over the summer. Interns explore the arts in an in-depth and applicable way while also gaining job skills.

Positions are available with the following organizations: Art Start, Artists Working in Education, ArtWorks for Milwaukee, Bembe Drum and Dance, Casa Romero Renewal Center, Lead2Change, Lynden. Inc., Milwaukee Repertory Theater, UW-Milwaukee/ArtsECO, Walnut Way Conservation Corps, Wild Space Dance Company, and Woodland Pattern Book Center.

To be eligible for the program, you must be:

- at least 16 years of age at the start of work, unless the hiring organization indicates that the position or positions are open to students who are 15 years of age or older;
- a high-school student or the equivalent (or an outgoing senior);
- a resident of the city of Milwaukee or currently enrolled in a MPS high school; and
- available to work the internship schedule as determined by the organization and able to attend the mandatory trainings/events:

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) Communication from the Board Clerk on the Dissolution of the Milwaukee City Council of PTAs

Background

The Milwaukee City Council of PTAs was founded in 1926 and has served the children of Milwaukee for nearly 100 years. Traditionally, at its annual meeting, the Board has chosen a delegate from among its members to represent the Board at meetings of the Council of PTAs.

The Office of Board Governance has received notification that, on December 10, 2020, the delegates to the Milwaukee PTA Council approved a motion to dissolve the Council, effective March 1, 2021.

The local PTA units at various Milwaukee schools are unaffected by the dissolution. They remain active and are serviced directly by Wisconsin PTA. In addition, any school who wishes to establish a PTA may contact the Wisconsin PTA for assistance in forming a unit at their school.

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 9.04, Community Involvement in Decision Making

Fiscal Impact Statement

This item has no fiscal impact.

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(Item 2) Corrective Action on Items from the Board's Regular Meeting on March 25, 2021

1. Report of the Task Force on Strategies and Guidelines to Develop Capacity in Attracting, Retaining, and Developing Bilingual Teachers and Support Staff

At its meeting in March 2021, the Committee on Accountability, Finance and Personnel (AFP) received a report of the Bilingual Task Force relative to the development of strategies and guidelines for attracting, retaining, and developing bilingual teachers and support staff. Public hearing was given on this report, which is attached to the minutes of your Committee's meeting.

While this item had been presented to the Committee as a report with no action required, the Committees did choose to make the follow recommendations, which were inadvertently omitted from the Reports of the Standing Committees at the Board's regular meeting in March:

1 That the final report 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; and

2. in its next meetings, the BTF will create working groups for this purpose. The working groups shall prepare recommendations 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. the most efficient and effective reorganization of MPS programs, support systems to advocate for, and retain and nurture educators for the expansion of bilingualism in MPS.

2. Report Relative to Resolution 2021R-018 on Standardized Testing

At is meeting in March 2021, the Committee on Student Achievement and School Innovation (SASI) received a follow-up report to Resolution 2021R-018, concerning standardized testing. Public hearing was given on the report, which is attached to the minutes of your Committee's meeting.

While this item had been presented to the Committee as a report with no action required, the Committee did choose to make the following recommendation, which were inadvertently omitted from the Reports of the Standing Committees at the Board's regular meeting in March:

1. That a Working Group on Standardized Testing be created to engage in a rigorous review of the data on testing prepared by the MPS administration in response to resolution 2021R-018. The Working Group shall:

   - review the existing data; work with the MPS Administration to collect more data when necessary and determine how best to collect it; and
   - work with the MPS Administration to respond to the issues referenced in the resolution on testing; and
   - seek input from teachers, administrators, students, students' families and other users of standardized testing in our schools.
   - make recommendations to the MPS Board on key matters related to the practice, time spent on testing, costs, professional development issues, and consequences of standardized testing, as well as specifics regarding how the board should proceed on particular tests.

   The Working Group's development and structure shall follow Board Rule 2:11, Advisory Committees, and Administrative Policy 2.12 and shall be composed of representation from the MPS Administration (including principals), the Milwaukee Board of School Directors, the MTEA, the Milwaukee community, students and parents, and teachers and support staff, including those with expertise in bilingual/dual-language programs, special education, and other specialty programs; and
2. that a summary of the data be developed for presentation to the public during the updates on the Working Group's progress; and
3. that the Working Group provide a preliminary report to the Board in September and complete its work and final report to the MPS board within the November 2021 board cycle.

3. Action on Resolution 2021R-021 on the Designation of an MPS African Immersion School

On March 11, 2021R-021, the Committee on Student Achievement and School Innovation considered and gave public hearing on Resolution 2021R-021, by Director Woodward regarding the official designation of an MPS African immersion school with the primary language of Spanish. The resolved portion of the resolution read as follows:

> RESOLVED, That the Board officially designate Andrew S. Douglas Middle School as an African immersion school with the primary language of Spanish; and, be it
> FURTHER RESOLVED, That the Board direct the Administration to report back to the Board on this work through the appropriate committee during the next board cycle.

The Administration recommended adoption of the resolution as presented; however, the Committee recommended a different course of action. When the Committee's report was being compiled for submission to the Board at its regular monthly meeting on March 25, 2021, it was the Administration's recommendation that was inadvertently included. As a result of the inclusion of the Administration's recommendation in the Committee's report, it was adopted along with the balance of the reports at the March 25, 2021, meeting.

Your Committee had recommended that:

1. the Board direct the Administration to provide a clear distinction between an African-American Immersion School program and an African Immersion School;
2. over the 2021-22 school year, an audit of the African-American Immersion programing throughout the district be conducted, including program supports;

3. the Andrew Douglas school community be engaged in determining which specialization should be offered at the school;
4. a report be brought back to the Board not later than the June 2022 board cycle.

Recommendation of the Office of Board Governance

The recommendation is that the Board

1. rescind its previous action of March 25, 2021, relative to these items; and
2. approve the Committees' recommendations.

Director Phillips moved to approve the recommendations of the Office of Board Governance. The motion passed, the vote being as follows:

Ayes*s— Directors Báez, Herndon, O'Halloran, Peterson, Phillips, Siemsen, Taylor, Woodward, and President Miller — 9.
Noes — None.

* * * * *

(Item 3) Monthly Report with Possible Action on Legislative Activities Affecting Milwaukee Public Schools

Background

Works continues at the federal level to move President Biden's American Jobs Plan forward. The plan includes $100 billion of much-needed funds to modernize the nation's schools.

At the state level, work continues on the state budget. Although the Governor has introduced a budget that provides strong support for schools, it is not yet clear what can be expected from the Joint Committee on Finance.

There continues to be strong statewide support for increasing support for students with disabilities. Partners in the Milwaukee area shared with members of the Legislature the attached letter calling for a reimbursement rate of 50%, the amount proposed in the Governor's budget.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Implication Statement

Board Governance 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. Each month, the OAE monthly report will provide a highlight of one area of the OAE Work Plan and Work Plan progress from the previous month.

Report to the Milwaukee Board of School Directors

Work Plan Highlight: Annual Review of Audit/Budget/Comprehensive Annual Financial Report (CAFR)

Board Governance Policy BG 3.08 charges the Office of Accountability and Efficiency with bringing oversight and accountability to the financial operations, withevaluating fiscal performance and transparency, and with making recommendations in the furtherance of fiscal stewardship for MPS. One way in which the OAE satisfies this responsibility is by conducting an independent review of the District's most significant annual financial documents, which includes the fiscal year-end audit, proposed and amended district budgets, and annual final reports.

Accountability and Efficiency Services

Between March 16, 2021 and April 12, 2021, Accountability and Efficiency Services fulfilled one request for information/research, one constituent inquiry, two requests for data visualization, and two special projects. Accountability and Efficiency Services also continued to build capacity in the area of data analysis and visualization by building a demonstration of geographic data using story-mapping tools. This will significantly enhance the District's ability to combine geospatial data with other visual information to engage internal and external stakeholders around various topics.

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) continued to advance efforts with Mission Aligned Partners (MAPs), which included the addition of three new MAPs: Milwaukee Metropolitan Sewerage District (MMSD), Planet2Plate, and STEM 101. The letters of support received from these new partners include commitments to serve as designated training, education, and employment partners increasing project-based, paid skilled-trade training opportunities for students and community members. These strategic partnerships support the scaling of Administrative Policy 3.13, Communities In Need (COIN), as MAPs have prioritized the work based on industry feedback. Additionally, MAPs Lead2Change and Mindful Solutions are collaborating to provide training opportunities to youth within state-certified programs for healthcare and carpentry. Approximately 30 students will participate in the upcoming cohort in May.

Contract Compliance Services is updating the Facilities and Maintenance Services' Participation Plan for Contractors. Updates will align with feedback received from industry partners concerning COIN, which will include procedural updates on complying with contractual workforce assignments.

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

In accordance with Board Rule 1.09, Regular Items of Business, the Board gave public hearing on all regular items of business, below, which replaced the reports of standing committees at the Board's regular April 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, Affirmative Action Report, and Report on the Remote Work Plan

Classified Personnel Transactions

Codes	Name	Position	Salary	Date
New Hires				
2	Parice Allen	Building Service Helper I	$15.00/hr.	03/01/2021
2	Brettany Dugar	Building Service Helper I	$15.00/hr.	02/22/2021
2	Faith Lewis	Building Service Helper I	$15.00/hr.	02/22/2021
2	Derek Nicholson	Building Service Helper I	$15.00/hr.	03/01/2021
2	Mendkia Tate	Building Service Helper I	$15.00/hr.	02/22/2021
2	Vanessa Whitfield	Building Service Helper I	$15.00/hr.	03/08/2021
2	Mekyela Wooford	Building Service Helper I	$15.00/hr.	02/22/2021
5	Richard Olson	Central Kitchen Delivery Driver	$21.01/hr.	03/02/2021
5	Samira Bachi	Para Ed Assistant	$19,099.00	02/23/2021
2	Jessica Franklin	Para Ed Assistant	$18,642.00	03/15/2021
2	Brittany Griffin	Para Ed Assistant	$21,841.00	02/23/2021
4	Maura Hernandez	Para Ed Assistant	$19,099.00	02/22/2021
4	Blanca Martinez	Para Ed Assistant	$19,099.00	03/01/2021
5	Allison Mitchell	Para Ed Assistant	$19,785.00	03/08/2021
5	Katherine Oleyniczak	Para Ed Assistant	$18,642.00	03/08/2021
5	Olyvia Pierce	Para Ed Assistant	$18,642.00	03/08/2021
4	Marivel Sanchez Garcia	Para Ed Assistant	$19,785.00	02/23/2021
4	Daniela Torres	Para Ed Assistant	$18,642.00	03/15/2021
2	Shahidah Woodley	Para Ed Assistant	$18,642.00	02/22/2021
4	Yamilex Luciano	School Secretary I — 10-month	$26,731.23	03/03/2021
2	Kimberlee Parks	School Kitchen Manager I	$28,848.64	03/15/2021
Promotions				
5	Dalton Danowski	Boiler Attendant	$41,742.10	03/08/2021
2	Walter Love	Building Laborer	$32.95/hr.	03/01/2021
4	Naisha Alicea	School Secretary I — 12-month	$31,934.13	03/01/2021
2	Marlena Gladney	School Engineer I	$49,094.00	02/22/2021
2	Shakira Thompson	School Engineer I	$46,832.60	02/22/2021
2	Cheyenne Williams	School Engineer I	$49,093.70	02/22/2021
2	Sean Reaves	School Kitchen Manager Trainee	$15.80/hr.	02/22/2021

Codes	Name	Position	Salary	Date
Rehires				
2	Armond Smith	Boiler Attendant	$42,853.17	02/22/2021
2	Trinette Taylor	Para Ed Assistant	$21,156.00	02/25/2021
2	Latasha Wood Scaife	Para Ed Assistant	$19,099.00	03/03/2021
2	Brandy Willis	School Engineer I	$46,832.60	02/22/2021

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	Anderson, Shainae U	Gen'l Elem & K8 — All Grades	$44,325.00	3/1/2021
2, nr	Mcgowan, Patricia A	Multicateg. Comp. Sen	$44,325.00	2/22/2021
5, r	Synovic, Stefanie	Gen'l Elem & K8 — All Grades	$43,537.00	7/1/2019
Teacher Leader, Early Start				
4, nr	Cabrera Gadea, Lucia	Bilingual Education	$65,986.00	3/1/2021
Teachers, Early Start				
2, r	Blue, Lynn R	Spec Ed Multicateg.	$44,325.00	2/24/2021
2, r	Dantzler, Ravonte	Spec Ed Multicateg.	$47,379.00	3/16/2021
5, r	Manley, Melissa	Gen'l Elem & K8 — All Grades	$58,069.00	3/1/2021
5, nr	Boness, Debbra A	Foreign Language	$77,772.00	3/8/2021
5, r	Contreras, Maryna V	ESL	$72,215.00	7/1/2016
Permit Teacher				
4, r	Cantoral ,Laura K	Spec Ed Multicateg.	$43,537.00	2/15/2021
Permit Teacher, Early Start				
5, r	Camacho, Madeline	Technical Services	$43,537.00	3/15/2021

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

Leaves of Absence

	Present Assignment	Effective From
Illness Leave, January 2021		
Tammie Anderson Taylor	Hamilton HS	01/18/2021
Kirklan Cunningham	Marshall HS	01/29/2021
Illness Leave, February 2021		
Paul Hoffman	Cooper	02/11/2021

Illness Leave, March 2021

Alyssa Mussa	Central Services Bldg.	03/01/2021
Tammy Long	Currently Out of Assignment	03/12/2021

Military Leave, August 2020

Isamil Reyes	Central Services Bldg.	08/10/2020

Report on Certificated Resignations and Classified Retirements

Certificated Resignations

Reason	Yrs Svc	Code	Name	Position	Location	Date
Personal	0.6	2	Lakeisha Allen	Teacher	Lancaster	02/23/2021
Personal	1.6	5	Lynn Anderson	Teacher	Rufus King HS	05/28/2021
Retire	31.3	5	Lisa Breitrick	Teacher	Central Svcs	06/15/2021
Retire	26.1	2	Deborah Bruce	Teacher	Hamilton	05/28/2021
Personal	2.4	2	Lenzy Crawford	Teacher	Riverside	02/26/2021
Personal	4.4	5	Abigail Dalla Santa	Teacher	Vieau	06/15/2021
Personal	3.0	2	David DeBerry	Teacher	Metcalfe	05/29/2021
Retire	32.8	5	Gary DePerry	Teacher	Ronald Reagan	05/28/2021
Retire	25.0	5	Coreen Dziewit	Teacher	Hamilton	05/28/2021
Personal	2.5	2	Nathaniel Edwards	Teacher	Morgandale	06/15/2021
Retire	31.0	2	Elizabeth Eiland	Teacher	North Division	05/28/2021
Retire	32.0	5	Christina Flood	Principal	Curtin	07/01/2021
Personal	5.0	5	Zachary Gifford	Teacher	Fairview	06/15/2021
Retire	34.0	5	Laurie Gross	Teacher	Rufus King HS	05/28/2021
Other Dist	5.0	5	Alyssa Guard	OT	Central Svcs	06/15/2021
Personal	2.6	5	Kristin Guziewicz	Speech Pathologist	MSL	02/19/2021
Retire	21.5	5	Mary Hammer	Teacher	Victory	06/15/2021
Personal	2.0	7	Chelsea Heikes	Teacher	Bradley Tech	05/28/2021
Retire	18.6	2	Julia Hill	Spec Ed Supervisor	Central Svcs	06/04/2021
Personal	2.0	5	Alexandra Hinton	Teacher	Vieau	06/16/2021
Retire	12.0	5	Kathy Johnson	Nurse	Central Svcs	05/28/2021
Retire	43.6	4	Betty Keller	Teacher	Vieau	06/15/2021
Retire	30.4	5	Steven Midthun	Library Spec	Riverside	05/28/2021
Personal	4.6	5	Rebekah Morin	Teacher	Hopkins Lloyd	06/11/2021
Retire	33.0	5	Donna Moss	SST	Audubon	05/28/2021
Retire	31.0	5	Andrea Mueller	Teacher	Trowbridge	06/15/2021
Personal	9.0	2	Tiffani Parker	Teacher	Vincent	05/29/2021
Personal	20.0	5	Stephen Princer	Teacher	Central Svcs	02/20/2021
Retire	32.0	2	Carmen Rahming	Teacher	Central Svcs	06/01/2021
Retire	31.0	5	Jeff Sathe	Teacher	Longfellow	06/15/2021
Personal	4.0	3	Mansi Singh	Teacher	South Division	05/28/2021
Personal	2.0	7	Erika Stanley	Teacher	Brown Street	06/15/2021
Retire	17.0	5	Ottilie Sullivan	Teacher	Fernwood	06/18/2021
Retire	29.8	5	Jodene Stefanovich	Mentor Teacher	Central Svcs	06/18/2021
Personal	3.0	5	Ashton Talkovic	Psychologist	Hampton	06/18/2021
Personal	1.0	5	Terri Toninato	Teacher	Ronald Reagan	05/28/2021
Retire	32.4	2	Denise Tucker	AP	MACL	06/25/2021
Personal	17.0	4	Narcisa Valdez	Teacher	Greenfield	06/16/2021

Classified Retirements

Retire	39.4	5	Ronaele Dietzman	Equipment Operator I	Central Svcs	03/20/2021

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 March 2021 has been provided under separate cover. This is an informational item, and no action is required.

Remote Work Plan

All district staff have been directed to maximize the amount of remote work, consistent with the Board's action.

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

Total Remote Work Forms Submitted by Office That have Been Received by 03/26/2021

Office	Total Forms Submitted
Academics	571
Accountability & Efficiency	7
Board Governance	1
Communications & School Performance	106
Finance	162
Human Resources	20
School Administration	15
School Based	5,386
Superintendent	3
Total Received	6,271

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.

Implementation and Assessment Plan

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

Administration's Recommendation

The Administration recommends that the Board approve the promotions, appointments, and leaves as listed, to be effective upon approval by the Board.

Director Báez moved to approve the Administration's recommendation.

The motion passed, the vote being as follows:

Ayes*s— Directors Báez, Herndon, O'Halloran, Peterson, Phillips, Siemsen, Taylor, Woodward, and President Miller — 9.
Noes — None.

* * * * *

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

Recommended Appointments

The Superintendent recommends that the Board authorize the promotions, reassignments, decreases and increases in salary, and appointments to the classifications indicated below, to be effective as indicated in the attachment; and

				Salary		
Codes	Name	Appointment	Assignment	Sched	Range	Amount
2, r	Felecia Jasper-Mitchell	General Accounting Manager II	Office of the Chief of Finance	03	12A	$100,370
5, nr	Kimberly Romero	MPSU Development Specialist I	Office of the Chief of Human Resources	03	08A	$99,750
5, nr	Shannon Arms	Recreation Supervising Associate II	Office of the Chief of Finance	03	04A	$73,164
5, r	Jennifer Butzbach	Grant Specialist I	Office of the Chief of Finance	03	08A	$70,000
1, nr	Gwen Nellen	Senior Programmer Analyst I	Office of the Chief of Communications & School Performance	03	05A	$56,502
2, r	Ashley Veasley	Payroll Associate I	Office of the Chief of Finance	03	03A	$50,405

Limited-term Employment (LTE) Contracts Exceeding Sixty Days

The Superintendent recommends that the Board 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, nr	Christopher Geiser	Accompanist	Office of the Chief of School Administration	$30.00	01/04/21-05/21/21
4, r	Juan Guzman	DJ Club Advisor	Office of the Chief of School Administration	$30.00	01/04/21-05/21/21
5, r	Nicholas Lang	Percussion Instructor	Office of the Chief of School Administration	$30.00	01/04/21-05/21/21
5, r	Sarah Shinkle	Early Childhood Instructional Support	Office of the Chief of School Administration	$30.00	01/03/21-06/30/21
2, r	Zechariah Simmons	Radio Reagan Advisor	Office of the Chief of School Administration	$30.00	01/04/21-05/21/21
5, r	Carol Stein	MYP/CP Program Support	Office of the Chief of School Administration	$30.00	01/03/21-06/30/21
5, r	James Tomasello	Co-Advisor/Artist in Residence	Office of the Chief of School Administration	$30.00	01/01/21-06/01/21
5, r	Heidi Wylie	Vocal Music Instructor	Office of the Chief of School Administration	$30.00	01/04/21-05/21/21
4, r	Maria Navarro	HR Assistant	Office of the Chief of Human Resources	$25.00	10/23/20-04/23/21

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 Woodward moved to approve the Administration's recommendation.

The motion passed, the vote being as follows:

Ayes*s— Directors Báez, Herndon, O'Halloran, Peterson, Phillips, Siemsen, Taylor, Woodward, and President Miller — 9.

Noes — None.

* * * * *

(Item 3) Action on a Request for Approval of Job Descriptions for Business Analyst III, Accounting; Coordinator III, Grant Accounting; and Print Production Designer

Background

Pursuant to Administrative Policy 6.19, the Superintendent is bringing forth for approval the job descriptions for Business Analyst III, Accounting; Coordinator III, Grant Accounting; and Print Production Designer. All three job descriptions have been reviewed by and are being brought forward at the recommendation of the Compensation Committee. Each job description represents the reclassification of a currently-vacant position.

Detailed descriptions of each position have been provided under separate cover.

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.

Administration's Recommendation

The Administration recommends that the Board approve the job descriptions for Business Analyst III, Accounting; Coordinator III, Grant Accounting; and Print Production Designer as provided under separate cover.

Director Woodward moved to approve the Administration's recommendation.

The motion passed, the vote being as follows:

Ayes*s— Directors Báez, Herndon, O'Halloran, Peterson, Phillips, Siemsen, Taylor, Woodward, and President Miller — 9.
Noes — None.

* * * * *

(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 and 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 5772 Authorization to Extend a Blanket Agreement with Oliver Packaging and Equipment Company for Tray-wrapping Film

The Administration requests authorization to extend a blanket agreement with Oliver Packaging and Equipment Co. ("Oliver Packaging") for heat-seal fiber trays and polyester heat-sealable film (Group B of RFB 5772) to provide nine types of heat-seal fiber trays and six types of polyester heat-sealable film to all MPS kitchens needing the products.

The vendor was chosen pursuant to RFB 5772, which closed on April 18, 2019. Oliver Packaging was the lowest complying bidder for award Group B. The original blanket agreement provided for two additional

one-year terms. MPS is exercising the second, and final, extension option ("Year 3"), which will run from July 1, 2021, through June 30, 2022.

The total cost for the second extension will not exceed $110,000.

Budget Code: Varies by location purchasing goods..... $110,000

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
76	12	16	No	NA	NA	NA	NA	0	0

——— Authorization to Purchase from Duet Resource Group, Inc., for Palmer Hamilton Cafeteria Items on a UW-Madison Contract

The Administration is requesting authorization to issue a purchase order to Duet Resource Group, Inc., for Palmer Hamilton cafeteria items, including cafeteria furniture, for Milwaukee Parkside School for the Arts. This purchase is to be made under the UW-Madison's contract #18-5665 for Miscellaneous Educational Related Furniture, Lot 2: Lounge Furniture and shall be in accordance with the quote dated February 25, 2021.

The total cost of goods purchased will not exceed $71,342.40.

Budget Code: GEN-P-I-BDK-TP-ESUP (Educational Supplies) $71,342.40

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	0	0	NA	NA	0	0

——— Authorization to Purchase a Subscription for DocuSign – eSignature Enterprise Pro for Government from Carahsoft Technology Corporation under a Wisconsin State Contract

The Administration is requesting authorization to issue a purchase order to Carahsoft Technology Corporation for a subscription for DocuSign — eSignature Enterprise Pro for Government to be utilized by the authorized signatories of the District for the electronic signing of contracts, memoranda of understanding, and other formal documents. This will allow for a more expeditious, more secure, and safer procedure when signing documents, as each signatory will receive notification when his/her signature is required and will be able to electronically sign and to date the document from virtually any location. This will also standardize the execution process so that Procurement will be able to monitor which signatory the document is pending with in the workflow.

This purchase is made under the State of Wisconsin's contract #505ENT-O18-NASPOCLOUD-00 for IT — NASPO Cloud Solutions Contract (All XaaS) and shall be in accordance with the vendor's quote dated February 10, 2021.

The subscription period will be from May 1, 2021, through April 30, 2022. Included with the cost of the subscription shall be electronic signatures for up to 10,000 documents, along with support and consulting.

The total cost of the purchase will not exceed $49,942.11.

Budget Code: GSP-0-S-CR1-DW-ECTSCOVD..... $49,942.11

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
Kajeet, Inc.	P938805	$207,464.64	Wi-Fi Hotspots	ETB
Kajeet, Inc.	P941737	$373,247.47	Wi-Fi Hotspots	ETB
Office Depot Workspace Facilities	DFMS's System	$5,690,760.00	6000 AeroMax Stand Air Purifiers	ETB
Office Depot Workspace Facilities	DFMS's System	$214,080.00	160 AeroMax Stand Air Purifiers	ETB

Monthly Finance Reports

The report on change orders in excess of $25,000 and 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, and report on monthly grant awards have provided under cover. These are informational items, and no action is required.

Donations

Location	Donor	Amount	Gift or Purpose
Monetary Donations			
Fernwood School	Susan Gaudynski	$20.00	General School Supplies
Fernwood School	United Way	$28.00	United Way Campaign
Fratney Street School	Tara L Zielinski	$2,500.00	General School Supplies
French Immersion School	Philip Change	$50.00	1st GR Math Kit
Greenfield School	Summerfest	$2,500.00	Band Equipment
Hawthorne School	Natural Resources Foundation of Wisconsin	$500.00	General School Supplies
Hawthorne School	Kidsgardening.org	$1,000.00	General School Supplies
Keefe Avenue School	The Blackbaud Giving Fund	$140.00	General School Supplies
Kilbourn School	Milwaukee World Festival, Inc	$1,500.00	General School Supplies
Lancaster School	Milwaukee World Festival, Inc	$2,600.00	General School Supplies
MacDowell Montessori	Gianna Higgins-Crawford	$20.00	General School Supplies
MacDowell Montessori	MacDowell Montessori PTO	$4,355.00	Water Bottle Station
MacDowell Montessori	King Solutions Inc.	$27.65	General Field Trip Support
Milwaukee Sign Language School	Action for Healthy Kids	$2,500.00	General School Supplies
Riverwest Elementary	Anonymous Donation	$40.00	General School Supplies
Thoreau School	BOKS Reebok Foundation Inc	$2,000.00	School Equipment for Program
	Total Monetary Donations	*$19,780.65*	
Non-monetary Donations			
Academy of Accelerated Learning	Donors Choose	$679.00	Classroom Library
Academy of Accelerated Learning	Walmart	$100.00	School Supplies
Audubon High School	Donors Choose	$541.36	Books - Just Mercy
Audubon High School	Donors Choose	$556.48	Items for Homeless Students
Audubon High School	Donors Choose	$541.42	Self-Care Packages for student
Barton School	Costco Wholesale, New Berlin	$420.00	Backpacks
Barton School	Andrea Carter	$5,000.00	New winter coats
Burbank School	Donna Gonzalez	$250.00	Motivational Speaker
Burdick School	Donors Choose	$247.32	Student Incentives

Location	Donor	Amount	Gift or Purpose
Burdick School	Donors Choose	$356.54	Classroom Resources
Burdick School	Donors Choose	$636.43	Classroom Library
Cass Street School	Donors Choose	$343.89	Hand2mind classroom set
Cass Street School	Donors Choose	$769.65	Learning materials
Doerfler School	Donors Choose	$334.50	Online resources for students
Doerfler School	Donors Choose	$440.87	Student lapboards & supplies
Doerfler School	Donors Choose	$377.48	Manipulatives for math
Doerfler School	Donors Choose	$383.47	Student supplies
Doerfler School	Donors Choose	$340.64	Scholastic magazines & books
Doerfler School	Donors Choose	$268.49	Student alarm clocks
Doerfler School	Donors Choose	$479.58	Student supplies for science
Doerfler School	Donors Choose	$343.68	Student supplies
Doerfler School	Donors Choose	$360.72	Storybooks & art supplies
Doerfler School	Donors Choose	$478.10	Student headphones
Doerfler School	Donors Choose	$248.70	Dry erase boards & markers
Doerfler School	Donors Choose	$398.24	Student supplies
Elm Creative Arts School	Bella-Canvas.com	$466.65	Face Masks
Elm Creative Arts School	Neighbors Care	$1.00	Boots, Mittens, Hats
Fernwood School	Donors Choose	$469.56	Virtual Learning Supplies
Fernwood School	Donors Choose	$722.09	Remote learning for Montessori supplies
Fifty-third Street School	Roundy's Supermarkets, Inc.	$100.00	Holiday gala gift card
Forest Home Avenue School	Donors Choose	$334.50	Teacher pay Teacher gift cards
Forest Home Avenue School	Donors Choose	$326.80	Dry Erase Lapboards
Fratney Street School	Donors Choose	$382.94	Coqui Tree Books
Goodrich School	Donors Choose	$233.00	Virtual Learning Supplies
Goodrich School	Donors Choose	$249.49	Supplies for Writing Success
Goodrich School	Donors Choose	$253.77	Just Right Books
Goodrich School	Donors Choose	$378.06	Virtual learning tools
Goodrich School	Donors Choose	$286.83	Green Classroom supplies
Goodrich School	Donors Choose	$212.61	Library Baskets
Goodrich School	Donors Choose	$334.50	Gift Cards
Goodrich School	Donors Choose	$529.47	Art Supplies
Goodrich School	Donors Choose	$269.30	Non-Fiction Books
Goodrich School	Donors Choose	$530.05	Classroom Supplies
Goodrich School	Donors Choose	$535.68	Virtual Learning Resources
Goodrich School	Donors Choose	$911.23	Classroom Supplies
Goodrich School	Donors Choose	$241.81	Books
Goodrich School	Donors Choose	$196.73	Books
Goodrich School	Donors Choose	$252.20	Classroom Supplies
Goodrich School	Donors Choose	$373.70	Classroom Supplies
Humboldt Park School	Donors Choose	$1,079.44	Laptop
Humboldt Park School	Donors Choose	$1,520.47	Laptop/Camera
Humboldt Park School	Donors Choose	$1,109.51	Tech Support
Humboldt Park School	Donors Choose	$1,527.11	Laptop/iPad
Humboldt Park School	Donors Choose	$507.60	Art Resources
Humboldt Park School	Donors Choose	$1,109.51	Laptop
King Elem School	Stonecreek Coffee	$682.00	Stone Creek Coffee
MacDowell Montessori	Donors Choose	$635.20	Language Mats
MacDowell Montessori	Donors Choose	$432.80	Art Supplies
MacDowell Montessori	Donors Choose	$275.54	Life Science Mat
MacDowell Montessori	Donors Choose	$339.30	Speech Supplies
MacDowell Montessori	Donors Choose	$233.00	Special Services Supplies
MacDowell Montessori	Donors Choose	$206.61	Math Supplies
MacDowell Montessori	Donors Choose	$413.65	Ink
MacDowell Montessori	Donors Choose	$1,385.02	Language Packet
MacDowell Montessori	Donors Choose	$1,566.15	Math Supplies
MacDowell Montessori	Donors Choose	$281.15	Math Supplies

Location	Donor	Amount	Gift or Purpose
MacDowell Montessori	Donors Choose	$413.00	Montessori Supplies
Manitoba School	Donors Choose	$284.07	Science notebooks
Manitoba School	Donors Choose	$322.93	Uno and Mancala games
Manitoba School	Donors Choose	$225.96	Rulers, sticks, pipe cleaners
Manitoba School	Donors Choose	$1,213.48	Math, Science manipulatives
Manitoba School	Donors Choose	$420.64	Books
Manitoba School	Donors Choose	$431.83	Art supplies, whiteboards
Manitoba School	Donors Choose	$199.18	Classroom set of novels
Maple Tree School	Donors Choose	$645.61	Classroom Supplies
Maple Tree School	Donors Choose	$646.10	Classroom Supplies
Marshall High School	Donors Choose	$161.00	Autism Supplies
Milwaukee Sign Language School	Donors Choose	$299.46	Headphones, dry erase
Milwaukee Sign Language School	Donors Choose	$758.09	Middle School Supplies
Ninety-Fifth Street School	Donors Choose	$434.98	Supplies for organization
Ninety-Fifth Street School	Donors Choose	$566.42	Holiday organization
Ninety-Fifth Street School	Donors Choose	$212.28	Virtual learning supplies
Ninety-Fifth Street School	Donors Choose	$253.29	Math kit
Ninety-Fifth Street School	Donors Choose	$370.54	Chapter books
Ninety-Fifth Street School	Donors Choose	$840.98	Storage cabinet
Ninety-Fifth Street School	Donors Choose	$347.47	Holiday Supplies
Ninety-Fifth Street School	Donors Choose	$181.33	Phonetics supplies
Ninety-Fifth Street School	Donors Choose	$420.64	Classroom Supplies
Ninety-Fifth Street School	Donors Choose	$207.83	Mailing
Ninety-Fifth Street School	Donors Choose	$178.25	Books
Ninety-Fifth Street School	Donors Choose	$202.87	Books
Ninety-Fifth Street School	Donors Choose	$305.83	Literacy Supplies
Ninety-Fifth Street School	Donors Choose	$303.19	Books
Ninety-Fifth Street School	Donors Choose	$248.57	Book set
Ninety-Fifth Street School	Donors Choose	$458.04	Books
Ninety-Fifth Street School	Donors Choose	$293.32	Picture Books
Ninety-Fifth Street School	Donors Choose	$373.01	Literacy and Math supplies
Ninety-Fifth Street School	Donors Choose	$216.12	Hands on materials
Ninety-Fifth Street School	Donors Choose	$262.64	Supplies
Ninety-Fifth Street School	Donors Choose	$174.39	Cooking Utensils
Ninety-Fifth Street School	Donors Choose	$165.97	Books and Snacks
Parkside School	Gilbane Building	$3,000.00	Lumber
Riverside High School	Donors Choose	$434.35	Books for Classroom
Riverwest Elementary	Stonecreek Coffee	$1,100.00	Coffee Donation for Teachers
Marvin Pratt School	Donors Choose	$187.30	Math Manipulatives
Story School	Donors Choose	$414.10	Classroom Supplies
Story School	Donors Choose	$671.48	Classroom Supplies
Vieau School	Donors Choose	$389.87	Virtual interaction supplies
Whitman School	Donors Choose	$143.18	Cleaning Supplies
Whitman School	Donors Choose	$274.12	Teacher Pay Teacher Gift Cards
Whitman School	Donors Choose	$154.71	Teacher Pay Teachers Gift Card
Whitman School	Donors Choose	$233.00	Teachers Pay Teachers Cards
Whitman School	Donors Choose	$233.00	Teachers Pay Teachers Cards
Office of Academics-Specialized Services	Greenpath Plastics	$73,728.00	N95 Masks
	Total Non-monetary Donations	*$130,795.01*	
Total Value for April 2021		$150,575.66	
*Donations from MPS Alumni		$78,333.00	

Administration's Recommendation

The Administration recommends that the Board

1. authorize the purchases; and
2. accept the donations as listed, with appropriate acknowledgement to be made on behalf of the Board.

Director Báez moved to approve the Administration's recommendation.

The motion passed, the vote being as follows:

Ayes*s— Directors Báez, Herndon, O'Halloran, Peterson, Phillips, Siemsen, Taylor, Woodward, and President Miller — 9.
Noes — None.

* * * * *

(Item 5) Action on the Approval of the Selection of Textbooks/Instructional Materials for Science (Grade K-8), High School Anatomy and Physiology, High School Biology, High School Botany, High School Chemistry, High School Earth Science, Advanced Placement Biology, International Baccalaureate Biology 1 & 2 to be used During the 2021-022 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 29, 2020, 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 science, biology, chemistry, earth science, International Baccalaureate (IB) biology, advanced placement (AP) biology, botany, and anatomy and physiology, and are recommending the following for adoption for use during the 2021-2022 school year:

K5-2nd-grade Science
Science Dimensions; 2018; Houghton Mifflin Harcourt
3-5th-grade Science
Science Dimensions; 2018; Houghton Mifflin Harcourt
6-8th-grade Science
S*cience Dimensions;* 2018; Houghton Mifflin Harcourt
Biology
The Living Earth; 2021; Accelerate Learning (STEMscopes)
Chemistry
Chemistry in the Earth; 2021; Accelerate Learning (STEMscopes)
Earth Science
Earth Science; 2020; McGraw-Hill Education
Botany
Stern's Introductory Plant Biology; 2021; McGraw-Hill Education
Anatomy and Physiology
Essentials of Human Anatomy and Physiology; 2021; McGraw-Hill Education
AP Biology
AP Biology (Mader); 2019; McGraw-Hill Education
IB Biology I & II
Higher Level Biology 2nd Edition; 2014, Pearson Baccalaureate
Supplemental Lab Simulations (grades 9-12)
Labster (grades 9-12); ongoing updates; Labster Inc.

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 $16,435,600, with schools budgeting $10/student per year for the duration of the K-8 science adoption for consumables. Funding is included in the FY21 budget.

Budget Code: GEN-0-0-INV-DW-ETXB (Textbooks).....$16,435,600

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 for teachers will begin in FY22. Textbooks/instructional materials and online tools will be implemented during the 2021-22 school year.

Administration's Recommendation

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

Director Peterson moved to approve the Administration's recommendation.

The motion passed, the vote being as follows:

Ayes*s— Directors Báez, Herndon, O'Halloran, Peterson, Phillips, Siemsen, Taylor, Woodward, and President Miller — 9.
Noes — None.

* * * * *

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

Background

RFP 931 Authorization to Extend a Contract with Johnson Controls Fire Protection LP, Formerly known as SimplexGrinnell, LP, for Video Surveillance System Components and Installation

The Administration is requesting authorization to extend the contract with Johnson Controls Fire Protection LP, formerly known as SimplexGrinnell, LP, ("JCI") to provide video surveillance system components and installation to all MPS schools and buildings.

JCI will assist MPS in the design, installation, and configuration of an enterprise-wide IP-based video surveillance system and associated components, including video-recording devices, cameras, video monitors, and video-management software. SimplexGrinnell, LP, will also provide MPS with ongoing support and maintenance of equipment installed pursuant to this blanket contract.

Contractor was chosen pursuant to RFP 931. The original term of the contract was for three years. The contract provided for two one-year options to extend if certain performance metrics were met. JCI has met the performance metrics codified in the contract; therefore, MPS is exercising the second, and final, option to extend the contract.

This contract extension will run from May 1, 2021, through April 30, 2022. The total cost of the contract in this final extension year will not exceed $1,750,000.

Budget Code: Varies by location ordering goods..... $1,750,000

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
NA	NA	NA	NA	5%	5.8%	$193,350	NA	400	10

RFP 1024 Authorization to Extend the Contracts with Catapult Learning West, LLC; Mainstream Development Educational Group, LLC; and Owners Group, d/b/a Learning Exchange, for Title IA Services to Eligible City of Milwaukee Students Enrolled in Non-public Schools, Title IIA Professional Development Services, Title IIIA Language-instruction Services, Title IVA Student Support/Academic-achievement Services to Non-pubic School Personnel, Elementary and Secondary School Emergency Relief (ESSER) Services, and the Governor's Emergency Education Relief (GEER) Services.

The Administration is requesting authorization to extend the contracts with Catapult Learning West, LLC; Mainstream Development Educational Group, LLC; and Owners Group, d/b/a Learning Exchange, for Title IA, Title IIA, Title IIIA, Title IVA, ESSER, and GEER services.

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

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

The first contract extension's amounts are based on estimated preliminary budget amounts, using a formula determined by federal law and with the Wisconsin Department of Public Instruction's guidance. The contracted amount for non-public school services in Year 2 is not to exceed $31,168,749.85 and is available through the following budget codes for the following third-party providers:

Catapult Learning West, LLC

Budget Code:
GOE-0-I-1N2-1S-ECTV0000 (Instructional Services — Title IA)..... $7,458,235.19
PRT-0-S-1N2-1S-ECTS0000 (Family-engagment Services — Title IA)..... $65,348.13
MSS-0-S-T22-1S-ECTS0000 (Contract Services — Title IIA)..... $986,390.17
GOE-0-I-T32-1S-ECTS0000 (Contract Services — Title IIIA) $281,213.30
MSS-0-S-4B2-1S-ECTS0000 (Contract Services — Title IVA) $651,068.11
MSS-0-S-6H2-1S-ECTS0000 (Contract Services — ESSER)..... $1,235,239.24
GOE-0-I-6Z2-1S-ECTV0000 (Contract Services — GEER)..... $297,259.25
Contract Not to Exceed..... $10,974,753.39

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
5,700	2,249	3,644	No	20%	20%	TBD	NA	600	10

Mainstream Development Educational Group, LLC.

Budget Code:
GOE-0-I-1N2-1S-ECTV0000 (Instructional Services — Title IA)..... $2,683,322.01
PRT-0-S-1N2-1S-ECTS0000 (Family-engagment Services — Title IA)..... $23,510.94
MSS-0-S-T22-1S-ECTS0000 (Contract Services — Title IIA)..... $334,514.01
GOE-0-I-T32-1S-ECTS0000 (Contract Services — Title IIIA) $7,929.67
MSS-0-S-4B2-1S-ECTS0000 (Contract Services — Title IVA) $220,796.41

MSS-0-S-6H2-1S-ECTS0000 (Contract Services — ESSER)..... $337,737.05
GOE-0-I-6Z2-1S-ECTV0000 (Contract Services — GEER)..... $99,836.40
Contract Not to Exceed..... $3,707,646.49

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
150	125	135	Yes	20%	20%	TBD	NA	600	10

Owners Group, d/b/a Learning Exchange

Budget Code: GOE-0-I-1N2-1S-ECTV0000 (Instructional Services — Title IA)..... $11,581,684.46
PRT-0-S-1N2-1S-ECTS0000 (Family-engagment Services — Title IA)..... $101,477.32
MSS-0-S-T22-1S-ECTS0000 (Contract Services — Title IIA)..... $1,523,780.25
GOE-0-I-T32-1S-ECTS0000 (Contract Services — Title IIIA) $255,877.03
MSS-0-S-4B2-1S-ECTS0000 (Contract Services — Title IVA) $1,002,647.67
MSS-0-S-6H2-1S-ECTS0000 (Contract Services — ESSER)..... $1,556,441.88
GOE-0-I-6Z2-1S-ECTV0000 (Contract Services — GEER)..... $464,441.36
Contract Not to Exceed..... $16,486,349.97

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

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 drivers' education program.

MPS has identified a large disparity in the number of young people within the City of Milwaukee who possess drivers' licenses. In an effort to eliminate potential barriers to obtaining a driver's license, the MPS Drive program was developed to offer free drivers' education to all age-eligible MPS students. Paired with the community-based driver s'education program, young people throughout Milwaukee now have multiple access points to obtaining drivers' licenses.

The ontractor 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 Drivers' 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	No	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 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, with the exception of the Drives USA contract.

Director Taylor moved to approve the Administration's recommendation with the exception of the Drives USA contract.

The motion passed, the vote being as follows:

Ayes*s— Directors Báez, Herndon, Peterson, Phillips, Siemsen, Taylor, Woodward, and President Miller — 8.
Noes — None.
Recusal — Director O'Halloran — 1.

* * * * *

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

RFP 1036 Authorization to Enter into Contracts with Six Contractors for Regular School-day Transportation Services

The Administration is requesting authorization to enter into contracts with the following contractors for regular school-day transportation services: National Express Durham Holding Corporation, dba Durham School Services, LP; First Student, Inc.; Johnson School Bus Service; Lamers Bus Lines, Inc.; North America Central School Bus Intermediate Holding Company, LLC; and Subs Specialized Care Transport, Inc., dba Illinois Central School Bus. These contractors were all chosen pursuant to RFP 1036, with a term beginning July 1, 2021, and ending June 30, 2022, (the "Initial Term") with two additional one-year options to extend if certain performance metrics incorporated into the contracts are met.

The Administration is requesting the approval of the contracts and is seeking authorization of an amount not to exceed $55,918,371.76 to be distributed across the contractors. The following table provides information on the amount not to exceed for each particular contract:

Contractor	Amount
National Express Durham Holding Corp. dba Durham School Services LP	$6,871,443.40
First Student, Inc.	$19,045,788.36
Johnson School Bus Service, Inc.	$639,511.20
Lamers Bus Lines, Inc.	$9,665,548.20
North American Central School Bus Intermediate Holding Company LLC dba Illinois Central School Bus	$17,391,909.60
Specialized Care Transport, Inc.	$2,304,171.00

Budget Codes:
RTS-0-0-TRS-DW-EPPT $31,804,014.82
RWT-0-0-TRS-DW-EPPT $18,772,547.58
TED-0-0-TRS-DW-EPPT $4,693,137.36
AST-0-0-TRS-DW-EPPT $615,102.00
PMO-0-0-TRS-DW-EPPT $33,570.00
Total $55,918,371.76

National Express Durham Holding Corp, dba Durham School Services LP

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

First Student, Inc.

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

Johnson School Bus Service, Inc.

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
350	75	129	No	5%	5%	TBD	NA	600	20

Lamers Bus Lines, Inc.

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
1,681	141	634	No	5%	5%	TBD	NA	600	20

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

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

Specialized Care Transit, Inc.

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

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 3.09, Purchasing and Bidding Requirements

Fiscal Impact Statement

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 Peterson moved to approve the Administration's recommendation.

The motion passed, the vote being as follows:

Ayes*s— Directors Báez, Herndon, O'Halloran, Peterson, Phillips, Siemsen, Taylor, Woodward, and President Miller — 9.
Noes — None.

* * * * *

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

——— Authorization to Extend a Contract with Cooperative Education Service Agency (CESA) #1 for Title IA, Title ID, Title IIA, Title IVA, and Elementary and Secondary School Emergency Relief (ESSER) Services and the Governors' Emergency Education Relief (GEER) Grant Services

The Administration requests authorization to extend a contract with Cooperative Education Service Agency ("CESA") #1 for Title IA, Title ID, Title IIA, Title IVA, and ESSER services and the Governor's Emergency Education Relief grant services. This contractor will provide Title ID, Title IIA, Title IVA, ESSER, and GEER services at Milwaukee Academy, The contractor will provide Title IA, Title ID, Title IIA, Title IVA, ESSER, and GEER services at St. Rose Youth and Family Center. The Contractor will provide Title IA, Title ID, Title IIA, Title IVA, ESSER, and GEER services at St. Charles Youth and Family Center, Focus Program. The contractor will provide Title IA, Title ID, Title IIA, Title IVA services at Bakari Center. The contract includes the CESA #1 membership and service flat fees.

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

The contract provided for two one-year options to extend. This will be the first extension option. This contract extension will run from July 1, 2021m through June 30, 2022.

The total cost of the contract in this first extension year will not exceed $162,646.48.

Estimated Allocation for CESA Service Fee

Budget Codes:	SCF-0-0-CTG-DW-ECTS (The Basic CESA Membership Fee)	$12,500
	SCF-0-0-CTG-DW-ECTS (A Basic Service Flat Fee)	$900
	Total	$13,400

Estimated Allocation for CESA Services at Milwaukee Academy

Budget Codes:	(GOE-0-I-9A2-KY-ECTS (Title ID)	$32,559.00
	GOE-0-I-1N2-1S-ECTV (Title IA)	$19,771.65
	MSS-0-S-T22-1S-ECTS (Title IIA)	$2,209.75
	MSS-0-S-4B2-1S-ECTS (Title IVA)	$1,458.55
	MSS-0-S-61-12-1S-ECTS (ESSER)	$2,061.79
	GOE-0-I-6Z2-1S-ECTV (GEER)	$648.29
	Total	$58,709.03

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

Budget Codes:	GOE-0-I-9A2-25-ECTS (Title ID)	$32,567.00
	GOE-0-I-1N2-1S-ECTV (Title IA)	$10,356.57
	MSS-0-S-T22-1S-ECTS (Title IIA)	$1,157.49
	MSS-0-S-4B2-1S-ECTS (Title IVA)	$764.00

MSS-0-S-61-12-1S-ECTS (ESSER) $2,688.97
GOE-0-I-6Z2-1S-ECTV (GEER)..... $533.88
Total $48,067.91

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

Budget Codes: GOE-0-I-9A2-57-ECTS (Title ID)..... $8,909.00
GOE-0-I-1N2-1S-ECTV (Title IA)..... $2,824.52
MSS-0-S-T22-1S-ECTS (Title IIA)..... $315.68
MSS-0-S-4132-1S-ECTS (Title IVA) $208.36
MSS-0-S-6H2-1S-ECTS (ESSER)..... $1,185.03
GOE-0-I-6Z2-1S-ECTV (GEER)..... $228.81
Total $13,671.40

Estimated Allocation for CESA Services at Bakari Center

Budget Codes: GOE-0-I-9A2-5A-ECTS (Title ID)..... $2,2101.00
GOE-0-I-1N2-1S-ECTV (Title IA)..... $5,649.05
MSS-0-S-T22-1S-ECTS (Title IIA)..... $631.36
MSS-0-S-4132-1S-ECTS (Title IVA) $416.73
Total $28,798.14

Contract Not to Exceed..... $162,646.48

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 an Agreement with Milwaukee County Youth Education Center for Title ID Services

The Administration requests authorization to enter into an agreement with Milwaukee County Youth Education Center (MCYEC) for Title I, Part D, Subpart 2 services. This school is an MPS school that provides instruction and continuity of services for a population of Milwaukee County Jail inmates ages 12-20.

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

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

This agreement will run from July 1, 2021, through June 30, 2022. The total cost of the agreement in this term will not exceed $28,356.24.

Budget Codes: GOE-0-I-9A2-MY-ECTS (Title ID) $28,356.24

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 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. 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 set-up, cleaning, staffing, video, and sound for all ceremonies.

Under the current COVID-19 restrictions in the City of Milwaukee, all gatherings over 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. Therefore, 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 meet the unique design required by the City of Milwaukee (Administrative Policy 3.09(7)(e)(1)(b)(vi))

The contract will run from June 1, 2021, through June 4, 2021. The total cost of the contract will not exceed $146,318.28.

Budget Code: OGA-0-0-ADS-LS-ECTS (School Administration — Contract Services) $146,316.28

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 Teachers' Curriculum Institute, LLC, for Online Teacher Licenses

The Administration is requesting authorization to issue purchase orders to Teachers' Curriculum Institute, LLC, ("TCI") for previously-adopted online teachers' program subscriptions.

The purchase of 420 teachers' licenses is needed to continue district-wide support for K5-5th-grade social studies. TCI provides online standards-aligned social studies resources for students in grades K5-5. These resources are the foundation for social studies instruction in the specified grades, including summer school. The last adoption for K5-5th-grade social studies was in 2009 ,and this two-year request for subscriptions will service students until the next social studies adoption.

The exception from the requirement of a competitive procurement process for these purchases has been granted on the basis of continuity of goods (Administrative Policy 3.09(7)(e)(1)(b)(iv)).

The license period will be from May 1, 2021, through April 30, 2023. The total cost of the goods purchased will not exceed $68,460.

Budget Code: GEN-0-0-INV-DW-ENTB (Instructional Resources — Non -textbooks) $68,460

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	NA	NA	NA	NA	0	0

——— Authorization to Issue a Purchase Order to Learning A-Z, LLC, for Online Resource Licenses

The Administration is requesting authorization to issue a purchase order, on the basis of continuity, to Learning A-Z, LLC for 3,580 online resource licenses for the following products: Reading A-Z, RAZ-Kids (RAZ Plus); Science A-Z; Vocabulary A-Z, and Headsprout.

Learning A-Z's resources (Reading A-Z, RAZ-Kids/RAZ Plus; Science A-Z; Vocabulary AZ, and Headsprout) are impactful for a broad range of students, encompass best practices in education, and support key instructional elements such as the Wisconsin Common Core State Standards (CCSS), Differentiated Instruction, Personalized Learning, and Tiered Instruction. Learning A-Z addresses these key instructional resources for the district to save teachers time and to increase students' performance.

Reading A-Z provides differentiated reading instruction during all parts of the instructional block to supplement and align to adopted resources; differentiated leveled practice to support independent work for all learners; differentiated homework practice that motivates and builds better readers and writers; and progress-monitoring tools for teachers to monitor students' achievement and to plan for explicit small-group instruction.

Raz-Kids is an award-winning resource that provides a library of differentiated books at which students use to practice reading in school, at home, or on the go. Digital and mobile access means that students get the personalized reading practice they need anytime, anywhere. And with easy-to-use online controls, teachers can quickly manage and track their students' reading progress in a matter of minutes. It provides meaningful online reading practice on computers and mobile devices with hundreds of leveled books and corresponding quizzes offered at 29 levels of reading difficulty.

Raz-Kids encourages close reading skills and the reading-and-writing connection with interactive tools and constructed-response quiz questions. Raz-Kids makes practicing reading fun with the engaging Kids A-Z eLearning environment, which includes built-in motivational rewards and allows parents, students, and teachers to easily track individual and class-wide progress with digital reports.

Science A-Z provides embedded literacy in the content-area classroom science instruction and provides content-area teachers with differentiated resources to provide instruction and to reinforce literacy skills and strategies that are effective in having students read like subject-area experts.

Vocabulary A-Z provides differentiated vocabulary and word-work instruction during the small-group teacher-led reading that aligns to adopted resources, as well as differentiated vocabulary and word-work leveled practice for independent work at the vocabulary and word work literacy work station.

The exception from the requirement of a competitive procurement process for these purchases has been granted on the basis of continuity of goods (Administrative Policy 3.09(7)(e)(1)(b)(iv)).

The license period will be from July 15, 2021, through July 14, 2022. Included with the cost of the licenses are onsite and webinar trainings, as needed.

The total cost of this purchase will not exceed $937,078.

Budget Code: GEN-0-0-INV-DW-ENTB (Instructional Resources — Non-textbooks)..... $937,078

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 Renew Virtual Library Services Subscriptions with Various Vendors

The Administration is requesting authorization to purchase one-year renewal subscriptions for district-wide virtual library services. The current virtual-library databases offer continuity in the District's overall plan to invest in library staffing and technology and continue to be a core resource for the library-skills (research and inquiry) curriculum. Digital resources allow students to engage in research/inquiry to investigate topics and provide experiences for self-directed, real-life investigations. The District's collection of digital resources provides equity to all MPS sites. Additionally, full access to all databases is available from home on a 24/7 basis. On-site and online professional development is available to all MPS educators for all resources.

These purchases will be paid for with Common School Funds, which provide annual library-aid support to all Wisconsin public school districts. Each district must spend its total Library Aid allocation for appropriate library materials by June 30 of that same year. Digital, video-streamed, or web-based resources are earmarked materials that support the school library media program.

The exception from the requirement of a competitive procurement process for these purchases have been granted on the basis of continuity of goods (Administrative Policy 3.09(7)(e)(1)(b)(iv)).

The database renewal costs are outlined below:

Vendor	Products	Subscription Period	Area of Focus	Amount
BrainPOP	BP, JR, ELL, Espanol, Creative Coding	10/01/21-9/30/22	K4-12	$290,718.00
Capstone	Pebble Go	06/30/21-06/30/22	K4-3	$124,768.95

Vendor	Products	Subscription Period	Area of Focus	Amount
Cengage Learning	Biography in Context	06/30/21-06/29/22	5-12	$50,460.90
Cengage Learning	Gale in Context MS/Opposing Viewpoints in Context	06/30/21-06/29/22	7-12	$43,209.86
Defined Learning	Defined STEM	08/01/21-07/31/22	K-12	$277,860.00
Discovery Education	DE Curriculum Services (Streaming)	07/01/21-06/30/22	K4-12	$377,786.28
Nearpod	Flocabulary	08/05/21-08/4/22	K4-12	$123,042.44
Follett	Library Manager	08/30/21-08/31/22	K4-12	$151,672.74
Follett	Resource Manager	08/30/21-08/31/22	K4-12	$52,845.01
OverDrive	Digital Library, eBooks, Video, and Audio	08/01/21-07/31/22	K-12	$70,000.00
Proquest	SIRS Discoverer/SIRS Issues Researcher	08/01/21-07/31/22	6-12	$21,927.46
Proquest	Culture Grams Online	07/01/21-06/30/22	3-12	$57,416.32
Texthelp, Inc.	Read & Write Google/Snapverter	08/01/21-08/01/22	K4-12	$125,627.40
World Book Inc.	Digital Subscription	07/02/21-07/02/22	K4-12	$ 35,078.00
Xello (Career Cruising}	Xello for Elementary School	10/01/21-9/30/22	K-12	$52,500.00

The subscription renewals will be paid for with Common School Funds and textbook funds, and the total cost of subscription services will not exceed $1,854,913.36

Budget Code(s): SLB-0S-CSF-DW-ESWR (School Library — Non-textbooks) $1,802,068.35
GEN-00-INV-DW-ETXB (Textbook Funds — for Resource Manager)..... $52,845.01

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 3.09, Purchasing and Bidding Requirements

Fiscal Impact Statement

This item authorizes expenditures as indicated in the attachments provided under separate cover.

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.

President Miller passed the gavel to Director Báez at 9:35 p.m.

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

The motion passed, the vote being as follows:

Ayes — Directors Báez, Herndon, O'Halloran, Peterson, Phillips, Siemsen, Taylor, and Woodward — 8.
Noes — None.
Temporarily Absent — President Miller — 1.

* * * * *

(Item 9) Action on a Request to Approve the FY21 Federal Cost-of-Living Adjustment (COLA) Funding Application for Head Start

Background

The Milwaukee Public Schools' Head Start Program is eligible to apply for a supplemental Cost-of-Living Adjustment (COLA) grant through the Administration for Children and Families, Office of Head Start.

The 2021 Consolidated Appropriations Act contains an increase of approximately $123 million for programs under the Head Start Act for FY21. A portion of the increase provides a cost-of-living adjustment (COLA) of 1.22% to assist all Head Start grantees in increasing staff salaries and fringe benefits or in offsetting higher operation costs.

On March 25, 2021, the Milwaukee Board of School Directors approved the MPS FY21 Head Start Federal Continuation Grant Application. After submission of the application, the COLA funding guidance was released in early March by the Office of Head Start (OHS). Subsequently, the OHS notified MPS to include the COLA funds in the previously-approved application. Incorporating the COLA funds in the MPS FY21 Head Start Federal Continuation Grant Application allows for aligning efforts and for streamlining the application process.

The Milwaukee Public Schools Head Start Policy Council approved the submission of the application on April 13, 2021. The full application, as provided under separate cover, will be submitted on April 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

This item does not authorize expenditures. The Milwaukee Public Schools Head Start Program has been allocated $134,936 in COLA funding. The budget provided under separate cover reflects the previously-approved $11,181,973 of the FY21 Head Start Federal Continuation grant as well as the addition of the $134,936 of the COLA allocation — for a total budget of $11,316,909. Awarded COLA funds will be applied to raises awarded to Head Start Staff in the 2021-22 school year and to increases to the fringe-benefit rate.

Implementation and Assessment Plan

Upon the Board's approval, the MPS Head Start office will submit the Federal Head Start COLA Funding Application.

Administration's Recommendation

The Administration recommends that the Board approve the submission of the 2021-2022 Head Start COLA funding application.

Director Phillips moved to approve the Administration's recommendation.

The motion passed, the vote being as follows:

Ayes*s— Directors Báez, Herndon, O'Halloran, Peterson, Phillips, Siemsen, Taylor, Woodward, and President Miller — 9.
Noes — None.

* * * * *

(Item 10) Action on a Request to Revise Administrative Procedure 7.33, Grading Systems

Background

On February 23, 2017, Administrative Procedure 7.33, Grading Systems, was revised to include the use of weighted grades in the calculation of high-school grade-point averages. Courses identified for weighted grades included all Advanced Placement (AP), International Baccalaureate Diploma Program (IBDP), and selected Project Lead the Way (PLTW) courses.

Over the last couple of years, there has been an increase in the number of high-school students taking college courses through dual enrollment. Currently college courses are not weighted. To encourage and not to penalize high-school students taking selected college courses, the proposed revision would allow college courses to be weighted.

Additionally, there are some technical revisions to correct missing performance-level options for elementary and secondary school teachers to use when grading. The proposed revisions are as follows:

Administrative Procedure 7.33
Grading Systems

In accordance with administrative policy, the following grading systems have been approved for use in the school system at the various levels.

(1) Elementary Grades K3-8

a) Within the approved student information system (SIS) electronic grade book, the following performance levels will be used to record student achievement and to present the growth that has taken place in grade-level appropriate state or national academic standards which have been assessed during each marking period:

AD Advanced, exceeding grade-level expectations
PR Proficient, meeting grade-level expectations
BA Basic, just below grade-level expectations
MI Minimal, far below grade-level expectations
O No Evidence
Blank indicates an area that is not assessed during this mark period.

(b) The grade for each mark period indicates a performance level for expectations at that point in the school year. The K3/K4 and some areas of the K5 report card also use the frequency scale to show developmental progress: 1 = Seldom, 2 = Sometimes, 3 = Usually, 4 = Always/Exemplary.

(c) Students and parents/guardians of record will have full access to their students' proficiency on grade level-appropriate state or national academic standards on the Student/Parent Portal in the student-information system. K-8 Teachers must keep their electronic gradebooks updated in a timely manner in order for students and parents to stay informed on their students' progress.

(d) Montessori Report cards will reflect Montessori principles and philosophy. Their grading scale will be:

EX Exceeds
MA Mastered
PA Practiced
NM Needs More
IN Introduced

(2) Secondary Level

(a) Within the approved student information system (ISIS) electronic grade book, the following performance levels will be used to record student achievement and to present the growth that has taken place in grade-level appropriate state or national academic standards which have been assessed during each marking period:

AD Advanced, exceeding grade-level expectations
PR Proficient, meeting grade-level expectations
BA Basic, just below grade-level expectations

MI Minimal, far below grade-level expectations
O No Evidence
Blank indicates an area that is not assessed during this mark period.

(~~a~~ b) Within the limitations listed below, students will be allowed to enroll in courses as Pass/Fail courses, with the understanding that their accomplishments in those courses will be evaluated either as successful (passing) or unsuccessful (unsatisfactory). For a successful completion of a Pass/Fail course, a grade of P will be given to students and entered on their permanent records. For unsuccessful performance, the standard grade of U will be assigned. The ability to take a Pass/Fail course will be available in all senior high schools (grades 9 through 12) under the following conditions:

1. For encouraging upperclassmen to take higher-level courses, a student may opt to take a course as Pass/Fail under the following criteria:
   a. This option will be open only to juniors or seniors who have earned at least half the number of units needed for graduation.
   b. This option may be used for a maximum of one unit per year.
   c. Parents/guardian of record of students exercising this option should be apprised of and involved in the decision. Local schools shall design a procedure to accomplish this.
   d. Students will decide to exercise this option at subject-selection time. Final adjustment will be completed by the end of the second week of classes.
   e. Retake guidelines:
      (i) High-school students may elect to retake a course previously failed (U) or almost failed (D).
      (ii) The most recent attempt at the course shall appear on the official transcript and shall be calculated into the cumulative GPA, thereby replacing the former grade.
      (iii) The National Collegiate Athletic Association (NCAA) maintains its own policies for repeating a course. It is the responsibility of the student, parents, or guardian of record to consult with athletic coaches for updated guidelines.
2. For all high-school students in remedial courses:
   a. Certain courses will be determined by the district to be remedial courses for grade 9-12 students. These courses will meet graduation requirements only as electives.
   b. The district will determine the exact course codes that can qualify as Pass/Fail remedial courses.
   c. Each school will communicate the alternate grading method to parents in writing.
3. For all high school students in internships, youth apprenticeships, and work study:
   a. Courses will be Pass/Fail
   b. The district will determine the amount of hours per internship or apprenticeship and the total credit unit equivalence
   c. Students in work study may earn 1 credit per semester upon meeting all criteria for the work study
4. Specific alternative programs identified by the district may grade on a Pass/Fail basis
5 Students have the potential to earn more than one Pass/Fail credit unit per year per the guidelines listed above

(~~b~~ c) Incorporating the above into the standard grading practice in the secondary schools will make it possible for students to earn the following grades:

P Passing (successful accomplishment) — not computed into grade-point average.
A Excellent (outstanding)
B Above average (good)

C Average (satisfactory)
D Below average (passing)
U Unsatisfactory (unsuccessful performance)
I Incomplete. (This is a temporary grade that must be replaced by the actual achievement grade by the end of the following semester).

(~~c~~ d) Milwaukee Public Schools will use a weighted-grades system with students who began freshmen year in 2014-2015. All Advanced Placement (AP), International Baccalaureate Diploma Program (IBDP), and selected Project Lead the Way (PLTW) courses will be weighted using the following scale:

Letter Grade	A	B	C	D	U
Grade Point for AP/IB DP & Selected PLTW courses	5.0	4.0	3.0	1.0	0
Regular High-school Courses	4.0	3.0	2.0	1.0	0

(~~d~~ e) Students' transcripts shall show the weighted grade and GPA as well as the non-weighted grade and GPA. Every high-school course catalog and academic-and-career planning guide has more specific information about accommodating students' varying needs, interests, and abilities.

(~~e~~ f) Students can audit courses for which no credit is earned — for example, new students who arrive prior to the end of the semester but have already earned credits elsewhere.

(~~f~~ g) High-school teachers must keep their electronic gradebooks updated in a timely manner in order for students and parents to stay informed on their students' progress.

1. For missing evidence, students will have a set amount of time to submit missing evidence against course standards for work never completed in accordance with the teacher's policy. Teachers will outline their policy in a course syllabus. Teachers are not obligated to accept missing evidence beyond two weeks from the original due date in a nine-week (quarter) course and three weeks from the original due date in an 18-week (semester) course. All students will have a final opportunity to provide evidence on course standards at the end of the semester during the final evidence of proficiency.
2. For submitted evidence, students will have the opportunity to resubmit any evidence within a reasonable timeframe according to the teacher's syllabus. All students will have a final opportunity to provide evidence on course standards at the end of the semester during the final evidence of proficiency.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 7.33, Grading Systems

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

Should the revisions be approved, the Office of Board Governance will publish it for implementation. Weighted grades will be applied and factored into the grade-point averages for selected college courses completed during the 2020-2021 school year.

Administration's Recommendation

The Administration recommends the Board approve the revisions to Administrative Procedure 7.33, Grading Systems.

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

The motion passed, the vote being as follows:

Ayes*s— Directors Báez, Herndon, O'Halloran, Peterson, Phillips, Siemsen, Taylor, Woodward, and President Miller — 9.
Noes — None.

* * * * *

(Item 11) Report with Possible Action Regarding Air Quality

Background

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 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. DFMS is upgrading filtration where possible and performing coil cleaning as needed. The District has deployed air purifiers throughout the buildings.

The Administration will continue to pursue measures to enssure good air quality in MPS buildings and will report to the Board monthly.

Although this item 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 5.01, Facilities

Fiscal Impact Statement

N/A

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(Item 12) Report with Possible Action Regarding Music Education

Background

At its meeting on August 29, 2019, the Milwaukee Board of School Directors referred Communication 1920C-001, regarding a proposed music education policy drafted by MPS music educators and the Milwaukee Teachers' Education Association (MTEA), to the Administration for follow-up.

At its meeting on September 26, 2019, the Board directed the Administration to convene an advisory committee made up of 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 two representatives of the Milwaukee Board of School Directors.

The advisory committee collaborated in finalizing Administrative Policy 7.44, Music Education, which the Board adopted in November 2019. The policy includes twice-yearly updates by the Administration relative to the progress in implementing the policy as well as next steps. As a result of the many impacts of the pandemic, it was difficult to complete a thorough report which included the input of teachers for the March board cycle. Going forward, the regular cycle for sharing progress updates with the Board will be March and August of each year.

Below is an overview of the progress and next steps related to implementation of Administrative Policy 7.44, Music Education.

Work Completed

In 2020-21, we added 23 teachers, serving 29 schools. 13,740 children now have certified music educators. Three teachers were added in the Northwest Region, seven in the Central, five for Citywide, seven in the Southwest, and one in the High School Region.

In 2021-22, we will be adding 20 teachers, serving 25 schools. 12,478 more children will now have certified music educators. Six will be added to the Northwest Region, four to the Central, four to the Citywide, two to the Southwest, and four to the High School Region.

Virtual Learning Supplies and Support

More than 26,000 K-5 students in 46 schools received at-home music kits with instruments and supplies to play, to read, and to compose music. At-home kits can be brought back to school for the reopening so that students can safely make music without sharing instruments or supplies.

Professional development took place throughout the school year. Presentations included Decolonizing the Music Room, Music and Social Emotional Learning (SEL), Spanish Singing Games, and Multi-disciplinary Integration. Teachers shared lessons and best practices several times per month.

Digital Music Platforms

SmartMusic, MusicFirst, and SoundTrap digital platforms have been added as resources for faculty and students.

- 60 teachers and more than 18,000 students have access to quavermusic.com and its K-8 music curriculum.
- 32 teachers and 3,771 students are using MusicFirst and its seven connected digital resources.
- 15 teachers and 913 students are using SmartMusic.
- 20 teachers and approximately 5,000 students are using SoundTrap.

Music-technology-and-production middle-school and high-school curricula have been developed which include a career-and-technical-education (CTE) credit, possible dual credit with MATC, and an International Baccalaureate (IB) option. A modern band curriculum has been developed which is culturally responsive and is implemented in three pilot schools (Audubon, King IB Middle School, Longfellow) in fall of 2021, with possible expansion to three more schools in the fall of 2022.

MPS is now a Teach Rock District with access to multidisciplinary integrated lessons and resources.

The K-5 Standards-aligned General Music Pacing Guide will be created. Grades 6-8 band, orchestra, choir and modern band is in progress

Next Steps

- We continue to plan for the 49th Biennial Music Festival.
- We will supply and support 43 new music teachers who will be in their classrooms for the first time.
- With the help of our two music-support teachers and the instrument specialist, we will support over 90 other classroom and traveling music teachers.
- Saturday music lessons will be expanded to bring variety and culturally-relevant offerings to more sites.
- A district inventory of band, orchestra, and general musical instruments will be created.
- Additional funding will be secured for the increased need for supplies, instruments, repair, equipment, and support personnel that results from expanding programs.
- Yea- three music expansion should bring music to 25 more schools, with just a few schools left for year four.

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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(Item 13) Report with Possible Action Regarding Art Education

Background

At its January 2020 meeting, the Milwaukee Board of School Directors referred Communication 1920C-004, regarding a proposed art-education policy, to the Administration for follow-up.

Similar to the process used in the development of the MPS music policy, a committee was formed to discuss and to explore the proposed art-education policy. Membership of the committee included MPS art educators, MTEA, members of the Milwaukee Board of School Directors, and the Offices of Academics, Accountability and Efficiency, Board Governance, Finance, and School Administration. This allowed for a collaborative approach that included fiscal review and feedback from the Office of the City Attorney.

The advisory committee collaborated in finalizing Administrative Policy 7.45, Art Education, which the Board adopted in May 2020. The policy includes twice-yearly updates by the Administration relative to the progress in implementing the policy as well as next steps. As a result of the many impacts of the pandemic, however, it was difficult to complete a thorough report which included the input of teachers for the March board cycle. Going forward, the regular cycle for sharing progress updates with the Board will be March and August of each year.

The following provides an overview of the progress and next steps related to implementation of Administrative Policy 7.45, Art Education:

Work Completed

In 2020-21, visual art increased to 1.0 FTE in 13 schools — six in the Northwest Region, five in the Central Region, one in the East Region, and one in Southwest Region. Approximately 6,500 children have access to full-time certified visual-art educators.

In 2021-22, 22 schools will have increased FTEs in visual art — five in the Northwest Region, three in the Central Region, six in the East Region, five in the Southwest Region, three in the High School Region. Approximately 8,800 more children will have increased access to certified visual-art educators.

Work Underway

- PRO Learning from the Art of Education has been purchased as a professional development online resource.
- FLEX Learning from the Art of Education has been purchased as a curricular resource for visual-arts educators.
- Grade-band professional learning committees have been created and receive paid professional development and collaborative work time.
- A K-8 standards-aligned visual-arts pacing guide is to be completed by June 2021.
- Grades 6-8 specialized courses are to be reviewed and revised in summer 2021.

Art Supplies and Support

Pandemic Supplies

All visual-arts teachers have been provided access to district-purchased art supplies for students' home use during their virtual learning.

Support and Professional Development

A 1.0-FTE visual-arts support teacher has been provided to support new MPS K-8 educators.

A 0.5-FTE visual-arts support teacher has been provided to support new MPS 6-12 educators.

Monthly professional development — recorded and on the learning-management system — is being offered throughout the school year,.

For the Fall

We will:

- supply and support new visual art 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; and
- create common syllabi for high-school courses to increase equity of content and instruction across the district.

Next Steps

Year Three: Visual arts will be expanded to increase visual-arts instructors by approximately 12 FTEs.
Year Four: Visual arts will be expanded to increase remaining visual-arts FTEs at schools and to add additional fine arts (dance, theater) to schools with arts designations.

We will need to secure additional funding because growing programs means an increased need for supplies, repair, equipment, and support personnel.

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 14) Report with Possible Action Regarding an Analysis of Limited-term Employment (LTE) Contracts and Contracted Staff

Background

On September 24, 2020, the Milwaukee Board of School Directors acted to

> …direct the Office of Accountability and Efficiency to conduct an analysis of the diversity of LTE contracts and all contracted staff. The analysis is to include the number of people of color applying and the number of people of color selected for contracted services and hindrances to contract attainment.

OAE used a descriptive analysis approach to study LTE data, including examining LTE contracts LTE job postings and applicants, an LTE survey, and considering contracted staffing services.

Below is a summary provided by the Office of Accountability and Efficiency.

Limited-term Employment (LTE) Analysis

LTE Contracts

Demographics

There were 723 LTE employees between March 2015 and October 2020, which includes active and terminated status. Of these LTE employees, 80% (575) had previously worked for the district in non-LTE positions, and 51% (370) are MPS retirees. Of these LTE employees:

- 51% are White,
- 38% are African-American,

- 7% are Hispanic/Latino, and
- less than 1% are Asian and American Indian/Alaskan Native.

Compensation Rate by Race/Ethniciy

	Hourly Wage
Average Compensation	$31
American Indian/Alaskan Native	$33
Asian	$29
Black/AA	$28
Hispanic/Latino	$30
Not Specified	$31
White	$33

LTE Job Postings and Applicants

Between March 2015 and October 2020, 39 distinct job openings were posted, for which 517 people applied. Of those, 6% were White, 44% were African American, and less than 6% were from other racial/ethnic groups. These applicants applied for more than 20 unique positions, with 163 (32%) applying for an Induction Specialist's position.

LTE Survey

An online survey for active LTE employees wasconducted in February 2021. There were 48 distinct respondents, representing diverse demographics, to this survey. More than 52% had learned about their LTE positions through friends, colleague, or previous MPS employment.

The overall LTE hiring experience and challenges included communication, timing, contracts, and retention. Respondents recommended:

- enhancing communication to ensure transparency and to keep applicants informed;
- developing effective planning for retention;
- improving promptness and the process for LTE contracts; and
- continuing recruitment and the postings of LTE job announcements.

Staff Services

These data were obtained from Goodwill Talentbridge, LLC, through a professional services contract.

Talentbridge provided 320 contracted staff in 2020. The staff provided to MPS were 83% African American, 8% White, 6% Latino/Hispanic, and less than 1% Asian.

Of the staff provided to MPS, 63% were Children's Health Assistants, and 36% were substitute secretaries.

The average hourly salaries were:

- Secretarial/Clerical $16.91
- Food Service Assistants $14.70
- Children's Health Assistants $21.08

Next Steps

Data Considerations

Data for educational attainment, job titles, and job descriptions was limited. Having queryable data available would allow further exploration of responsibilities and compensation rates.

Recruitment and Hiring

- Recruit more LTE employees from under-represented populations beyond internal capacity.
- Continue to build networks and strong partnerships to reach broader community.
- Bring awareness regarding the role of LTE employees and scope of work.
- Increase transparency and communication efforts with LTE candidates.
- Consider retention plans and other efforts for LTE employees.

- Review best practices for an equitable approach to hiring and recruitment of diverse candidates, including job posts, job requirements, culturally-inclusive communications, and messaging.
- Continue to track and to measure hiring ratios and outcomes to identify disparities.

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

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The gavel was returned to President Miller at 10:48 p.m. and passed to Director Baez at 11:04 p.m.

(Item 15) Monthly Report of the President of the Milwaukee Board of School Directors

President Miller gave oral remarks for his final report.

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(Item 16) Reports of the Board's Delegates

The Board received reports from the delegates to the District Advisory Council (DAC) and to the Head Start Policy Council.

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The meeting adjourned at 11:07 p.m.

JACQUELINE M. MANN, Ph.D.
Board Clerk