BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
APRIL 30, 2019

Annual Organizational Meeting of the Board of School Directors called to order by the Board Clerk at 6:32 p.m.

The Board Clerk read into the record the certification by the City Clerk that the following persons, who were elected to membership on the Board on April 2, 2019, have taken the oath of office and are duly qualified to serve:

District 1 ..... Marva Herndon
District 2 ..... Erika Siemsen
District 3 ..... Sequanna Taylor
District 8 ..... Megan O'Halloran
At-large ..... Bob Peterson

Annie Woodward (District 4), Larry Miller (District 5), Luis A. (Tony) Baéz (District 6), and Paula Phillips (District 7) are continuing members.

The following members responded to roll call:

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

The Board Clerk called for a roll call vote to elect a temporary chair. Director Miller was so elected, the vote being as follows:

	Nominee
Director Baéz	Director Miller
Director Herndon	Director Baéz
Director Miller	Director Miller
Director O'Halloran	Director Miller
Director Peterson	Director Miller
Director Phillips	Director Miller
Director Siemsen	Director Miller
Director Taylor	Director Miller
Director Woodward	Director Baéz

Director Miller — 7.
Director Baéz — 2.

ELECTION OF BOARD PRESIDENT

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

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

	Nominee
Director Baéz	Director Miller
Director Herndon	Director Miller
Director Miller	Director Miller
Director O'Halloran	Director Miller
Director Peterson	Director Miller
Director Phillips	Director Miller
Director Siemsen	Director Miller
Director Taylor	Director Miller
Director Woodward	Director Miller

Director Miller — 9.

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

ELECTION OF BOARD VICE-PRESIDENT

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

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

	Nominee
Director Baéz	Director Baéz
Director Herndon	Director Baéz
Director O'Halloran	Director Baéz
Director Peterson	Director Baéz
Director Phillips	Director Baéz
Director Siemsen	Director Baéz
Director Taylor	Director Baéz
Director Woodward	Director Baéz
President Miller	Director Baéz

Director Baéz — 9.

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

* * * * *

DESIGNATION OF BOARD CLERK

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

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

* * * * *

APPOINTMENTS OF BOARD REPRESENTATIVES

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

Board Rule 1.17(7) prescribes that the Board President is an *ex officio* member of the Library Board. 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.

Director Miller indicated that he would serve as the Board's representative to the Library Board.

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

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

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

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

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

Director Herndon nominated herself as the Board's representative to CESA #1. The appointment was approved, the vote being as follows:

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

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

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

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

At its regular meeting on November 30, 2017, the Board elected Director Tony Báez as the delegate for WASB Region 14 for the ensuing three-year term. As this is a three-year term, Director Báez will continue as the Board's delegate to WASB until WASB gives notice of an upcoming election.

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

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 2019-20 Board year.

Director Miller indicated that he will serve as the representative to the Milwaukee Education Partnership (MEP).

(Item 5) Appointment of the Board's Representatives to the MPS Head Start Program's Policy Council, to the Milwaukee City Council of PTAs/PTSAs, and to the Title I District Advisory Council

Director Siemsen nominated herself to serve as the Board's representative to the MPS Head Start Program's Policy Council. The appointment was approved, the vote being as follows:

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

Director O'Halloran nominated herself to serve as the Board's representative to the Milwaukee City Council of PTAs/PTSAs. The appointment was approved, the vote being as follows:

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

Director Baéz nominated Director Phillips to serve as the Board's representative to the Title I District Advisory Council. The appointment was approved, the vote being as follows:

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

* * * * *

REGULAR BUSINESS

(Item 1) Annual Review of 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 November 28, 2000, Board action.

Recommendation

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

Director Peterson moved that the salaries of Board members remain at the levels set on November 28, 2000. The motion passed, the vote being as follows:

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

* * * * *

(Item 2) Transmittal of Tentative 2019-20 Board Calendars

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.

Provided under separate cover for the Board's review is the proposed calendar of the meetings of the Board and its Committees for the 2019-20 Board year. The proposed calendar 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.

This is a tentative calendar, which is subject to change to meet any contingencies that might arise during the ensuing year.

Director Baéz moved to adopt the 2019-20 board calendar as provided under separate cover. The motion prevailed, the vote being as follows:

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

Approved Tentative 2019-20 Board Calendar

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

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

Calendar is subject to change.

May 2019
3.....Superintendent's Proposed 2019-2020 budget released
7.....6:30 p.m. — PACE
9.....6:30 p.m. — SPB: Public hearing on proposed 2019-20 budget
14.....6:30 p.m. — SASI
Board members submit amendments to proposed 2019-2020 budget to OBG by noon
16.....6:30 p.m. — AFP
Administration provides analysis of board members' amendments to OBG
21.....6:30 p.m. — Special Board Meeting: Statutory public hearing on proposed 2019-20 budget
23.....6:30 p.m. — SPB: Public hearing and action on proposed 2019-20 budget
24.....*Board members submit amendments to proposed 2019-2020 budget to OBG by noon*
29.....*Administration provides analysis of board members' amendments to OBG by noon*
30.....6:30 p.m. — Regular Monthly Board Meeting

June 2019
11.....6:30 p.m. — PACE
13.....6:30 p.m. — SASI
18.....6:30 p.m. — AFP
27.....6:34 PM Regular Monthly Board Meeting

July 2019
25.....6:30 p.m. — Regular Monthly Board Meeting
(Board Rule 1.09(1) states, "The Board may, at the regular April and July Board meetings, give public hearing on all regular item of business, which shall replace the reports of standing committees…")

August 2019
8.....6:30 p.m. — SASI
13.....6:30 p.m. — PACE
20.....6:30 p.m. — AFP

29.....6:30 p.m. — Regular Monthly Board Meeting

September 2019
10.....6:30 p.m. — PACE
12.....6:30 p.m. — SASI
17.....6:30 p.m. — AFP
26.....6:30 p.m. — Regular Monthly Board Meeting

October 2019
8.....6:30 p.m. — PACE
10.....6:30 p.m. — SASI
22.....6:30 p.m. — AFP
24.....6:30 p.m. — Special Board Meeting: Action on any needed adjustments to the 2019-2020 budget
31.....6:30 p.m. — Regular Monthly Board Meeting

November 2019
5.....6:30 p.m. — PACE
7.....6:30 p.m. — SASI
12.....6:30 p.m. — AFP
21.....6:30 p.m. — Regular Monthly Board Meeting (per Board Rule 1.02(1)(b))

December 2019
5.....6:30 p.m. — PACE
10.....6:30 p.m. — SASI
12.....6:30 p.m. — AFP
19.....6:30 p.m. — Regular Monthly Board Meeting (per Board Rule 1.02(1)(b))

January 2020
9.....6:30 p.m. — SASI
14.....6:30 p.m. — PACE
21.....6:30 p.m. — AFP
30.....6:30 p.m. — Regular Monthly Board Meeting

February 2020
11.....6:30 p.m. — PACE
13.....6:30 p.m. — SASI
20.....6:30 p.m. — AFP
27.....6:30 p.m. — Regular Monthly Board Meeting

March 2020
10.....6:30 p.m. — PACE
12.....6:30 p.m. — SASI
17.....6:30 p.m. — AFP
26.....6:30 p.m. — Regular Monthly Board Meeting

April 2020
23.....6:30 p.m. — Regular Monthly Board Meeting
28.....6:30 p.m. — Annual Organizational Meeting
(Board Rule 1.09(1) states, "The Board may, at the regular April and July Board meetings, give public hearing on all regular item of business, which shall replace the reports of standing committees…")

* * * * *

UNFINISHED BUSINESS

(Item 1) Disposition of Unfinished Business Pending before the Board and Its Committees at the Close of Business on April 25, 2019

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 25, 2019) are 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 25, 2019, arranged by committee, are listed below.

Recommendation

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

Item		Description	Author	Date Introduced	Action
Committee on Accountability, Finance, and Personnel (AFP)					
[1]	1718R-017	To rename a school for Grant Gordon	Woodward	2/2018	April 2018 — Adopted. Administration to bring suggested school to Board.
[2]	1819R-008	On performance-based contracting.	Miller and Baéz	9/2018	November 2018 — Adopted. Final report with recommendations due May 2019.
[3]	1819R-014	On involving the school community in the selection of school leaders	Phillips	1/2019	Not yet considered
[4]	1819R-015	On the designation of 6720 W. Moltke as a community resource center	Harris	1/2019	Not yet considered
Committee on Legislation, Rules and Policies (LRP)					
[5]	1718R-003	On the inventory and management of district artifacts.	Falk	7/2017	December 2017 — Adopted. Policy to be brought to Board for approval.
[6]	Action	On compensation changes		1/2018	Board directed that policies on salary be revised to require Board's approval for any position reassignment that results in a salary increase or decrease.
[7]	1718R-019	On school safety	Bonds and Sain	3/2018	Revise policy to codify a prohibition on firearms.
[8]	1819R-001	On Board-district representation	Woodward	4/2018	May 2018 — Board sent item back to committee
[9]	1819R-006	On employee recognition	Voss	8/2018	December 2018 — Adopted. Revisions to come back to Board for approval.
[10]	1819R-013	On inclement-weather guidelines	Phillips	1/2019	March 2019 — Adopted. Guidelines to come to Board for approval.
[11]	1819R-017	On bullying	Phillips	3/2019	Not yet considered
Committee on Student Achievement and School Innovation (SASI)					
[12]	1718R-018	On the alignment of charter schools and district needs	Woodward	2/2018	March 2018 — Action deferred until after charter work session to be held in April 2018, Carried over
[13]	1819R-016	On celebration of National Commemorative events	Phillips	1/2019	February 2019 — Adopted with plan to come back to the Board

Item	Description	Author	Date Introduced	Action
Board				
[14] 1819C-002	On Administrative Policy 8.51, Electronic Communication Devices (Cell Phones)		1/2019	March 2019 — Board directed that a hearing on this communication be given.

The Board took a recess from 6:56 p.m. to 7:01 p.m. to review items.

Separate consideration was requested of items 1, 2, 3, 6, 7, 8, 9, 10, 11, 12, 13, and 14.

Director Phillips moved to place the balance of the items on file. The motion passed, the vote being as follows:

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

The items set aside were referred as indicated.

* * * * *

RESOLUTIONS

Resolution 1920R-001

By Director Miller

WHEREAS, The Restorative Practices model teaches respect and gives common language and practice to resolving differences and to giving voice to students, communities, parents and guardians, and staff; and

WHEREAS, MPS has been engaged in Restorative Practices for a number of years, the best examples of which have shown very positive results that improve the culture of schools and classrooms; and

WHEREAS, All MPS staff, students, and families, as well as all MPS systems, can gain from implementing these justice-based positive behavioral supports; and

WHEREAS, Although MPS's Restorative "Justice" originally had been offered in collaboration with the Milwaukee County District Attorney's Office and was implemented by the late Assistant DA David Lerman, the "father" of restorative practices, Restorative Practices training and support was expanded through the Safe Schools Healthy Students Grant, and a regional School Social Worker Team was created that developed a Restorative Justice Guide; and

WHEREAS, Through the district's violence-prevention work, there has been a district Restorative Practices Coordinator position since 2013, support has been provided to Student Services in servicing students who have been expelled, and an eighth-grade promotional program has been established that integrates Restorative Practices into the program's humanities curriculum and offers training to staff; and

WHEREAS, In the Spring of 2015, an Restorative Practices curriculum-development cohort was created to assist teachers from MPS high schools that were implementing the Restorative Practices curriculum, a pilot of which was established with a research component to assess the effectiveness of the curriculum, and a Restorative Practices Guide was developed; and

WHEREAS, The district's Trauma-informed Care Training, which is focused on social-emotional learning, created two modules focused on Restorative Practices; and

WHEREAS, There are presently a full-time Restorative Practices Coordinator funded through Specialized Services; a full-time Restorative Practices Coach funded through the Project AWARE Grant; a full-time Restorative Practices Teacher Leader funded through the Black Lives Matters Resolution who supports WCLL and the Black and Latino Male Achievement Department and teachers; and an MPS Equity Specialist, one of whose tasks is to support the intersection of Restorative Practices and culturally-responsive teaching; and

WHEREAS, While the Restorative Practices work has proven successful in its fidelity of implementation, it is still scattered and lacks full coordination; now, therefore, be it

RESOLVED, That MPS shall train all staff and students over a four-year period in the use and application of Restorative Practices; and be it

FURTHER RESOLVED, That all administrative leadership, including principals, vice-principals, and school leaders, shall be trained in the first two years of the four-year implementation; and be it

FURTHER RESOLVED, That MPS shall develop a centrally located Restorative Practices Team, comprising three full-time Restorative Practitioners, to direct the work for collaboration across departments, to support a cohort of schools interested in implementing a whole-school approach in the first stage, and to provide training in the use of materials and resources; and be it

FURTHER RESOLVED, That this team shall collaborate with Student Services, OCR, parent coordinators, and PBIS coaches to develop progressive 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 be it

FURTHER RESOLVED, That this team shall train community partners, crisis teams, and police working in our schools in the implementation of Restorative Practices; and be it

FURTHER RESOLVED, That as this work grows over the four-year timeline, additional trained staffed are to be considered for fidelity of implementation; and be it

FURTHER RESOLVED, That the Administration will provide the Board with quarterly reports, through the appropriate committee of the Board, on the progress of this initiative.

Referred to the Committee on Student Achievement and School Innovation.

* * * * *

With no further business on the agenda, President Miller asked the Board Clerk to distribute copies of Board Rule 3.02, Code of Conduct – Board of School Directors, to the newly-elected members. The Code of Conduct outlines expectations for responsible behavior of board members and sets forth a common basis for staff relations and conduct in meetings. Each member shall sign a copy and retain a copy for personal reference.

The Board adjourned at 7:04 p.m.

JACQUELINE M. MANN, Ph.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
MAY 14, 2019

Special meeting of the Board of School Directors called to order by President Miller at 5:31 p.m.

Present — Directors Baéz, Herndon, O'Halloran, Peterson, Phillips (5:42 p.m.), Siemsen, Taylor, Woodward (5:40 p.m.), and President Miller — 9.
Absent — None.

The Board Clerk read the following call of the meeting:

May 9, 2019

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

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

SPECIAL BOARD MEETING
5:30 p.m., Tuesday, May 14, 2019

Executive Session Notices

*With respect to **Item 1**, below, the Board, pursuant to Wisconsin Statutes, Section 19.85(1)(f), may retire to executive session for the purpose of considering disciplinary data of specific persons, and may reconvene in open session to take action on matters considered in executive session and/or to continue with the remainder of the agenda.*

*With respect to **Item 3**, below, the Board, pursuant to Wisconsin Statutes, Section 19.85(1)(g), provides that a governmental body may convene in executive session to confer with legal counsel who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved.*

1. Action on Reports of the Independent Hearing Officers of the Milwaukee Board of School Directors (Student Expulsions)
2. Action on Monthly Facilities Matters: FMS Award of Construction Contracts
3. Action on a Request to Retire to Executive Session in Order to Confer with Legal Counsel Regarding Litigation in Which the Board Is or Is Likely to Become Involved

JACQUELINE M. MANN, Ph.D.
Board Clerk

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

As more than 30 days will have passed between the regular April and the regular May meetings of the Milwaukee Board of School Directors, the four reports of the Independent Hearing Officers of the Board of School Directors for April 25, 2019, and April 30, 2019, were presented for the Board's consideration and determination.

Director Baéz moved to accept the reports of the Independent Hearing Officers.

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

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

* * * * *

(Item 2) Action on Monthly Facilities Matters: FMS Award of Construction Contracts

Background

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

Construction Contracts Requested for Approval:

- Gibraltar Landscape & Construction for Modifications for Green Infrastructure Upgrades to Playground at A.E. Burdick School;
  Codes:
  MBM-P-A-G59-BU-ECTS0000
  FCM-0-S-5G9-BD-ESUP0000
  OMN-0-S-FD9-BD-ECTS0000
  FLD-0-S-NK9-BD-EPPT0000
  OMN-0-S-NK9-BD-ESUP0000
  OMN-0-S-3V9-FM-ECTS.....$264,772.00
- Poblocki for Modifications for Green Infrastructure Upgrades to Playground at Hawley Road Environmental Studies Elementary School;
  Codes:
  MBM-H-A-G59-HL-ECTS0000
  FCM-0-S-5G9-HL-ESUP0000
  OMN-0-S-FD9-HL-ECTS0000
  FLD-0-S-NK9-HL-EPPT0000
  OMN-0-S-NK9-HL-ESUP0000
  OMN-0-S-3V9-FM-ECTS.....$383,940.00
- Eddy's Landscaping for Modifications for Green Infrastructure Upgrades to Playground at Henry Longfellow Elementary School;
  Codes
  MBM-H-A-G59-LO-ECTS0000
  FCM-0-S-5G9-LO-ESUP0000
  OMN-0-S-FD9-LO-ECTS0000
  FLD-0-S-NK9-LO-EPPT0000
  OMN-0-S-NK9-LO-ESUP0000
  OMN-0-S-3V9-FM-ECTS.....$284,291.00
- Eddy's Landscaping for Modifications for Green Infrastructure Upgrades to Playground at Starms Early Childhood Center;
  Codes:
  MBM-H-A-G59-ST-ECTS0000
  FCM-0-S-5G9-ST-ESUP0000
  OMN-0-S-FD9-ST-ECTS0000
  FLD-0-S-NK9-ST-EPPT0000
  OMN-0-S-3W9-FM-ECTS
  OMN-0-S-3V9-FM-ECTS.....$393,903.90

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 3.09, Purchasing and Bidding Requirements

Fiscal Impact Statement

The item authorizes expenditures for construction contracts in the amount of $1,326,906.90

Implementation and Assessment Plan

Upon Board approval, the construction contracts shall be executed.

Administration's Recommendation

The Administration recommends that the Board approve the construction contracts as provided under separate cover.

Director Baéz moved to approve the Administration's recommendation. The motion passed, the vote being as follows:

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

* * * * *

(Item 3) Action on a Request to Retire to Executive Session in Order to Confer with Legal Counsel Regarding Litigation in Which the Board Is or Is Likely to Become Involved

Background

The Board Clerk is requesting that the Board retire to executive session pursuant to Wisconsin Statutes, Section 19.85(1)(g), to confer with legal counsel who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved.

This item has been noticed for executive session pursuant to Wisconsin Statutes, Section 19.85(1)(g), which provides that a governmental body may convene in executive session to confer with legal counsel who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved.

The Board may reconvene in open session to take action on matters discussed in closed session or to continue with the remainder of its agenda; otherwise, the Board will adjourn from executive session.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Board Governance Policy G 2.01, General Governance Commitment

Administration's Recommendation

That the Board determine how it wishes to proceed with this item.

Director Baéz moved to retire to executive session, pursuant to Wisconsin Statutes, Section 19.85(1)(g). The motion passed, the vote being as follows:

Ayes — Directors Báez, Herndon, O'Halloran, Peterson, Siemsen, Taylor, Woodward, and President Miller — 87.
Noes — None.
Temporarily Absent — Director Phillips — 1.

The Board retired to executive session at 5:43 p.m.

The Board reconvened in open session 6:35 p.m.

Director Baéz moved that the Board conduct an internal investigation into the Universal Schools-Milwaukee Public Schools partnership and that the Board seek advisement from the Office of the City Attorney on the parameters of the investigation, possible litigation, and any other legal avenues related to this matter.

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 adjourned at 6:38 p.m.

JACQUELINE M. MANN, Ph.D.
Board Clerk

BOARD OF BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
MAY 21, 2019

Special meeting of the Board of School Directors called to order by President Miller at 6:30 p.m.

Present — Directors Baéz, Herndon, O'Halloran, Peterson, Phillips, Siemsen, Taylor, and President Miller — 8.
Absent and Excused — Director Woodward — 1.

The Board Clerk read the following call of the meeting:

May 16, 2019

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

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

SPECIAL BOARD MEETING – STATUTORY PUBLIC HEARING
6:30 p.m., Tuesday, May 21, 2019

1. Statutory Public Hearing on the Proposed Fiscal Year 2020 School Operations, Construction, and Extension Fund Budgets

This item is being presented pursuant to the provisions of Section 119.16(8)(a), Wisconsin Statutes. The Board may take action on the proposed FY2020 budget at its tentatively scheduled meetings on May 23, 2019, and May 30, 2019.

JACQUELINE M. MANN, Ph.D.
Board Clerk

Pursuant to the provisions of Section 119.16(8)(a), Wisconsin Statutes, the Board gave public hearing on the proposed Fiscal Year 2020 School Operations, Construction, and Extension Fund budgets.

The Board adjourned at 7:15 p.m.

JACQUELINE M. MANN, Ph.D.
Board Clerk

SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
MAY 30, 2019

Regular meeting of the Board of School Directors called to order by President Miller at 6:30 p.m.

Present — Directors Baéz, Herndon, O'Halloran, Peterson, Siemsen, Taylor, Woodward, and President Miller — 8.
Absent and Excused — Director Phillips — 1.

President Miller asked for a moment of silence to commemorate the passing of:

- Sherron Battle, a health assistant at Riverside High School, who passed away May 5, 2019;
- Shirley Kostrzewa, an educational assistant at Vieau School, who passed away May 6, 2019;
- Mercie Mason, a food service assistant at Rufus King Middle School, who passed away, May 9, 2019;
- Gino Antoniak, a teacher at Madison Academic Campus, who passed away May 10, 2019; and
- Wanda Gandy, an educational assistant at Wheatley Elementary School, who passed away May 16, 2019.

AWARDS AND COMMENDATIONS

(Item 1) Presentation of the 2019 MPS Valedictorians and Salutatorians

This evening, the Milwaukee Board of School Directors is pleased to honor the following 2019 MPS Valedictorians and Salutatorians for their impressive academic accomplishments.

School	Valedictorian	Salutatorian
The Alliance School	Kirsten Waulters	Dayshianna Townsend
Assata High School	Tiana R. Simmons	Alvin J. Fuller
Audubon High School	Yanira Espinoza-Gomez	Joylynn Falcon
Bay View High School	Parphon Kanekeo	Cheng Yeng Yang
Banner Prep	Quanisha Eicherberger Hadiyah Abdul-Alim	Aja Tenay Thornton
Bradley Technology and Trade High School	Zaihnyuh D. Garner	Mariah Erby
Carmen High School-Northwest Campus	Deajah Scott	Dejah S. Russell-Banister
Carmen High School-South Campus	Carlos Claudio	Vivica Lewis
Grandview High School	Andrea Hernandez	Nilmary Narvaez
Groppi High School	Anamarys Saldana	Gonzalo Garcia
Hamilton High School	Ashley M. Pagan	Vanessa R. Medina

King International High School	Kim Phung T. Du Alyssa B. Eske Zoe Foster Sebel A. Fusi Allison J. Gatz Claire C. Gerlach Ruby S. Kahn-Pettigrew Alice M. McGuinness Leah S. Nyholm Celia E. Oneil Natalie F. Redding	
Lad Lake Synergy	Danaja Rucker	Aaliyah J. Washington
MacDowell Montessori School	Esperanza A. Avila	Deonnie Jones
MC2 High School	Liliana Diaz	Dominic Rodriguez
Meir High School	Quincy Noakes	Ian M. Liban
Madison Academic Campus	Lichear Vue	Trevion Schave
Milwaukee High School of the Arts	Alexis M. Sherrer	Ebony Loren Zemlicka
Milwaukee School of Languages	Nina A. Frankovic	Hannah M. Thomas
Milwaukee Marshall High School	Jared A. McCoy	Aliyah L. Bennett
North Division High School	Darkiria D. Davis	Christopher Williams
Nova High School	Tamesha Roberson	Phoenix Bates
NOVA Tech	Allyana Motley	Nataysia J. Alexander
Obama SCTE	Valencia Boatman	Carliesha Done
Pulaski High School	Marinelle Manuntag	Andrew Rodriguez
Reagan College Preparatory High School	Lauren C. Barta Aaron M. Dudor Malena E. Grimm Madison K. Xiong Maria Elena Manansala Trinity Jackson Emma C. Unholz	
Riverside University High School	Jose A. Cervantes Flores	Yareli Suarez
South Division High School	Jonathan Alatorre Sui Rem Mawi Ngun Lang Tial	Zing Tha
Transition High School	Dakarai A. Brooks	Denise Clark
Vincent High School	Corion G. Smith	Channel J. Sherdelle-Williams
Washington High School of IT	Merub Irfan	Shakayla T. Towns
Wisconsin Conservatory	Aonesty A. Smith	Lovie Silas

* * * * *

The Board recessed at 7:02 p.m.

The Board reconvened at 7:08 p.m.

APPROVAL OF MINUTES

The minutes of the special and regular board meetings of April 2019 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, Mr. Martin Matson, the City Comptroller, has forwarded to the Office of Board Governance the following resolution, which the Board must 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 2019-2020 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.

Fiscal Impact Statement

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

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Board Rule, or Administrative Policy Statement

BG 4.05, Budgeting/Forecasting

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

That the Board determine how it wishes to proceed with this item.

Direcxtor Baéz moved to adopt the resolution. The motion passed, the vote being as follows:

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

* * * * *

REPORTS AND COMMUNICATIONS FROM THE SUPERINTENDENT OF SCHOOLS

(Item 1) Action on a Request to Approve a Technical Amendment to the April Certificated Appointments

Background

Subsequent to the Board's meeting of April 25, 2019, an error was discovered in the approved appointments of certificated staff. Presented below for the Board's approval is the technical amendment to the appointment of the following teacher in the month of April 2019.

Codes	Name	Position	Division	Salary		Start Date
5, r	Meyer, Elizabeth	AMP Art	B	$42,500.00	~~$64,018.98~~	3/18/2019

Superintendent's Recommendation

The Administration recommends that the Board approve the technical amendment to the April certificated appointments.

Director Peterson moved to approve the technical amendment. The motion passed, the vote being as follows:

Ayes — Directors Báez, Herndon, O'Halloran, Peterson, Siemsen, Taylor, Woodward, and President Miller — 8.
Noes — Non.

* * * * *

(Item 2) 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

School Visits

This month we celebrated Teacher Appreciation Week. School communities hosted a variety of events to honor our teachers. At the district level, we encouraged all members of the MPS family and the greater community to show appreciation for our educators by posting pictures, tweeting tributes, and sharing Instagram images using the hashtag *#MPSTeacherProud.* Educators were also celebrated at the Metropolitan Milwaukee Alliance of Black School Educators' (MMABSE's) Teacher Gala and at the Wisconsin Association for Bilingual Education's Conference.

High-school graduations are well underway this month, with ceremonies having been held at the UW-Milwaukee Panther Arena, Milwaukee Area Technical College, and the Miller High Life Theatre. Graduations have always been important and special to me as they are symbols of our achievements and aspirations Our students are pursuing many exciting college and career paths. The ceremonies thus far have been very memorable, and the MPS Class of 2019 should be proud of their many accomplishments!

School visits remain a priority and serve as an excellent mechanism for gathering feedback to support the District's improvement efforts. This month, the schools I visited include Pulaski IB High School, Burbank, Reagan IB High School, Lynde and Harry Bradley Technology & Trade School, Golda Meir, Barack Obama School of Career & Technical Education, and Samuel Clemens.

Events/Programs/Announcements

MPS Celebrates Tree Donation in Honor of Bucks' Success

Students and staff at Milwaukee School of Languages (MSL) , along with the Milwaukee Bucks and their mascot, Bango, celebrated a gift of four new trees on May 16, 2019. The trees are a donation from American Transmission Company (ATC), which has provided 573 trees this spring in honor of every Bucks three-point shot at Fiserv Forum this season.

This is the third year in which ATC has donated trees to schools across the state. Students actively took part in tree planting with representatives from ATC and the Milwaukee Bucks.

Golda Meir School Receives State Grant to Expand Fab Lab

On May 14, 2019, students and staff at Golda Meir School celebrated the announcement of a $25,000 grant from the Wisconsin Economic Development Corporation (WEDC). The funding will be used to expand Meir's current makerspace into a three-room Fab Lab with new equipment, including a 3D scanner, advanced 3D printers, a laser engraver, and computer numerical control (CNC) routers for complex carving and engraving. The makerspace, which opened in one room in fall 2018, will be expanded over the coming months.

MPS was one of 20 districts awarded funding from a total of 56 applications. WEDC's grants have already supported Fab Lab development at Washington High School of Information Technology, Lynde and Harry Bradley Technology and Trade School, Bay View High School, and Barack Obama School of Career and Technical Education.

The Governor declared Monday, May 14, "Fab Lab Day" throughout the state.

MPS Seniors Learn Financial Planning

About 25 MPS seniors took part in a new Financial Freedom Summit on May 10, 2019, hosted by the MPS Department of Black and Latino Male Achievement (BLMA). Students toured residential and commercial projects and heard from local business leaders. Young men from Lynde and Harry Bradley Technical and Trade School, Riverside University High School, South Division High School, and Washington High School were invited to the event after taking part in BLMA programs throughout the school year.

The event was organized to give students insight into the field of finance. Guest speakers talked about investing, real estate, and banking and touched upon areas that ranged from personal finances to corporate and commercial careers. Students explored the city by riding the new transportation venture The Hop, toured City Hall, and visited an apartment and a multi-use building under construction to hear about the process of real-estate investing and development. Guests Kevin Newell and Kalan Haywood served as tour guides and local experts at several sites.

MPS Celebrates with Milwaukee Police at Ground-breaking Ceremony

MPS celebrated with the Milwaukee Police Department and other partners on April 30, 2019, at a ground-breaking ceremony for the MKE Urban Stables, designed to house the MPD's mounted patrol and community programming. Although skies were gray and misty, excitement for the new initiative and appreciation for funders was not dampened as local officials revealed details of upcoming activities.

From its inception, the new project included plans to provide horse therapy for veterans and MPS students. Recent research on horse therapy is showing encouraging results for individuals with post-traumatic stress disorder (PTSD) and other emotional and behavioral needs. Working with animals can be calming and can help individuals manage stress and develop problem-solving skills. Because horses are nonjudgmental, friendly, and put forth no expectations or motives, working with horses can help develop personal relationships, trust, and an ability to care for others. MPS students will benefit from horse therapy when the facility is completed.

Pulaski Breaks Ground on Athletic Field's Improvements

Green Bay Packers President and CEO, Mark Murphy, joined me on May 7, 2019, to break ground on the athletic field at Casimir Pulaski High School. The field will receive new artificial turf, goalposts, and soccer goals. The addition of synthetic turf at Pulaski will provide a safer facility for student athletes and will enhance the overall MPS experience.

MPS is proud that more than $250,000 in funding has been provided by the Green Bay Packers, the NFL Foundation, and Local Initiatives Support Corporation (LISC) Milwaukee. This is the second grant made in Milwaukee by a partnership between the NFL Grassroots Program and LISC, designed specifically to build or improve football fields and neighborhood parks.

Athletics are an important part of the high-school experience in MPS. Extracurricular activities such as athletics help promote student achievement and success. Playing sports has been shown to boost students' confidence, to teach discipline, to encourage teamwork, and to promote perseverance.

Over the past five years, MPS has renovated athletic fields at Custer High School, South Division High School, and Vincent High School.

Awards/Recognition

MPS Athletes Nominated for Wisconsin Sports Awards

Milwaukee Public Schools congratulates Sydnee Roby of Rufus King International High School and Michael Foster, Jr., of Washington High School of Information Technology, who have been nominated as Wisconsin Basketball Players of the Year. The Wisconsin Sports Awards, now in its eighth year, is an annual celebration of Wisconsin's high-school, collegiate, and professional athletic achievements. Winners will be announced on June 6, 2019, at Fiserv Forum in Milwaukee.

Sydnee Roby, a senior at Rufus King, has announced her decision to attend the University of Miami after being pursued by more than 20 schools. As a junior, she was named the 2017-18 Gatorade Player of the Year for Wisconsin. She has been a three-time conference player of the year; was a unanimous First Team All-State selection as a sophomore, junior, and senior; and was named to the Associated Press All-State First Team and the *USA TODAY* All-USA Wisconsin First Team.

Michael Foster, Jr,. is a sophomore at Washington who stands 6'9". He already has seven offers on the table from colleges, including Marquette University and the University of Wisconsin–Madison. He has also been nominated for Gatorade Player of the Year and the *Milwaukee Journal Sentinel's* Player of the Year. Along with his team, Michael has been a two-time city conference champion, regional champion, sectional champion, and two-time WIAA Division 2 state runner-up.

Chad Sperzel-Wuchterl is Named Wisconsin High School Teacher of the Year

Reagan High School IB's visual arts teacher Chad Sperzel-Wuchterl was named the 2019 Wisconsin High School Teacher of the Year. Wisconsin Department of Public Instruction State Superintendent, Carolyn Stanford Taylor, Mayor Tom Barrett, MPS Superintendent Keith P. Posley, Reagan founder and former principal Julia D'Amato, and others joined Principal Mike Roemer in congratulating Sperzel-Wuchterl. The Reagan marching band provided a festive atmosphere for the event.

Only 175 educators have been chosen for the honor since 1956. The Teacher of the Year is selected by the State Superintendent's Council. Each educator who received a Herb Kohl Fellowship Award is closely evaluated before the Council selects four educators to represent teachers across all grade levels (elementary, middle, high-school, and special education).

Chad Sperzel-Wuchterl, who has been an energetic part of the Reagan faculty since 2004, has developed an expansive visual-arts program. His community-outreach efforts and compelling relationships with multiple universities have led countless students to post-secondary success. In 2018, his visual-arts students earned $3 million in scholarships. Sperzel-Wuchterl received a Herb Kohl Teacher Fellowship this year, and he also received a 2015 Celebrate Teachers & Teaching Award.

Increasing Opportunities for Student Voice

A shared goal of the Milwaukee Board of School Directors and the Administration is providing increased opportunities for student voice at the Board's monthly meetings. As such, I have been holding listening sessions with students.

This school year, I've held monthly listening sessions at nine high schools. Earlier this month, I held my last listening session for the 2018-19 school year at Obama School of Career and Technical Education.

During our time together, the students and I have engaged in a thoughtful conversation about what makes them MPS Proud and what would make their experience better. Students shared that they are proud of the support they receive from counselors and the resources that are provided. The students were very candid with me about their ideas for improving their experience.

* * * * *

(Item 3) Action on Recommended Administrative Appointments, Promotions, Reassignments, and Salary Increases/Decreases

Recommended Appointments

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

Codes	Name	Assignment/Location	Salary
(5)(nr)	Jeffrey Lasky	Principal II — 9-12, Riverside	Schedule 03, Range 15A
		Office of the Chief of School Administration	$115,000
(2)(r)	Yalonda Graham	Principal II — K-8, Humboldt Park	Schedule 03, Range 14T
		Office of the Chief of School Administration	$108,780
(5)(nr)	Andrew Reiser	Principal I — K-8, Trowbridge	Schedule 03, Range 13T
		Office of the Chief of School Administration	$101,566
(2)(r)	Yolanda Tooks	Principal I — K-8, Craig Montessori	Schedule 03, Range 13T
		Office of the Chief of School Administration	$98,713
(5)(r)	Amy Kallman	Coordinator III, School Performance	Schedule 03, Range 08A
		Office of the Chief of Communications & School Performance	$94,942
(4)(r)	Lisa Salva	Coordinator III, School Performance	Schedule 03, Range 08A
		Office of the Chief of Communications & School Performance	$94,942
(4)(nr)	Gabriel Lopez Jaurequi	Principal II — K-8, Hayes	Schedule 03, Range 14T
		Office of the Chief of School Administration	$90,750
(2)(r)	Monique Parks	Coordinator III, School Performance	Schedule 03, Range 08A
		Office of the Chief of Communications & School Performance	$89,486
(5)(nr)	Lynn Clark	Dietitian Associate III	Schedule 03, Range 05A
		Office of the Chief of Finance	$52,929

Recommended Reassignments

The Superintendent recommends that the following individuals be appointed to the classifications indicated, to be effective upon approval by the Board

Codes	Name	Assignment/Location	Salary
(5)(nr)	Theresa Russell	Principal I — K-6, Lowell	Schedule 03, Range 13T
		Office of the Chief of School Administration	$97,250
(2)(nr)	Richard Spates	Principal I — K-6, Barton	Schedule 03, Range 13T
		Office of the Chief of School Administration	$91,882

Codes

1	Native American
2	African American
3	Asian/Oriental/Pacific Islander
4	Hispanic
5	White
6	Other
r	Resident
nr	Non-resident

As previously noticed, Director Taylor moved to waive Board Rule 1.09 in order to give public hearing on this item. The motion was approved, the vote being as follows:

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

Public hearing having been given, Director O'Halloran moved to retire to executive session, pursuant to Wisconsin Statutes, Section 19.85(1)(c). The motion passed, the vote being as follows:

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

The Board retired to executive session at 7:23.

The Board reconvened in executive session at 7:52 p.m.

Director Woodward moved to approve the Administration's recommendation. The motion passed, the vote being as follows:

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

* * * * *

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

At the request of the Board Clerk, the Board postponed consideration of the following reports and communications from the Board Clerk until the end of its agenda, at which time the Board took up consideration of these items.

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

Background

As this update was being drafted, the Joint Committee on Finance was two days away from taking its vote on the major education portions of the state budget. An update based on that action will be provided at the time of the meeting of the MPS Board of School Directors.

While it is hoped that the Committee will support the Governor's proposals to support Wisconsin students, preliminary budget papers provided by the Legislative Fiscal Bureau include funding options that fall well short of the needs of students and that include the lesser options than the "Blue Ribbon" recommendations put forward by the Blue Ribbon Commission on K-12 education.

The Joint Committee on Finance has been working off of the "base budget," rather than the Executive Budget, and leadership in the Legislature is now considering splitting the budget-related action into separate bills in order to limit or eliminate the veto power of the Governor.

What is clear at the moment is that funding for students with disabilities is in jeopardy, funding for students' mental health needs is in jeopardy, funding that would help to lower class sizes is in jeopardy, and funding that would, in essence, support what the people of Wisconsin have asked for for their students is in jeopardy.

Strategic Plan Compatibility Statement

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

Statute, Board Rule, or Administrative Policy Statement

Board Governance Policy BG 2.13, Board Legislation Program

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

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

* * * * *

(Item 2) Consideration of and Possible Action on Employment, Compensation, and Performance-evaluation Data Relative to the Terms of an Employment Agreement with the Superintendent of Schools

Background

At the request of President Larry Miller, the Board of School Directors will consider and possibly take action on employment, compensation, and performance-evaluation data relative to the terms of the employment agreement with the Superintendent of Schools.

The Board may retire to executive session pursuant to Wisconsin Statutes, section 19.85(1)(c), which provides that a governmental body may convene in executive session for the purpose of considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility.

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

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Board Rule, or Administrative Policy Statement

Board Governance Policy BG 3.01, Board-appointed Officials

Fiscal Impact Statement

Dependent upon any action which the Board may take in regard to these matters.

Recommendation

That the Board determine how it wishes to proceed with this item.

At the request of the Superintendent, this item was postponed to the next Board cycle.

* * * * *

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

Current Project Updates

Resolution 1819R-011

The Office of Accountability and Efficiency (OAE) presented, with the Administration, the work to explore the feasibility of instituting a local purchasing program modeled after the City of Milwaukee's program to the Committee on Accountability, Finance, and Personnel on March 19, 2019.

At the request of the Committee, the team is conducting an analysis comprisinmg a historical look-back on the potential impact of the program with various parameters. It anticipated that this analysis and subsequent recommendations will be completed for reporting to the Board in August 2019.

2019-20 Proposed Budget

The OAE is working with the Administration and the Office of Board Governance to ensure that the Board is fully informed on all matters related to the budget. We will continue to assist and support throughout the budget process.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Board Rule, or Administrative Policy Statement

Board Governance Policy BG 3.08, Role of the Management of the Office of Accountability and Efficiency

* * * * *

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

The Board Clerk presented 26 expulsion orders from the Independent Hearing Officers of the Milwaukee Board of School Directors.

Director Woodward moved to accept the reports of the Independent Hearing Officers of April 25 and 30, 2019, and May 1, 7, 8, 9, 10, 13, 14, 15, 17, 20, 21, 22, and 24, 2019.

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

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

* * * * *

REPORTS OF STANDING COMMITTEES

Separate consideration was requested of the following items from the Committee on Strategic Planning and Budget

- Item One, Action on Amendments to the MPS Proposed 2019-20 Budget; and
- Item Two, Action on the 2019-20 Superintendent's Proposed Budget, Including the Budgets for the School Operations, Construction, and Extension Funds.

Director Baéz moved to approve the balance of the Committees' reports. The motion passed, the vote being as follows:

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

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:

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	Syretta Brandon	Building Service Helper I	$13.12/hr.	04/08/2019
2	Christina Gamez	Building Service Helper I	$13.12/hr.	04/25/2019
2	Kayla Grimes	Building Service Helper I	$13.12/hr.	04/25/2019
2	Kamilah Humphrey	Building Service Helper I	$13.12/hr.	04/15/2019
2	Rhonda Ingram	Building Service Helper I	$13.12/hr.	04/01/2019
2	Marquell Johnson	Building Service Helper I	$13.12/hr.	04/01/2019
2	Eric Osborne	Building Service Helper I	$13.12/hr.	04/01/2019
2	Althea Peters	Building Service Helper I	$13.12/hr.	04/01/2019
2	Maria Solis Soto	Building Service Helper I	$13.12/hr.	04/08/2019
2	Shileka Williams	Building Service Helper I	$13.12/hr.	04/15/2019
2	Craig Ninham	Boiler Attendant Trainee	$33,698.08	03/11/2019
2	Fausat Afolabi	Children's Health Assistant	$17,602.22	04/08/2019
5	Brenda Chappel	Children's Health Assistant	$17,602.22	04/23/2019
1	Ashley Collins Reeves	Children's Health Assistant	$17,602.22	04/02/2019
5	Gabriela Debny Luna	Children's Health Assistant	$17,602.22	04/23/2019
2	Autumn Evans	Children's Health Assistant	$17,602.22	04/08/2019
2	Tiannia Hopkins	Children's Health Assistant	$17,602.22	04/29/2019
2	Lucinda Jones	Children's Health Assistant	$17,602.22	04/02/2019
2	Tangankia Langham	Children's Health Assistant	$17,602.22	04/29/2019
2	Ethel Merritt	Children's Health Assistant	$17,602.22	04/02/2019
4	Bianca Sanchez Estrada	Children's Health Assistant	$17,602.22	04/02/2019
2	Michelle Stovall	Children's Health Assistant	$17,602.22	04/29/2019
2	Annette Williams	Children's Health Assistant	$17,602.22	04/23/2019
2	Chermaine Bennett	Food Service Assistant	$12.94/hr.	04/23/2019
2	Adrienne Brown	Food Service Assistant	$12.94/hr.	04/23/2019
4	Erik Colchado Medina	Food Service Assistant	$12.94/hr.	04/12/2019
2	Jasmine Hardnett	Food Service Assistant	$12.94/hr.	04/08/2019
2	Carnie Jemison	Food Service Assistant	$12.94/hr.	04/23/2019
2	Demetria Lovett	Food Service Assistant	$12.94/hr.	04/29/2019
2	Jiretha Lumpkins	Food Service Assistant	$12.94/hr.	04/01/2019
2	Dorothetta Marshall	Food Service Assistant	$12.94/hr.	04/01/2019
2	Machesny May	Food Service Assistant	$12.94/hr.	04/11/2019
2	Brittany Mitchell	Food Service Assistant	$12.94/hr.	04/05/2019
2	Jenee Mitchell	Food Service Assistant	$12.94/hr.	04/23/2019
2	Darezonia Morehead	Food Service Assistant	$12.94/hr.	04/23/2019
2	Trinity Parker	Food Service Assistant	$12.94/hr.	04/23/2019
2	Celester Perkins	Food Service Assistant	$12.94/hr.	04/08/2019
2	India Reed	Food Service Assistant	$12.94/hr.	04/05/2019
2	Rayana Steele	Food Service Assistant	$12.94/hr.	04/08/2019
2	Betty Whitten	Food Service Assistant	$12.94/hr.	04/23/2019
5	Lisa Kellner	Nutrition Technician — 12-month	$34,310.64	04/01/2019
2	Verlynda Ivory	Para Ed Assistant	$18,315.98	04/08/2019
2	Riana Johnson	Para Ed Assistant	$20,397.96	04/23/2019
2	Maurice Lawrence	Para Ed Assistant	$18,315.98	04/01/2019
2	Kafre Mcclenton	Para Ed Assistant	$18,315.98	04/08/2019
4	Yajaira Rodriguez	Para Ed Assistant	$18,315.98	04/26/2019
4	Paulina Santos	Para Ed Assistant	$18,315.98	04/01/2019
2	Franchesca Robinson	School Secretary I — 11-month	$26,175.07	04/29/2019
2	Marnetta Merriweather	School Secretary I — 12-month	$29,152.80	04/08/2019
2	Maria Solano Pacheco	School Secretary I — 12-month	$29,152.80	04/08/2019
2	Davita Mims	Social Work Aide II	$18,083.84	04/01/2019
4	Brenda Wilborn	Social Work Aide II	$16,646.55	04/01/2019
		Promotions		
2	Jeanette Brown	Boiler Attendant Trainee	$35,075.31	04/08/2019

2	Demetrous Elam	Boiler Attendant Trainee	$33,698.08	04/22/2019
2	Betty Ross	Boiler Attendant Trainee	$35,075.31	04/01/2019
2	Catherine Smith	Boiler Attendant Trainee	$35,075.31	04/01/2019
4	Jay Paniagua	Carpenter Chargeman	$39.35/hr.	04/01/2019
2	Sharon Barnes	Food Service Assistant — In Charge	$14.61/hr.	04/08/2019
2	Randall Hunt	Roofer Chargeman	$33.95/hr.	04/08/2019
4	Angelica Roman	School Secretary I — 10-month	$31,077.32	04/23/2019
2	Turry Nickols	School Secretary I — 11-month	$31,664.88	04/01/2019
2	Larina Crawford	School Engineer II	$46,432.29	04/15/2019
4	Jason Garcia	School Engineer III	$52,477.27	04/08/2019
2	Sharita Thomas	School Kitchen Manager Trainee	$13.98/hr.	04/08/2019
2	GuQuita Wallace	School Kitchen Manager Trainee	$13.98/hr.	04/08/2019
		Rehires		
2	Denise Woodson	Food Service Assistant	$12.94/hr.	04/29/2019
2	Michele Drake	School Secretary I — 11-month	$26,175.07	04/01/2019

Certificated Appointments

Teacher

Codes	Name	Assignment	Division	Salary	Date
5,r	Beaudoin, Lynn	Special Ed Multicategorical	B	$49,762.73	4/23/2019

School Social Worker — Trauma-informed Coach

Codes	Name	Assignment	Division	Salary	Date
5,r	Banks, Elsa	General Operations	2A	$69,300.00	4/8/2019

Teacher — Early-start calendar

Codes	Name	Assignment	Division	Salary	Date
5,r	Leverenz, Ashley	Multicategorical Comp Sen	B	$42,500.00	4/3/2019

Codes and Counts

(a) Reappointment without tenure
(b) Reappointment with tenure
(nr) Non-Residents
(r) Residents
(1) Native American 0
(2) African American 0
(3) Asian/Oriental/Pacific Islander 0
(4) Hispanic 0
(5) White 3
(6) Other 0
(7) Two or More Ethnic Codes 0
Males 0
Females 3

Certificated Leaves of Absence

	Present Assignment	Effective From
Personal Leave, April 2019		
Maggie Palutsis	Elm	04/19/2019
Yadira Roman-Soto	Riverside	04/24/2019
Personal Leave, June 2019		
Jessica Bruns	Siefert	06/10/2019
Personal Leave, August 2019		
Melissa Kuhnke	Jackson	08/26/2019
Illness Leave, February 2019		
Renee Clark	Currently on Leave	02/01/2019

	Present Assignment	Effective From
Illness Leave, April 2019		
Lisza Johnson	Currently on Leave	04/23/2019

Report on Certificated Resignations and Classified Retirements

Certificated Resignations

Reason	Years Svc	Code	Name	Position	Location	Effective Date
Personal	23.4	5	Karen Ambrosh	Teacher	Audubon	05/24/2019
Other Work	17.2	2	Marcus Arrington	Principal	Dr. King Elem	06/26/2019
Retire	20.0	5	Mary Belvoir	Speech Path	Longfellow	06/14/2019
Personal	4.2	2	Lemario Boddie	Teacher	Hopkins Lloyd	06/14/2019
Other Work	5.8	5	Emily Bruce	Counselor	Rufus King MS	04/09/2019
Retire	33.4	5	James Brunn	Teacher	Bay View	05/24/2019
Retire	24.2	4	Maria Burrus	Teacher	Riley	06/14/2019
Retire	27.0	2	Gene Campbell	Manager II	Central Svcs	06/14/2019
Personal	0.7	5	Christin Coles	Teacher	Gaenslen	06/15/2019
Personal	4.7	4	Dayleen Curtis Flores	Psych	Rogers St Acad	06/14/2019
Personal	8.1	5	Jay Dobrinska	Teacher	Manitoba	06/14/2019
Personal	4.0	5	Derek Donlevy	Sup Assoc II	Central Svcs	05/03/2019
Retire	28.8	5	Sue Duffy	Teacher	Central Svcs	06/14/2019
Other Work	4.0	5	Megan Eisele	Speech Path	Garland	06/14/2019
Personal	1.4	4	Yaritza Esteves Olavarria	Teacher	Pulaski	03/19/2019
Retire	21.0	5	Jean Fenelon	Teacher	Brown St Acad	06/13/2019
Personal	1.0	5	Melissa Fiegel	Teacher	JMAC	06/14/2019
Retire	29.8	2	Mary Freeman	Teacher	Pratt	05/24/2019
Personal	2.0	2	LaCari Gant	Teacher	Carson Academy	07/01/2019
Retire	10.5	5	Michael Garvey	Teacher	Riverside	05/25/2019
Other Work	2.7	5	Emma Gee	Teacher	Bryant	06/14/2019
Personal	13.4	5	Lisa Gilson	Teacher	Milw School Lang	05/24/2019
Personal	6.0	5	Matthew Gitzlaff	Teacher	Greenfield	03/18/2019
Personal	2.0	5	Alicia Glidden	Teacher	MACL	06/14/2019
Personal	3.8	4	Samuel Guerrero	Teacher	Rufus King HS	05/24/2019
Retire	27.8	5	Dean Haith	Mentor	Central Svcs	06/14/2019
Personal	1.0	5	Dawn Hamill	Teacher	Franklin	06/14/2019
Other Work	5.0	5	Sarah Hively	Teacher	Emerson	06/28/2019
Other Work	2.9	5	Alyssa Jensen	Teacher	Thurston Woods	06/14/2019
Personal	3.6	2	Heidi Jiles	Teacher	Elm	03/12/2019
Retire	25.0	5	Kimberly Kampschroer	Supervisor I	Central Svcs	06/26/2019
Other Work	2.0	5	Erica Kast	Psych	Lincoln Ctr Arts	05/24/2019
Retire	23.0	5	Joan Keating	Teacher	Rogers Street Acad	06/14/2019
Other Work	3.5	5	Patricia Klabunde	Teacher	Doerfler	06/14/2019
Retire	30.9	5	Anne Knackert	Manager II	Central Svcs	07/05/2019
Personal	32.0	5	Deborah Krieger	Counselor	Central Svcs	05/24/2019
Personal	4.0	5	Fiona Lange	Teacher	Congress	05/24/2019
Other Work	4.0	5	Christian Livick	Teacher	Alliance	05/24/2019
Personal	3.0	4	Eva Marcial Resto	Teacher	Forest Home	06/30/2019
Retire	19.0	5	Elizabeth Markwardt	Teacher	Humboldt Park	06/14/2019
Retire	31.4	2	Raymond Moore	AP	Transition	04/12/2019
Retire	34.1	2	Yvette Moore (revision)	AP	JMAC	09/10/2019
Other Work	1.5	5	Carson Nowakowski	Teacher	JMAC	05/24/2019
Personal	0.6	2	Rowanda Nunn	Teacher	Dr. King Elem	06/14/2019
Retire	8.5	3	Florina Ortiguera	Teacher	Jackson	06/14/2019
Retire	12.0	5	Thomas Pantea	Teacher	MacDowell	05/24/2019
Other Work	0.7	2	Robert Perry	Teacher	Hopkins Lloyd	04/05/2019
Personal	5.0	5	Nora Sachs	Teacher	French Immersion	06/14/2019
Personal	0.5	5	Lisa Scalzitti	Teacher	Doerfler	04/22/2019
Retire	21.0	5	Kelly Shannon	Teacher	Starms	05/24/2019
Personal	2.0	5	Erin Shuder	Teacher	53rd Street	06/14/2019
Retire	5.7	5	Nina Soukup	Speech Path	Green Bay Ave	06/14/2019

Reason	Years Svc	Code	Name	Position	Location	Effective Date
Retire	25.8	5	Kerwyn Splude	Teacher	Marshall	05/24/2019
Personal	6.4	5	Marisa Stewart	Teacher	Gaenslen	06/14/2019
Retire	34.6	5	Carol Sura	Teacher	Rogers St Acad	06/14/2019
Personal	1.8	5	Aaron Taylor	Teacher	Riverside	05/31/2019
Personal	0.6	2	Kenmikiiya Terry	Counselor	WCLL	03/29/2019
Other Work	0.5	4	Jennifer Venancio	Teacher	Riverside	05/31/2019
Personal	2.6	5	Therese Whitty	Sup Assoc II	Central Svcs	06/03/2019

Classified Retirements

Reason	Years Svc	Code	Name	Position	Location	Effective Date
Retire	33.0	5	Cynthia Apollo	Admin Asst	Central Svcs	04/27/2019
Retire	28.3	5	Dawn Butler	Kitchen Mgr	Obama SCTE	04/23/2019
Retire	29.6	5	Nick Lucht	Chargeman	Electric Shop	04/26/2019

Monthly Affirmative Action Report

The Affirmative Action monthly personnel transaction report for April 2019 is attached to the minutes of your Committee's meeting. This is an informational report, and no action is required.

Fiscal Impact Statement

Authorized expenditures were previously approved in the FY19 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.

Codes	Name	Position	Location	Salary
(3)(nr)	Joseph Hill	Supervisor I, Non-Public Ed Services	Office of the Chief of Finance	Schedule 03, Range 09A $97,614
(5)(r)	Sara Cruz	Assistant Principal I, Greenfield	Office of the Chief of School Administration	Schedule 03, Range 10C $77,064
(5)(r)	John Riojas	Technology Support Supervisor I	Office of the Chief of Human Resources	Schedule 03, Range 09A $76,795
(2)(r)	Andrew Muriuki	Research Specialist I	Office of the Chief of Communications & School Performance	Schedule 03, Range 08A $71,322
(4)(r)	Viviana Buzo	Webmaster	Office of the Chief of Communications & School Performance	Schedule 03, Range 08A $68,094
(2)(r)	Cierra Chesir	Specialist I, Contract Law	Office of the Chief of Finance	Schedule 03, Range 08A $65,474

Codes	Name	Position	Location	Salary	
(5)(r)	Nicholas Malovee	Associate III, Culinary Arts	Office of the Chief of Academics	Schedule 03, Range 05A	$60,715
(2)(r)	Kelly Hardwick	Accountant II, Nutrition Services	Office of the Chief of Finance	Schedule 03, Range 04A	$50,363
(2)(r)	TreQuan Martin	Planning Assistant III	Office of the Chief of Academics	Schedule 03, Range 02A	$43,900

Recommended LTE Contracts *(to be effective upon the Board's approval)*

Your Committee recommends that the Board review and approve the following limited-term employment contracts exceeding sixty days, pursuant to Administrative Policies 6.23(4)(b) and 6.37(5).

Codes	Name	Position	Location	Dates	Hourly Wage
(5)(r)	Eric Losin	Math Developer	Office of the Chief of Human Resources	03/01/19-06/30/19	$35.00
(5)(r)	Sue Beay	School Engineer	Office of the Chief of School Administration	03/25/19-09/25/19	$30.00
(2)(nr)	Phillip Scott	Youth Apprenticeship Program Assistant	Office of the Chief of Academics	01/01/19-06/30/19	$30.00
(5)(r)	Nancy Blumenberg	Accounting Assistant III	Office of the Chief of Finance	05/07/19-06/30/19	$28.44
(2)(r)	Jacqueline Davis	Substitute Administrative Assistant	Office of the Chief of Human Resources	05/01/19-07/01/19	$23.54
(5)(r)	Colleen Schmitt	SEE US! Grant Associate	Office of the Chief of Academics	05/02/19-09/30/19	$23.54
(5)(r)	Michaela Hendricks	Law Clerk	Office of the Chief of Human Resources	04/01/19-10/01/19	$12.00

Codes

1	Native American
2	African American
3	Asian/Oriental/Pacific Islander
4	Hispanic
5	White
6	Other
r	Resident
nr	Non-resident

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

* * * * *

(Item 3) Action on Monthly Finance Matters: Authorization to Make Purchases; Informational Reports on Change Orders in Excess of $25,000; Acceptance of the Report on 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 5758 Authorization to Extend a Blanket Agreement with CDW Government LLC for Cisco Switches, Routers, Wireless Access Points, Transceivers, and Interface Cards

The Administration is requesting authorization to extend the blanket agreement with CDW Government LLC ("CDW") to provide Cisco switches, routers, Wireless Access Points (WAPs), transceivers, and interface cards. These items will provide the network infrastructure necessary for the telephone-system-replacement

project; support the expansion and opening of new school buildings; and add network capacity, as needed, in our schools and datacenters. This equipment is critical as it will ensure that our students always have access to robust network resources.

This vendor was chosen pursuant to RFB 5758. The original blanket agreement provided for two one-year options to extend if certain performance metrics were met. The first extension option was exercised by agreement. CDW has met the performance metrics codified in the agreement; therefore, MPS is exercising the second, and final, extension to the blanket agreement.

This second and final extension will run from June 1, 2019, through May 31, 2020. The total cost of the blanket agreement in this extension year will not exceed $968,494.

Budget Code: Varies by location ordering goods $968,494

CDW Government, LLC

Prime Contractor Information
- Certified HUB Vendor? ..... No
- Total # of Employees 7,123
- Total # of Minorities 4,837
- 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 200
- Student Career-awareness Commitment 10

RFB 5776 Authorization to Enter into a Blanket Agreement with Reinders Inc., for 50-lb. Bags of Deicing Rock Salt

The Administration requests authorization to enter into a blanket agreement with Reinders Inc., to provide 50-lb. bags of deicing rock salt to all MPS schools and buildings.

The vendor will deliver the initial orders for salt to all MPS sites between September 1, 2019, and November 15, 2019. Additional orders will be placed as needed during the term of the blanket agreement.

The vendor was chosen pursuant to RFB 5776, which closed on April 18, 2019. Reinders, Inc., was the lowest-complying bidder of Division 1 for 50-lb. bags of deicing rock salt.

This will be a blanket agreement for three years with a total cost that will not exceed $581,600.

Budget Code: BLD-0-0-BOP-FM-ESUP (Maintenance — Supplies) $581,600

Reinders, Inc.

Prime Contractor Information
- Certified HUB Vendor? ..... NO
- Total # of Employees 208
- Total # of Minorities 14
- Total # of Women 43

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

Student Engagement (hours per 36-month contract)
- Paid Student Employment-hour Commitment 0
- Student Career-awareness Commitment 0

RFB 5776 Authorization to Enter into a Blanket Agreement with Cargill, Inc., for Bulk Deicing Rock Salt

The Administration requests authorization to enter into a blanket agreement with Cargill, Inc. — Deicing Technology Business Unit to provide 2,100 tons of bulk deicing rock salt to all MPS schools and departments. The salt will be picked up by MPS trucks at the vendor's facility on Jones Island.

The vendor was chosen pursuant to RFB 5776, which closed on April 18, 2019. Cargill, Inc., was the lowest-complying bidder of Division 2 for bulk deicing rock salt.

This blanket agreement will run from June 1, 2019, through May 31, 2022.

This will be a blanket agreement for three years with a total cost that will not exceed $199,689.

Budget Code: MTN-0-0-FSH-11-ESUP (Maintenance — Supplies) $199,689

Cargill, Inc.

Prime Contractor Information
- Certified HUB Vendor? .....No
- Total # of Employees 630
- Total # of Minorities 105
- Total # of Women 54

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

Student Engagement (hours per 36-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: C025819

Brew City Taxi Cab Company

On July 1, 2018, the Administration requested authorization to enter into a contract extension (Year 3) with Brew City Taxi Cab Company for taxi services. The vendor was chosen pursuant to RFB 5734 for the amount of $100,000 in the final term. Due to the increase in transportation needs throughout the 2018-19 school year, the contract has now met the compensation amount. In order to remit payment for the services provided by Brew City Taxi Cab Company, additional funds are required in the amount of $49,000.

Original Contract Extension (Year 3) Amount	$ 100,000
Increase	$ 49,000
Adjusted Contract Amount	$ 149,000

Contract: B0001194

Dairyland Buses for Field Trips

On July 1, 2018, the Administration requested authorization to enter into a contract (Year 3) with Dairyland Buses for field trips. The vendor was chosen pursuant to RFB 5735 for the amount of $60,000 in the final term. Due to the increase in transportation needs throughout the 2018-19 school year, the contract has now met the compensation amount. In order to remit payment for the services provided by Dairyland Buses, additional funds are required in the amount of $60,000.

Original Contract Extension (Year 3) Amount	$ 24,999
Increase	$ 60,000
Adjusted Contract Amount	$ 84,999

Contract: B0001195

Durham School Services Buses for Field Trips

On July 1, 2018, the Administration requested authorization to enter into a contract (Year 3) with Durham School Services for field trips. The vendor was chosen pursuant to RFB 5735 for the amount of $40,000 in the final term. Due to the increase in transportation needs throughout the 2018-19 school year, the contract has now met the compensation amount. In order to remit payment for the services provided by Dairyland Buses, additional funds are required in the amount of $40,000.

Original Contract Extension (Year 3) Amount.....$ 120,000
Increase.....$ 40,000
Adjusted Contract Amount.....$ 160,000

Routine Monthly Reports

The monthly report of revenues and expenses, themonthly expenditure control report, the report on administrative and school fund transfers, the monthly 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 reports, and no action is required.

Donations

Location	Donor	Amount	Gift or Purpose
Monetary Donations over $5,000			
MacDowell Montessori School	MPS Foundation	$10,000.00	Natures Classroom Donation
	Total Monetary Donations Over $5,000	*$10,000.00*	
Monetary Donations			
Academy Of Accelerated Lrng.	American Heart Association	$200.00	General School Supplies
Alliance High School	Myron Eshowsky	$200.00	Restorative Program Donation
Alliance High School	Black Health Coalition of Wisconsin	$500.00	Gym for Hoop Wars Donation
Audubon High School	Kingfish Solutions, LLC.	$345.95	Athletics Donation
Auer Avenue School	LeadDog Marketing Group	$465.00	Kohl's Cares Field Trip Grant
Auer Avenue School	LeadDog Marketing Group	$389.00	Kohl's Cares Field Trip Grant
Bay View Montessori School	Bay View Neighborhood Association	$500.00	Green Team Donation
Bradley Trade & Tech	Helgesen	$2,500.00	Skills USA Donation
Browning School	Blue Cross Blue Shield Association	$500.00	Watch us Sprout Grant
Burdick School	Lisbeth Shady	$100.00	Green Playground Supplies
Cass Street School	Blue Cross Blue Shield Association	$500.00	Watch us Sprout Grant
Douglas School	Blue Cross Blue Shield Association	$500.00	Watch us Sprout Grant
Emerson School	Maple Leaf Enterprises, LLC.	$100.00	General School Supplies
Emerson School	Rebecca Franzel	$50.00	General School Supplies
Emerson School	Blue Cross Blue Shield Association	$500.00	Watch us Sprout Grant
Fernwood School	Whitetails Unlimited, Inc.	$750.00	Archery Equipment Donation
Franklin School	Ha Ha's Hero Foundation	$2,500.00	General School Supplies
French Immersion School	YourCause, LLC.	$35.00	General School Supplies
Gaenslen School	Blue Cross Blue Shield Association	$500.00	Watch us Sprout Grant
German Immersion School	Action for Healthy Kids	$250.00	Indoor Active Recess Donation

Location	Donor	Amount	Gift or Purpose
Hamilton High School	Northwestern Mutual	$1,000.00	Sergeant Randall Scholarship
Hamilton High School	Al Hurvis/Adamm Education Foundation	$250.00	Girls Tennis Team Donation
Hawley Environmental School	Blue Cross Blue Shield Association	$500.00	Watch us Sprout Grant
Holmes School	Kristy Schroeder	$1,500.00	School Wellness Learning Donation
Hopkins Street School	Blue Cross Blue Shield Association	$500.00	Watch us Sprout Grant
Jackson School	Blue Cross Blue Shield Association	$500.00	Watch us Sprout Grant
Kagel School	The Meemic Foundation	$500.00	Classroom Makeover
King High School	Northwestern Mutual	$300.00	IB Support Donation
King High School	Lauren Baker	$30.00	Build Program Donation
King High School	Rufus King International High School Staff	$10.00	Sunshine Club Donation
Kluge School	Milwaukee Ballaz Elite*	$120.00	Staff Support Donation
Kluge School	Milwaukee Ballaz Elite*	$120.00	Staff Recognition Donation
Kluge School	Milwaukee Ballaz Elite*	$120.00	Staff Recognition Donation
Kluge School	Hope Community Foundation, Inc.*	$500.00	Special Needs Field Trip Donation
Kluge School	Milwaukee Ballaz Elite*	$90.00	Staff Support Donation
Lloyd Barbee Montessori	Milwaukee Jewish Federation	$338.76	Hours Against Hate Donation
Lloyd Barbee Montessori	Milwaukee Jewish Federation	$151.98	Hours Against Hate Donation
MacDowell Montessori	Macdowell Montessori PTO*	$1,500.00	Prom Donation
Maple Tree School	Blue Cross Blue Shield Association	$500.00	Watch us Sprout Grant
Milw. Sch. Of Languages	William P. Harvill	$850.00	Field Trip Donation
Milw. Sch. Of Languages	Milwaukee School of Language PTSA	$200.00	Mini Grant Donation
Milw. Sch. Of Languages	Mathcounts Foundation	$150.00	3M Grant Donation
Milw. Sign Language School	Sharon L. Lamartina	$50.00	General School Supplies
Milw. Sign Language School	Deborah C. Carr	$50.00	General School Supplies
Milw. Sign Language School	Blue Cross Blue Shield Association	$500.00	Watch us Sprout Grant
Morgandale School	Jane Paul	$40.00	PBIS Donation
Neeskara School	Blue Cross Blue Shield Association	$500.00	Watch us Sprout Grant
Parkside School	Blue Cross Blue Shield Association	$500.00	Watch us Sprout Grant
Ralph Metcalfe School	Northwestern Mutual	$600.00	Spring Math Program Donation
Riverwest Elementary School	Blue Cross Blue Shield Association	$500.00	Watch us Sprout Grant
Ronald Reagan High School	Nancy Smith	$20.00	Music Donation
Ronald Reagan High School	Clement Avenue PTO	$100.00	Music Donation
Riley School	Blue Cross Blue Shield Association	$500.00	Watch us Sprout Grant
Obama School of Career and Technical Education	Milwaukee School of Engineering	$500.00	Robotics Donation
Sherman School	Brew City Corvette Club Milwaukee	$200.00	Production 2019 Play Donation
Stuart School	Susan B. Morgan	$100.00	Field Trip Donation
Victory School	Children's Hospital of Wisconsin & Affiliates	$1,500.00	Bullying Prevention

Location	Donor	Amount	Gift or Purpose
Victory School	Children's Hospital of Wisconsin & Affiliates	$1,500.00	Bullying Prevention
Washington High School Of I.T.	Al Hurvis/Adamm Education Foundation	$250.00	Tennis Team Donation
Whitman School	Action for Healthy Kids	$250.00	Health Walking Club Donation
	Total Monetary Donations	*$28,775.69*	
Non-Monetary Donations			
ALBA	Donors Choose	$307.41	Balance Balls
ALBA	Donors Choose	$267.54	Books
Burbank School	Donors Choose	$363.56	Educational Games
Burbank School	Donors Choose	$317.04	Art Supplies
Burbank School	Donors Choose	$492.08	Educational Games
Burbank School	Donors Choose	$394.92	Outdoor Play Equipment
Burbank School	Donors Choose	$608.40	Books
Doerfler School	Donors Choose	$268.35	Books
Doerfler School	Donors Choose	$302.72	Books
Doerfler School	Donors Choose	$286.95	Books
Doerfler School	Donors Choose	$236.67	Dreamcatcher Kits
Doerfler School	Donors Choose	$326.64	Art Supplies
Doerfler School	Donors Choose	$1,043.26	Flexible Seating Furniture
Doerfler School	Donors Choose	$3,378.82	Ballroom Dance Classes
Doerfler School	Donors Choose	$701.89	Optional Seating Furniture
Doerfler School	Donors Choose	$1,894.11	Student Hygiene Products
Doerfler School	Donors Choose	$755.84	Books
Doerfler School	Donors Choose	$649.09	Sensory Table Materials
Dr.B.Carson Academy of Science	Donors Choose	$375.56	Science Materials
Dr.B.Carson Academy of Science	Donors Choose	$222.52	Science Materials
Fifty-Third Street School	Donors Choose	$309.85	Manipulatives
Fifty-Third Street School	Donors Choose	$528.95	General School Supplies
Goodrich School	Donors Choose	$579.72	Classroom Furniture
Goodrich School	Donors Choose	$452.82	Books
Goodrich School	Donors Choose	$767.24	Classroom Furniture
Goodrich School	Donors Choose	$303.62	Washer & Dry
Goodrich School	Donors Choose	$660.54	Educational Supplies
Goodrich School	Donors Choose	$540.49	General School Supplies
Goodrich School	Donors Choose	$261.54	General School Supplies
Goodrich School	Donors Choose	$171.26	General School Supplies
Kluge School	Anonymous	$80.00	General School Supplies
Lloyd Barbee Montessori	Donors Choose	$258.00	General School Supplies
Longfellow School	Donors Choose	$397.94	Flexible Seating
Longfellow School	Donors Choose	$481.61	Classroom Furniture
Longfellow School	Donors Choose	$488.16	Classroom Furniture
Longfellow School	Donors Choose	$906.92	Sensory Supplies
Longfellow School	Donors Choose	$593.01	STEM Materials
Longfellow School	Donors Choose	$946.58	Books
Longfellow School	Donors Choose	$591.00	Art Materials
Longfellow School	Donors Choose	$620.68	Sensory Seating & Yoga Supplies
Longfellow School	Donors Choose	$518.86	Classroom Materials
MacDowell Montessori	Donors Choose	$479.90	Math & Language Supplies
MacDowell Montessori	Donors Choose	$139.75	Seating Supplies
Milw. Sign Language School	Gynene Wilber	$1,400.00	Soda Machine and Popcorn Maker
Roosevelt Middle School	Anonymous	$430.50	Supplies For Resale
Siefert School	Donors Choose	$164.25	Classroom Supplies
Thoreau School	Donors Choose	$451.00	Classroom Material
Thurston Woods	Donors Choose	$172.00	Books

Location	Donor	Amount	Gift or Purpose
Townsend School	Blessings in a Backpack	$1,683.82	Snack Donation
Townsend School	Linda's Kids	$50.00	Clothes, Socks, Shoes & Books
Wisconsin Conservatory	Donors Choose	$206.53	Writing Paper & Snacks
Wisconsin Conservatory	Donors Choose	$165.13	Pencils & Tissues
Wisconsin Conservatory	Donors Choose	$168.93	Classroom Incentives & Rewards
Wisconsin Conservatory	Donors Choose	$231.13	Frankenstein to the Rescue
	Total Non-Monetary Donations	*$29,395.10*	
	Total Value of Donations for May 2019	**$68,170.79**	
	**Donations from MPS Alumni*	*$1,950.00*	

Fiscal Impact Statement

This item authorizes expenditures as indicated in 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 above, 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 935 Authorization to Extend Contracts with Catapult Learning West, LLC, and Owners Group, dba Learning Exchange, for Title IA Services for Non-Public School Students, Title IIA Professional Development Services for Non-Public School Personnel, Title IIIA Services for Non-public School Students Who Are English Learners and Title IVA Student Support Services

The Administration is requesting authorization to extend two contracts with Catapult Learning West, LLC, ("Catapult") and Owners Group, dba Learning Exchange, ("Learning Exchange") for Title IA, Title IIA, Title IIIA, and Title IVA services.

MPS is required by federal legislation to provide equitable Title IA services to eligible Milwaukee-resident students in non-public schools, Title IIA professional development services for non-public school personnel, Title IIIA services to eligible non-public school students who are English learners, and Title IVA student support services to students in non- public schools and professional development services for non-public school personnel.

The vendors were chosen pursuant to RFP 935, which closed on January 19, 2017. The original contract provided for two one-year options to extend if certain performance objectives were met. Catapult and Learning Exchange have met the performance objectives codified in the contracts; therefore, MPS is exercising the second option year for the contracts.

These second contracts extensions will run from July 1, 2019, through June 30, 2020.

The contract amounts are based on estimated 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 is not to exceed $22,209,916.10 and is available through the following budget codes for the following third-party providers:

Catapult Learning West, LLC

GOE-0-I-1N0-1S-ECTV0000 (Contract Services — Title IA)	$ 10,138,197.64
MSS-0-S-T20-1S-ECTS0000 (Contract Services — Title IIA)	$ 1,664,797.06
GOE-0-I-T30-1S-ECTS0000 (Contract Services — Title IIIA)	$ 183,438.71
MSS-0-S-4B0-1S-ECTS0000 (Contract Services — Title IVA)	$ 969,418.22
Catapult Learning West, LLC — contract not to exceed	$ 12,955,851.63

Owners Group, dba Learning Exchange

GOE-0-I-1N0-1S-ECTV0000 (Contract Services — Title IA)	$ 7,738,241.95
MSS-0-S-T20-1S-ECTS0000 (Contract Services — Title IIA)	$ 905,707.17
GOE-0-I-T30-1S-ECTS0000 (Contract Services — Title IIIA)	$ 112,676.73
MSS-0-S-4B0-1S-ECTS0000 (Contract Services — Title IVA)	$ 497,438.62
Owners Group, dba Learning Exchange — contract not to exceed	$ 9,254,064.47

Catapult Learning West, LLC

HUB Participation

Required	15%
Proposed	15%
$ Value	TBD

Student Engagement (hours per 12-month contract)

Paid Student Employment-hour Commitment	400
Student Career-awareness Commitment	10

Owners Group d/b/a Learning Exchange

HUB Participation

Required	15%
Proposed	15%
$ Value	TBD

Student Engagement (hours per 12-month contract)

Paid Student Employment-hour Commitment	400
Student Career-awareness Commitment	10

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 providing recess support and training, splitting on-site time between four school locations (ratio of 1:4 staff to schools). Component C is professional development on an hourly basis to schools not participating in Component B. Playworks will report to the Department of Curriculum and Instruction program outputs and deliverables twice during each contract year (by March t 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; therefore, MPS is exercising the first option year for the contract.

This first contract extension will run from July 1, 2019, through June 30, 2020 ("Year 2"). The total cost of the contract in Year 2 will not exceed $532,140.

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

Playworks Education Energized

Prime Contractor Information
Certified HUB Contractor? ..... No
Total # of Employees 668
Total # of Minorities 417
Total # of Women 414

HUB Participation
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 977 Authorization to Extend a Contract with Houghton Mifflin Harcourt Publishing Company for Professional Development, Coaching, Consultation, and Reporting Services around Foundational Spanish 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 foundational Spanish 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 (including, but not limited to, bilingual, English as a Second Language, and special education teachers, as well as content-area curriculum specialists and their respective managers). Foundational Spanish reading skills are taught differently from foundational English reading skills. Students in a bilingual program 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 will 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 foundational Spanish reading skills into biliteracy units. Coaching will include, but will not be limited to planning sessions, observations, modeling, co-delivery of lessons, and reflection sessions with feedback. Consultation with district leadership will include, but will not be limited to, professional development about components within the teaching for biliteracy framework and how they relate to specific content areas and programs, support of integration of teaching for biliteracy's components across content areas and programs, and the merging of district instructional guides to include guidelines for biliteracy instruction. Reporting services will include, but will not be limited to, growth in PALS Español, growth in Spanish STAR early literacy, growth in Spanish and English STAR reading by third grade, and growth in 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 first option year for the contract.

This first contract extension will run from July 1, 2019, through June 30, 2020 ("Year 2"). The total cost of the contract in Year 2 will not exceed $109,400.

Budget Code: DII-0-0-CAI-CI-ECTS (Foundational Spanish 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 1010 Authorization to Contract with Robert Munger, d/b/a Munger Technical Services, for Various Telecommunications Services

The Administration is requesting authorization to enter into a blanket contract with Robert Munger, d/b/a Munger Technical Services, ("Munger") for network/telecommunications wiring and related services across the District. These services will include assembly, installation, and service of equipment such as telephones, wireless access points, network switches, security cameras, digital signage, projectors, and interactive flat panels.

The vendor was chosen pursuant to RFP 1010, which closed on April 25, 2019. The contract will run from June 1, 2019, through May 31, 2020, (the "Initial Term") with the option of two additional one-year contracts to run from June 1 through May 31 in subsequent years if performance metrics codified in the contract have been met.

The total cost of the contract in the Initial Term will not exceed $225,000.

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

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

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Board Rule, or Administrative Policy 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 Committees' reports.

* * * * *

(Item 5) Action on the Award of Exception-to-Bid Contracts

Exception Authorization to Enter into 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; sign for their receipt at each school; and deliver the deposits to local MPS-designated banks.

RFP 1011 was issued on March 14, 2019, and closed on April 4, 2019; however, there was no award due to the only respondent's cost for services exceeding the District's allotted budget. The exception from the requirement of a competitive procurement process for this purchase has been granted on the basis of continuity of services (Administrative Policy 3.09(7)(e)(1)(b)(iv)): Dunbar, the current incumbent, has been providing armored car service to Milwaukee Public Schools since September 4, 2007, and its cost proposal fits within the District's allotted budget for this service. Therefore, MPS entered into negotiations with Dunbar for continuation of services, and an agreement was reached.

This contract will run from July 1, 2019, through June 30, 2020, ("Initial Term") with the possibility of two one-year extensions based upon a review of various performance metrics to be rated by MPS personnel. The total cost of the contract in the Initial Term will not exceed $65,000 annually.

Budget Code: FSC-0-0-BSF-DW-EGSV (Bank and Armored Car — General Service) $65,000

Dunbar Armored, 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 Extend a Contract with Cooperative Education Service Agency #1 for Title Services

The Administration requests authorization to extend 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's Focus Program. The contract includes the CESA #1's flat fee for membership and service.

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

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

The original agreement provided for two one-year options to extend. This will be the second extension of this agreement.

This contract will run from July 1, 2019 through June 30, 2020. The total cost of the agreement in this extension year will not exceed $92,316.71.

Budget Codes:

CESA #1 Membership and Service Flat Fee SCF-0-0-CTG-DW-ECTS)	$	13,400.00
Milwaukee Academy		
GOE-0-I-9A0-KY-ECTS0000 (Contract Services — Title ID)	$	24,000.00
St. Charles Youth and Family Center		
GOE-0-I-9A0-25-ECTS0000 (Contract Services — Title ID)	$	22,000.00
GOE-0-I-1N0-1S-ECTV0000 (Contract Services — Title IA)	$	10,368.70
MSS-0-S-T20-1S-ECTS0000 (Contract Services — Title IIA)	$	1,247.40
MSS-0-S-4B0-1S-ECTS0000 (Contract Services — Title IVA)	$	713.29
St. Rose Youth and Family Center		
GOE-0-I-9A0-57-ECTS0000 (Contract Services — Title ID)	$	13,000.00
GOE-0-I-1N0-1S-ECTV0000 (Contract Services — Title IA)	$	6,380.74
MSS-0-S-T20-1S-ECTS0000 (Contract Services — Title IIA)	$	767.63
MSS-0-S-4B0-1S-ECTS0000 (Contract Services — Title IVA)	$	438.95
Contract not to exceed	$	92,316.71

Cooperative Educational Service Agency #1

HUB Participation
Required 0%
Proposed TBD
$ Value TBD

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 extend an agreement with Milwaukee County Youth Education Center (MCYEC) for Title I, Part D, Subpart 2 services. This school 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 who are continuing to learn while incarcerated. The Title ID allocation amount is provided through the Wisconsin Department of Public Instruction and is estimated based on a formula determined by federal law.

The exception from the requirement of a competitive procurement process for this 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, 2019, through June 30, 2020. The total cost of the agreement will not exceed $30,000.

Budget Codes: Title ID GOE-0-I-9A0-7A-ECTS $30,000

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 Issue a Purchase Order to Discovery Education, Inc., for Science Curriculum Licenses

The Administration requests authorization, on the basis of continuity, to issue a purchase order to Discovery Education, Inc., ("Discovery Education") for elementary and middle-school science curriculum licenses.

Discovery Education provides teachers and students with high-quality simulations and science activities aligned to Next Generation Science Standards (NGSS) for grades K-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 students with leveled text and reading passages aligned to the NGSS and Common Core State Standards. Content is kept current and helps bridge gaps between traditional print resources and current science learning and information. Licenses for 115 school sites in MPS will be renewed for all teachers and students for the 2019-20 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 continuity of services (Administrative Policy 3.09(7)(e)(1)(b)(iv)).

The license period will be from a period of July 1, 2019, through June 30, 2020. The total cost of the purchase will not exceed $162,815

Budget Code: GEN-0-0-INV-DW-EXTB (Chief Academic Office — Textbooks)) $162,815

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, Board Rule, or Administrative Policy 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.

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

* * * * *

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

B 5771 Authorization to Contract with Brew City Taxi Cab Company; David Bowen, d/b/a Cornerstone Collective LLC; MC Transport;, and American United Taxicab Company, Inc., for Taxi Services for Schools

The Administration is requesting authorization to enter into blanket contracts with Brew City Taxi Cab Company; David Bowen, d/b/a Cornerstone Collective LLC; MC Transportation Services LLC; and American United Taxicab, Inc., for taxi services to and from school for students throughout the metro-Milwaukee area. This service will primarily be utilized 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 will run 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.

The total cost of the blanket contracts in the Initial term will not exceed:

Brew City Taxi Cab Company.....$150,000
David Bowen, d/b/a Cornerstone Collective LLC $90,000
MC Transportation Services LLC.....$60,000
American United Taxicab, Inc. $50,000

Budget Code: 000-0-0-000-BL-ECTS (Varies by location) $350,000

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

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Board Rule, or Administrative Policy 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 Committees' reports.

* * * * *

(Item 7) Action on Monthly Facilities Matters: FMS Award of Construction Contract, Professional Services Contract, and Emergency Purchase Recommendation

Award of Contracts

Construction Contracts

New Tot Lot atHamlin Garland Elementary School

Prime Contractor
Bluemel's Maintenance Service, Inc.
4930 West Loomis Road
Greenfield, WI 53220
Low Bidder, Base Bid of $154,731.00

HUB Participation
Certified HUB Vendor? ..... No
Total # of Employees 45
Total # of Minorities 23
Total # of Women 3
Required 7%
Submitted 7%
$ Value $11,221.00

COIN (Communities in Need)
Required 0%

Student Engagement
Paid Employment (Required Hours) 100
Career-education Activity (Required Hours) 10

Funds are available for the modifications for the new tot lot project from account code MBM PA BDK GL EMMB (Project No. 2042). The project's start date is May 31, 2019, and completion date is August 23, 2019.

Summary of Recommended Construction Contracts

Total construction contract dollars awarded $154,731.00
Total dollars HUB participation $11,221.00
% of HUB participation 7%
% Minority employees within company 51%
% Women employees within company 6%

Professional Services Contracts

RFP #5966 Authorization to Approve a Contract for Utility Data-Management Services — Department of Facilities and Maintenance.

A request for proposal (RFP) was issued by Facilities and Maintenance Services to obtain a firm to provide utility data-management services for the Department of Facilities and Maintenance. The selected firm is Goby, Inc.

Requested Expenditure Authority 183,600.00
Contract Period ..... May 31, 2019-May 30, 2022
Budget Code ..... BLD 00 UTL DW EGAS

Report of Emergency Contract

This emergency contract is being reported as required by Administrative Policy 3.09, Purchasing and Bidding Requirements.

Replacement transformer at Lynde and Harry Bradley Technology and Trade School.

The primary electrical transformer at Lynde and Harry Bradley Technology and Trade School experienced an unexpected failure on March 6, 2019, resulting in loss of main power to the building from the primary

electrical service. The transformer could not be repaired, and, as a result, it was necessary that a direct replacement transformer be purchased in order to restore power to the facility so that the building could be occupied by students and the school could resume normal operations.

A purchase order for a replacement 2500/3333 KVA dry-type transformer was issued to Energis High Voltage Resources, Inc., for $110,795.00. The purchase was funded through the major maintenance construction fund, budget code FAR00MM2MTECNC, Project 5962 in the amount of $110,795.00.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Board Rule, or Administrative Policy Statement

Administrative Policy 3.09, Purchasing and Bidding Requirements

Fiscal Impact Statement

The item authorizes expenditures for:

- Total Construction Contract Requested = $154,731.00.
- Total Professional Services Contract Requested = $61,200.00 annually (for a total of 183,600.00 over a three-year term)
- Total Emergency Contract Requested = $110,795.00

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, professional services contract, and emergency 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 8) Action on the Award of Exception-to-Bid Contracts Related to Transportation

Background

Exception Authorization to Issue Direct Payment to the Wisconsin Center for the Blind & Deaf for the Provision of Transportation Services

The Administration is requesting authorization to make payment to the Wisconsin Center for the Blind & Deaf for City of Milwaukee students attending the school during the 2019-20 school year. Such transportation is scheduled by the Department of Public Instruction and paid for by MPS pursuant to state statute.

In accordance with Administrative Policy 3.09(3)(b)2, the payment is made via electronic direct payment. The total cost of this payment will not exceed $218,400.

Budget Code: NRT-0-0-TRS-DW-EPPT (Pupil Transportation) $218,400

Wisconsin Center for the Blind & Deaf

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

Student Engagement
Paid Student Employment-hour Commitment 0
Student Career-awareness Commitment 10

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 2019-2020 school year.

These bus passes and tickets are provided to students for various school activities. The total cost of these purchases will not exceed $2,100,000.

Budget Code: STP-0-0-TRS-DW-EPPT (Pupil Transportation) $2,100,000

Milwaukee County Transit System

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

Student Engagement
Paid Student Employment-hour Commitment 0
Student Career-awareness Commitment 20

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Board Rule, or Administrative Policy 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 purchases will be processed as indicated above.

Committee's Recommendation

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

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

* * * * *

(Item 9) Action on the Award of Summer Contracts for 21st Century Community Learning Centers and Safe Places

Background

The Administration is requesting authorization to enter into contracts with the following nine community-based organizations to provide comprehensive summer learning programs for 47 elementary, middle- and high-school 21st Century Community Learning Centers (CLCs) and Safe Place summer after-school programs:

Milwaukee Kickers Soccer Club, Inc.
Boys and Girls Club of Greater Milwaukee
Children's Outing Association
Milwaukee Christian Center

Neighborhood House of Milwaukee
Journey House, Inc.
Neu-Life Community Development, Inc
Silver Spring Neighborhood Center, Inc.
United Migrant Opportunity Services, Inc.

These vendors will be used to facilitate academic- and recreation-enrichment programming to an estimated 8,000 youth throughout the City of Milwaukee.

Summer after-school programs provide opportunities for youth to be engaged and safe throughout the summer. The collaboration among MPS Extended Learning Opportunities, School Nutrition Services, and Milwaukee-area community-based organizations exposes youth to academic supports and engaging enrichment activities needed throughout the summer months. Participating students are provided healthful and nutritious meals on a daily basis.

After-school programs at June Summer Academy locations will provide youth with extended-day programming beginning June 3, 2019. June Summer Academy sites will receive an additional $5,000 per location to supplement program operations.

These contracts are funded by a combination of district Extension Funds and Wisconsin Shares funding.

Each of the contracts will run from June 1, 2019, through August 23, 2019. The total amount of the contracts will not exceed $1,665,000.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Board Rule, or Administrative Policy Statement

Administrative Policy 3.09, Purchasing and Bidding Requirements

Fiscal Impact Statement

This item authorizes expenditures in the amount of $1,665,000:

- Milwaukee Kickers Soccer Club, Inc. ..... $ 35,000
- Boys and Girls Club of Greater Milwaukee ..... $ 1,045,000
- Children Outing Association ..... $ 245,000
- Milwaukee Christian Center ..... $ 70,000
- Neighborhood House of Milwaukee ..... $ 35,000
- Journey House, Inc. ..... $ 35,000
- Neu-Life Community Development, Inc. ..... $ 100,000
- Silver Spring Neighborhood Center, Inc. ..... $ 70,000
- United Migrant Opportunity Services, Inc. ..... $ 30,000

Budge Codes:

CSV-0-0-CNR-XX-ECTS (Extension Fund — Contracted Services) ..... $ 1,500,000

000-0-0-W2C-XX-ECTS (Wisconsin Shares Fund — Contracted Services) ..... $ 165,000

Implementation and Assessment Plan

Upon the Board's approval, the Administration will enter into contracts with the following nine community-based organizations to provide 21st Century Community Learning Center and Safe Place programs at 47 locations throughout the city of Milwaukee:

Milwaukee Kickers Soccer Club, Inc.
Boys and Girls Club of Greater Milwaukee
Children's Outing Association
Milwaukee Christian Center
Neighborhood House of Milwaukee
Journey House, Inc.
Neu-Life Community Development, Inc

Silver Spring Neighborhood Center, Inc.
United Migrant Opportunity Services, Inc.

Committee's Recommendation

Your Committee recommends that the Board authorize the 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 Committees' reports.

* * * * *

(Item 10) Report with Possible Action Regarding MPS Employee Education Pathways

Your 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 Administration has numerous educational pathways available for current staff to receive both teaching degrees and licensure. There are programs available for licensure and/or degrees in administration, alternative education, bilingual, special education, reading, and math preparation. There are also programs under development and coming soon for licensure and/or degrees in grades 4-12 math and science; Montessori; and PK-12 physical education, health, ESL, world languages, art, and music.

The Office of Human Resources has worked with the Grants Office and has received $250,000 in grant funding to cover additional costs to expand the programs and enrollment for special education licensure and degree programs.

Below is an overview of the various programs.

Current Milwaukee Public Schools University (MPSU)/Partnership Offerings

(Milwaukee Public Schools University is a partnership with area universities that brings credit-level certifications, licensures, and programs to MPS staff, certified and classified, at a reduced cost. Courses are taught by MPS staff and held at MPS locations throughout the district.)

Culturally and Linguistically Responsive Leadership Program #51

18-credit program with Edgewood College

Reading #316

19-credit program with Viterbo University

Special Education Cross-Cat #801

19-credit program with Viterbo University; received a DWD grant to fund a September 2019 cohort of 25

Alternative Education #952

Six-credit program with Concordia University

Math #400 License Preparation

Four courses that prepare students to sit for the Math Praxis exam to earn a Math #400 content-area license

Other MPSU Offerings

- Skills-based programming for non-certificated employees, including MS Office tools, team building, project management, time management, leadership, grammar, communication
- Support to departments in the building of online and asynchronous trainings
- Provision of organizational-development support to departments
- Provision of one-on-one assistance to employees in the form of career/employment counseling and technology assistance

MPSU Programs in Development & Coming Soon

Urban Teacher Immersion Program (UTIP)

Allows individuals with bachelor's degrees to earn their teaching licenses with MPS. This has no university partner and is an MPSU standalone program pending DPI's approval

Emerging Educators Program

Paraprofessional pipeline leading to Pre-K to 9 and Special Education #801 Cross Categorical licensure as well as a bachelor's degree in education in partnership with Viterbo University

Administrator

Building our administrator program for the following licenses: principal, director of instruction, director of special education and specialized services, and school business administrator

Superintendent Licensure

Viterbo will be offering this program starting in September 2019

Montessori

Working on a MOU with Alverno College to bring its Montessori program to MPSU to give paraprofessionals and other employees with associate's degrees the opportunity to earn bachelor's degrees in education as well as the K-9 and Montessori licenses.

Emerging ESL and Bilingual Educators

Working on a MOU with Alverno College to bring employees with associate's degrees the opportunity to earn bachelor's degrees in education along with ESL and bilingual licenses.

Montessori Post-baccalaureate

Working with UW River Falls to bring its non-credit Montessori E1 and E2 program to MPS

MPSU Standalone Add-on Licenses

Reading 316 Add-on License

Pending DPI's approval, will be ready for Fall 2019 delivery

Bilingual

Estimated to be ready for delivery in September 2020, pending DPI's approval

Special Education

Estimated to be ready for delivery in January 2020, pending DPI's approval

Alternative Education

Pending DPI's approval, will be ready for Fall 2019 delivery

Other Initiatives

Emerging Educators High-school Educator Program

In talks with Viterbo University about designing a HS track for MPS students who want to become teachers. Anticipating that students would complete appropriate general-education requirements during their freshman and sophomore years and then be immersed in the teaching curriculum during their junior and senior years, after which they will graduate from high school with associate's degrees.

Post-Baccalaureate Programs (Non-MPSU)

American Board for Certification of Teaching Excellence (ABCTE): Licensure

This self-paced self-study program offers the opportunity to become a teacher without going back to college.

CESA #1: Licensure Programs

Proficiency-based licensure is a certification program for individuals who are interested in obtaining Wisconsin initial teacher certification. The program provides teacher candidates with the resources and support necessary to achieve proficiency in the ten Wisconsin Standards for Teacher Development and Licensure. CESA also provides a route for currently licensed teachers to expand their certifications.

Cardinal Stritch University: New Teacher Pipeline

The New Teacher Pipeline is a licensure program specifically designed to meet the needs of the returning adult student or to obtain a master's degree in elementary, middle-, or high-school education.

PMAC (Permit Teachers): Degree and Licensure Programs with Cardinal Stritch

Permit teachers can earn degrees and teaching certification through Cardinal Stritch University. Eligible candidates include interns with a commitment to urban education who teach in hard-to-fill positions.

Wisconsin Lutheran College: Master's Degree and Licensure

This licensure program specializes in high-performance instruction, leadership and innovation, instructional technology, special education leadership, cross-categorical special education, and transitions to new careers in teaching. Also offered is a master's degree in teaching.

MTEC — Milwaukee Teacher Education Center: Special Education and High-needs-area Licensure with Mount Mary

This15-18-month program, which focuses on special education and high-need areas, offered in collaboration with Mount Mary University. MTEC offers mentors and training. Also offered are add-on and extended certification pathways.

Mount Mary University: Reading Teacher Licensure

This program allows candidates to earn teaching degrees or certification through Mount Mary University. It can be combined with the Master of Arts in Education program.

Teach for America: Alverno University Licensure Program

This two-year certification program provides mentors and support and is designed to develop excellent leaders for our community, our schools, our classrooms, and beyond.

University of Wisconsin-Whitewater: Special Education and Early Education

This online program specializes in special education and early education.

Other Programs

Paraprofessional to Teacher Pathway

Degree-earning programs for current MPS paraprofessionals. Current paraprofessionals who have been employed by MPS for a minimum of two years are eligible. They must make a commitment to MPS of three years after obtaining their teaching degrees.

PLUS Program with MATC and UWM

Teacher of record with permit license while in program. This program allows adults with bachelor's degrees to begin teaching in MPS while earning certifcation. Candidates are teachers-of-record in MPS schools who are working under Wisconsin teaching permits. During the program, participants have full teaching responsibilities.

UWM Pre-Intern Program

Candidates are employed as paraprofessionals in MPS. This program is designed for individuals without certification. Interns take on full teaching responsibilities in the second year and receive a beginning-teacher's salary with benefits.

Alverno College

This program is designed for college graduates who are seeking teaching licensure and for teachers who want to upgrade their skills, renew their licensure, or extend it to new areas using undergraduate coursework.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Board Rule, or Administrative Policy Statement

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

* * * * *

COMMITTEE ON PARENT AND COMMUNITY ENGAGEMENT

Director Woodward presented the following report for the Committee on Parent and Community Engagement:

TO THE BOARD OF SCHOOL DIRECTORS:

Your Committee on Parent and Community Engagement presents the following report:

(Item 1) Report with Possible Action on the Northwest Region 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

At its meeting on March 28, 2019, the Milwaukee Board of School Directors took action on Resolution 1819R-012 by Director Woodward regarding regional reports. In alignment with this action, the monthly Regional Showcase item has been enhanced to include an additional reporting component that serves to provide a thorough picture of the region as well as goals and progress in attaining those goals and strategies that are being successfully implemented within the region and that may be replicated.

The Northwest Region comprises 25 schools, including Montessori, immersion, specialty, and gifted-and-talented schools. The Northwest Region serves 9,901 students in diverse settings to meet the varied needs of our students.

Northwest Region

Northwest Region — Where We Teach, You Learn, and the World Benefits

- 25 Schools
- 9,901 students
- 1,192 staff

Bridgette Hood-Leveston, Regional Superintendent

Regional Team

- Instructional Leadership Director
- Special Education Manager
- Math, Reading and Writing Support
- School Performance Coordinators

- PBIS Coach

Northwest Region's Goals

Attendance

By the end of the 2018-2019 school year, the Northwest Region will increase the overall attendance rate by 0.6%.

Culture and Climate

By the end of the 2018-2019 school year, the Northwest Region will decrease the suspension rate by 1%.

Ambitious Instruction

- By the end of the 2018-2019 school year the Northwest Region will increase the number of students who score proficient in English language arts and math by 5%, as measured by the Wisconsin Forward.
- To ensure that academic achievement gaps are closing for all students, MPS will decrease the percent of students scoring in the "below basic" category in English language arts and math by 10%, as measured by Wisconsin Forward and ACT.

Northwest Region's Goal Progress, 2018-19

	Last year	Current year
Attendance Rate	1.0%	88.9%
Suspension Rate	0.5%	9.6%

	2018-19					
	Reading		Math		Early Literacy	
	Fall	Winter	Fall	Winter	Fall	Winter
Fails to Meet Expectations	45%	40%	29%	25%	24%	11%
Meets Few Expectations	20%	20%	37%	31%	24%	15%
Meets Expectations	24%	26%	24%	27%	30%	33%
Exceeds Expectations	6%	7%			10%	13%
Significantly Exceed Expectations	6%	8%	10%	16%	12%	28%

Making Achievement Gains

Students in Higher Performance Categories

	Early Literacy	Reading	Math
Moved up to On-target and Above	348	215	407
Moved up to Basic	237	242	242

1,691 Students in the Northwest Region improved to a higher performance cateqorv from fall 2018 to winter 2019!

Academics

- 17 schools out of 25 showed an increase on the DPI's state report card.
- One school advanced a category, moving from "Failure to Meet" to "Meeting Expectations."
- Nine CKLA (Core Knowledge Language Arts®, a comprehensive preschool-grade 5 program for teaching skills in reading, writing, listening, and speaking) schools showed significant increases in reading on the Winter Star assessment.

Climate

- Youth Leadership Summit
- Climate Reset
- Referrals (YTD/LYTD): 10,186 to 5,954, resulting in a 35% decrease.
- Suspensions-Learning Environment (YTD/LYTD): 18% decrease
- Personal/Physical Safety (YTD/LYTD): 31% decrease

Partnerships

- Boy's and Girl's Club
- Danceworks
- Arts at Large
- Marquette Dental school
- AGAPE
- Interfaith Tutoring
- Silver Spring Neighborhood
- Capitol west Neighborhood
- Birchwood Health
- 399 school volunteers

Northwest Region: Points of Pride

Stuart: IB candidacy, March 2019
Green Tree Prep: New school, 2019-20
German Immersion: Instruction in German for all
MSLS: Hearing, deaf, hard-of-hearing
Morse: Chess team took third place at State
Maple Tre: Kohl's Volunteers
MSLS: Sign-language instruction for all

Northwest Region: Student Spotlight

The Student Leadership Summit — Khamren Payton, 7th-grader at Samuel Morse School for the Gifted and Talented

Special Education In Northwest

- Students with special needs make up 21% of the Region
- Thoreau is part of the SCPMH (School Community Partnership for Mental Health)
- Students with special needs are encouraged to participate in the Special Olympics.
- Eighty-first and Ninety-fifth Street schools worked in collaboration to host an autism night for families.
- We provide the option to special education families to choose to attend our early-start schools.
- Ninety-Fifth has full inclusion
- Every year, MSLS puts on a spring musical that has students signing simultaneously with peers who are also signing.

Northwest Parental Involvement

- Parent Portal Accounts
- Parent Conferences
- Open House
- Literacy and Math Nights
- Parent appreciation dinner
- Parent intake conferences
- Parent Volunteers
- Make It, Take It

Ninety-Fifth Street School

Principal Sarah Sanders

- 421 Students
- 48 Staff members
- K4-5th Grade
- Located a mile and a half northeast of Mayfair Mall
- Offers a traditional school setting with a focus on individual student achievement
- Rigorous Wisconsin State Standards infused into curriculum to assist in providing innovative instructional practices.

Ambitious Instruction

- STEM Focus
- Increase math, reading, and writing for all
- Closed the reading gap for SwD
- PBIS Silver recognition awarded for math and reading
- Meeting Expectations

Strong Relationships

- Social/emotional coach
- Attendance: YTD = 93.7%; LYTD = 93.6%
- Referrals decreased 44% (YTD/LYTD)
- Suspensions decreased by 1%
- PBIS Silver recognition awarded for behavior

Community Partnerships

- Arts in Community Education
- Girls on the Run (Leadership)
- lnterFaith RSVP Tutoring
- Milwaukee Symphony Orchestra
- Wisconsin Conservatory of Music
- Skylight Music Theatre
- PTO

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Board Rule, or Administrative Policy Statement

Administrative Policy 7.01, Teaching and Learning Goals

* * * * *

(Item 2) Report with Possible Action on Progress in Fulfilling Equity Goals

Your 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 of 2017, the Milwaukee School Board of Directors adopted Resolution 1617R-006 to develop an equity policy. Administrative Policy and Procedure 1.06, Equity in MPS, were adopted by the Board on August 31, 2017.

Throughout the 2018-19 school year, several opportunities have been offered to MPS staff and partners to build equity and culturally responsiveness capacity. Several MPS offices and departments have engaged in professional development on issues of equity and cultural responsiveness. The District continues

to provide opportunity for community dialogues to generate collective ways to address community disparities.

The presentation attached to the minutes of your Committee's meeting highlights the 2018-19 progress related to this policy and procedure.

Strategic Plan Compatibility Statement

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

Statute, Board Rule, or Administrative Policy Statement

Administrative Policy 1.06, Equity in MPS

Fiscal Impact Statement

None.

Implementation and Assessment Plan

The next steps in implementation include continuous professional development for offices, departments, and schools on equity and cultural responsiveness. Also, the guidebook to accompany Administrative Policy & Procedure 1.06 will be finalized, and district-wide trainings will be facilitated with all stakeholders.

* * * * *

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 Amendments to the MPS Proposed 2019-20 Budget

Background

On April 30, 2019, members of the Milwaukee Board of School Directors received copies of the Superintendent's proposed FY2020 district budget. On May 2, 2019, the Superintendent's proposed FY2020 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 FY2020 budget from the Administration at your Committee's meeting on May 9, 2019. 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 2020 School Operations, Construction, and Extension Funds on May 21, 2019.

Your Committee also reports having given public hearing on the Superintendent's proposed FY2020 budget at its meeting on May 23, 2019. 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:

- Budget Amendment #3 by Director Taylor, to use the funding from unfilled vacancies, no-bid contracts, and turnover savings to increase funding for school counselors and mental health services and interventions;
- Budget Amendment #4 by Director Peterson, to move the "Road to $15" initiative forward in a way that does not compress wages for those with longer service; and

- Budget Amendment #5 by Director Herndon, to reduce contract services for music and use the funds to hire FTEs to teach instrumental music.

The above-referenced amendments may be found in the attachments to the minutes of your Committee's meeting.

(Budget Amendment #1, by Director Phillips — to take $100,000 of Board-funded safety contracts and allocate it to fund Board-approved coordination of the equity policy, bilingual programming, restorative practices, and the Montessori Strategic Plan — was withdrawn by the author at your Committee's meeting.)

(Budget Amendment #2, by Director Taylor — to use the funding for unfilled vacancies, funding for no-bid contracts, and turnover savings to fund a 40-hour work week for all educational assistants — was withdrawn by the author at your Committee's meeting.)

A second round of proposed budget amendments, which were under development at the time of your Committee's meeting, have been forwarded to the Board 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 Board.

Committee's Recommendation

Your Committee recommends that the Board:

1. adopt Budget Amendment #3 by Director Taylor, to use the funding for unfilled vacancies, no-bid contracts, and turnover savings to increase funding for school counselors and mental health services and interventions;
2., adopt Budget Amendment #4 by Director Peterson, to move the road to $15 initiative forward in a way that does not compress wages for those with longer service;
3. adopt Budget Amendment #5 by Director Herndon, to reduce contract services for music and use the funds to hire FTE to teach instrumental music;and
4. determine what action it wishes to take regarding the second round of proposed amendments to the Superintendent's proposed FY20 budget, which were to be developed subsequent to the formulation of the Committee's report and, therefore, have been submitted directly to the Board under separate cover without recommendation.

Amendment #3, by Director Taylor, to use funding for unfilled vacancies, no-bid contracts, and turnover savings to increase funding for school counselors and mental health services and interventions.

Director Taylor moved adoption of the amendment.

The gavel was passed to Vice-President Baéz at 8:40 p.m. and returned to President Miller at 8:43 p.m.

The gavel was passed to Vice-President Baéz at 8:48 p.m. and returned to President Miller at 8:50 p.m.

The gavel was passed to Vice-President Baéz at 9:00 p.m. and returned to President Miller at 9:01 p.m.

Director Taylor amended her motion to increase trauma-informed care workers by six FTEs. The motion passed, the vote being as follows:

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

Amendment #4, by Director Peterson and co-sponsored by Directors Phillips and Herndon, to move the Road to $15 initiative forward in a way that does not compress wages for those with longer service. This should be applied to all MPS employees who fall into this wage category.

Amendment withdrawn by sponsors.

Amendment #5, by Director Herndon, co-sponsored by Director Woodward, to reduce contract services for music and use the funds to hire FTE to each instrumental music.

The gavel was passed to Director Baéz at 9:17 p.m. and returned to President Miller at 9:19 p.m.

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

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

The Board Clerk introduced the second round of amendments for consideration by the Board.

Amendment #6, by Director O'Halloran, to provide each of the 68 school nurses with $500 in discretionary funds to use toward nursing supplies by reducing certain supply lines.

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

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

Amendment #7, by Director Baéz, co-sponsored by Directors Peterson and Phillips, to use funding from unspent FY19 encumbered contract funds to increase support for bilingualism

The Board took a recess from 10:08 p.m. to 10:21 p.m.

Director Baéz moved to approve the amendment, with the reduction of $70,000 previously al;located for the Seal of Biliteracy. The motion passed, the vote being as follows:

Ayes — Directors Báez, Herndon, O'Halloran, Peterson, Siemsen, Taylor, and President Miller — 7.
Noes — None.
Temporarily Absent — Director Woodward — 1.

Amendment #8, by Director Woodward, to decrease the turnover vacancy and use the funds to increase art and music in school so that the Ddistrict ensures one day per week of instruction from community-based musicians and artists.

Amendment was withdrawn by its sponsor.

Amendment #9, by Director Woodward, to reallocate funds from the nutritional surplus to commodity purchases in order to provide an alternative meal each day for students who do not wish to eat the standard meal.

Amendment was withdrawn by its sponsor.

Amendment #10, by Director Woodward, to decrease transportation funding in order to establish before- and after-school programs in all District 4 schools in order to increase stability for families in the 53206 zip code.

Amendment was withdrawn by its sponsor.

Amendment #11, by Director Woodward, to provide incentives for substitute teachers who take assignments in hard to fill schools, such as those in District 4, who commit to serving throughout the building one semester, wherever needed. Funding for the initiative would come from teacher turnover and vacancy.

Amendment was withdrawn by its sponsor.

Amendment #12, by Director Miller to reduce the Teach for America grant to the number of TFA teachers returning, in MPS, from the 2019-2020 school year.

The gavel was passed to Vice-President Baéz at 10:51 p.m.

Director Miller moved to end the contract with Teach for America and to recruit interested former teachers to become MPS teachers.

Amendment was withdrawn by its sponsor.

The gavel was returned to President Miller at 11:03 p.m.

Amendment #13, by Director Miller, to fill the 75 positions for substitute teachers on "special assignment" with full-time subs, dropping the requirement on placement. Give full teacher benefits, filling these positions by seniority based on full-time substitute teaching.

Amendment was withdrawn by its sponsor.

Amendment #14, to negotiate pay with language (signing) interpreters, with the objective of approaching industry rates. Hire an LTE to oversee the coordination of language-interpretation work in the district. Apply the funds presently used for contracting for the services to pay for this effort. Create subs for necessary situations.

Amendment was withdrawn by its sponsor.

Amendment #15, by Director Miller, to expand the department of OAE to become the Office of Accountability, Efficiency, and Government Relations. Transfer one FTE from the budget of the Office of Board Governance to this newly-expanded department. Also transfer the necessary operation funds for this work.

The gavel was passed to Vice-President Baéz at 11:04.

Amendment was withdrawn by its sponsor.

The gavel was returned to President Miller at 11:09 p.m.

Amendment #16, by Director Miller, to create a fund to advance salary schedules for all classifications over the next three years. Start implementing salary schedules with para-professionals in the 2019-2020 budget. Begin adding other classifications as finances allow over the next three years.

Amendment was withdrawn by its sponsor.

Amendment #17, by Director O'Halloran, tor educe the staffing of the TABS program from six officers to the four officers required by statute and to reduce the School Resource Officer positions by two officers.

Amendment was withdrawn by its sponsor.

Amendment #18, by Director O'Halloran, to stabilize and increase the number of ASL interpreters working for MPS by increasing the wages of ASL interpreters, providing a competitive salary schedule and eliminating the contracting out of ASL services as soon as possible.

Amendment was withdrawn by its sponsor.

Amendment #19, by Director Peterson, to stabilize and increase the number of MPS speech pathologists by increasing the wages of speech pathologists, providing a competitive salary schedule, utilizing LTEs, allowing for a 0.5 FTE position, and eliminating the contracting out of speech pathologists services as soon as possible.

Amendment was withdrawn by its sponsor.

Amendment #20, by Director Peterson, to increase the number of full-time/and or part-time teacher-release positions to enhance restorative-practice implementation.

Director Woodward left the meeting at 11:31 p.m.

The gavel was passed to Vice-President Baéz at 11:31 p.m. and returned to President Miller at 11:36 p.m.

Director Peterson moved to adopt the amendment as modified to change the funding source to the CSI grant. The motion passed, the vote being as follows:

> Ayes — Directors Báez, Herndon, O'Halloran, Peterson, Siemsen, Taylor, and President Miller — 7.
> Noes — None.

Amendment #21, by Director Peterson, to stabilize and increase the number of Building Service Helpers I and II by increasing their wages, providing a competitive salary schedule, and eliminating the contracting-out of the services typically performed by Building Service Helpers I and II as soon as possible.

Amendment was withdrawn by its sponsor.

Amendment #22, by Director Peterson, to stabilize and increase the number of MPS nurses by increasing the nurses' wages, providing a competitive salary schedule, and eliminating the contracting out of nursing services as soon as possible.

Amendment was withdrawn by its sponsor.

Amendment #23, by Director Herndon, to use the funding from federal and state reimbursements to the School Nutrition Service Enterprise Fund to eliminate the purchase of processed fruits and vegetables and to purchase fresh fruits and vegetables to increase nutritional quality of MPS school breakfasts. This funding should also be used to fill the persistent vacancies by establishing living-wage salary schedules for employees in Nutrition Services. Salary schedules should be established by the meet-and-confer process with MTEA, as they represent the nutrition employees of MPS.

Director Herndon moved to approve the amendment. The motion passed, the vote being as follows:

> Ayes — Directors Báez, Herndon, O'Halloran, Peterson, Siemsen, Taylor, and President Miller — 7.
> Noes — None.

Amendment #24, by Director Siemsen, co-sponsored by Director Taylor, to ensure that we are providing our students with opportunities to eat more fresh fruits and vegetables, MPS will increase funding for the fresh-fruit-and-vegetable program by 15%, so additional schools may participate.

Director Siemsen moved to use $248,000 through the school lunch program to increase fresh-fruits-and-vegetables options for students. The motion passed, the vote being as follows:

> Ayes — Directors Báez, Herndon, O'Halloran, Peterson, Siemsen, Taylor, and President Miller — 7.
> Noes — None.

Amendment #25, by Director Taylor, co-sponsored by Directors Herndon and Siemsen, to allocate funding for 40 hours for every parent coordinator based on the estimate of $708,717.

Amendment was withdrawn by its sponsors.

Amendment #26, by Director Taylor, to create a salary schedule for educational assistants through a phased-in process that considers the number of educational assistants per building.

Amendment was withdrawn by its sponsor.

That having been the last amendment proposed, the Board recessed at 11:50 p.m.

The Board reconvened at 12:14 a.m.

At the request of Director Phillips, who was unable to be present, the Board Clerk read the following statement:

> I am grateful for all of the work that went into the budget from our school communities, Office of Finance, and the Administration.
>
> My colleagues on the Board have been relentless in reviewing the budget, listening to constituents, and responding accordingly with various amendments.
>
> Squeezing a dime out of a nickel is impossible, and many people have worked together to minimize cuts at the school level while working to bring our lowest-paid workers to a living wage.
>
> Sacrifice is required to achieve these goals — an undue sacrifice that the children and families of Milwaukee have been burdened with for far too long.
>
> Every budget has revealed that we do not have the revenue necessary to achieve equity in the district.
>
> Despite the State Legislature's own recommendations from the Blue Ribbon Commission on education, we find that the most vulnerable students are being stifled by politics. That, with lack of revenue, I would ask that my colleagues be ready to consider how we might find transportation adjustments without taking school options away from families. That the Administration and the Office of Accountability and Efficiency revisit the Faculties Master Plan to develop recommendations for decreasing our district's footprint.
>
> We commit to continue to maintain healthcare benefits without shifting costs to workers and adopt a zero-based budget creation in Fiscal Year 2021.
>
> Further, I would like to explore what a referendum for Milwaukee Public Schools could look like and if we, the Board, could continue to lobby elected officials in Madison to invest in our children.

* * * * *

(Item 2) Action on the Superintendent's Proposed 2019-20 Budget, Including the Budgets for the School Operations, Construction, and Extension Funds

Background

The Administration is recommending for adoption by the Milwaukee Board of School Directors the following resolutions:

SCHOOL OPERATIONS FUND

RESOLVED, That, pursuant to the provisions of Section 119.46, Wisconsin Statutes, relating to the School Operations Fund, the Board of School Directors hereby advises the Common Council that the amount of $997,368,200 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 2019 Fiscal Year. In addition, pursuant to action taken by the Board of School Directors at its regular meeting on September 22, 2011, the Board of School Directors is required to advise the Common Council that [AMOUNT TO BE DETERMINED] will be required for the operation of the Milwaukee Parental Choice Program; and that $[AMOUNT TO BE DETERMINED]will be required for the operations of the Milwaukee Public Schools and that a total of $[AMOUNT TO BE DETERMINED] thereof is to be raised by a tax levy on all real and personal property in the City of Milwaukee subject to taxation for Milwaukee Public School purposes in 2020, pursuant to the provisions of Section 65.07(1)(e), Wisconsin Statutes, said amount to be raised by tax levy being in addition of the money to be received from state aids, shared taxes, and from other miscellaneous sources.

CONSTRUCTION FUND

RESOLVED, That, pursuant to the provisions of Section 119.48, Wisconsin Statutes, the Board of School Directors hereby advises the Common Council that the amount of $2,637,203 will be required for the 2020 Fiscal Year Construction Fund budget purposes and that it is to provide, in accordance with Section 65.07(1)(f), Wisconsin Statutes, $1,511,274 by a tax levy on all real and personal property in the City of Milwaukee subject to taxation for Milwaukee Public School purposes in 2020, 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 $31,780,659 will be required for the maintenance of playgrounds, recreation centers, and similar activities during the 2020 Fiscal Year, and that $24,297,069 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 2020, pursuant to the provisions of Section 65.07(1)(g), Wisconsin Statutes, said amount being required in addition to other miscellaneous sources.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 3.01, Annual Operating Budget

Fiscal Impact Statement

The proposed 2019-20 budget reflects an overall increase in spending of $11.7 million, or 1.0%, from the 2018-19 budget. Projected revenues in the general operations budget are virtually unchanged at a 0.02% increase over 2018-19.

The total proposed budget — which includes grant funding and funding for Milwaukee Recreation — is $1,199,996,392, up from $1,188,331,611 in 2018-19.

Implementation and Assessment Plan

Upon the Board's adoption of these preliminary budgetary resolutions, the Board Clerk will certify the Board's action to the City Clerk. In October 2019, however, once the District has received final information regarding federal and state aids, revised budgetary resolutions will be brought to the Board for its consideration and adoption. The Board Clerk will then certify that action to the City Clerk for purposes of the tax levy.

Committee's Recommendation

Your Committee recommends that the Board approve the budget resolutions as presented above.

Director Baéz moved to adopt the resolutions on the School Operations Fund as amended below, and on the Construction Fund and the Extension Fund.:

SCHOOL OPERATIONS FUND

RESOLVED, That, pursuant to the provisions of Section 119.46, Wisconsin Statutes, relating to the School Operations Fund, the Board of School Directors hereby advises the Common Council that the amount of $997,368,200 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 2019 Fiscal Year. In addition, pursuant to action taken by the Board of School Directors at its regular meeting on September 22, 2011, the Board of School Directors is required to advise the Common Council that $$[AMOUNT TO BE DETERMINED will be required for the operation of the Milwaukee Parental Choice Program; and that $[AMOUNT TO BE DETERMINED]will be required for the operations of the Milwaukee Public Schools and that a total of $[AMOUNT TO BE DETERMINED] thereof is to be raised by a tax levy on all real and personal property in the City of Milwaukee subject to taxation for Milwaukee Public School purposes in 2020, pursuant to the provisions of Section 65.07(1)(e), Wisconsin Statutes, said amount to be raised by tax levy being in addition of the money to be received from state aids, shared taxes, and from other miscellaneous sources.

CONSTRUCTION FUND

RESOLVED, That, pursuant to the provisions of Section 119.48, Wisconsin Statutes, the Board of School Directors hereby advises the Common Council that the amount of $2,637,203 will be required for the 2020 Fiscal Year Construction Fund budget purposes and that it is to provide, in accordance with Section 65.07(1)(f), Wisconsin Statutes, $1,511,274 by a tax levy on all real and personal property in the City of Milwaukee subject to taxation for Milwaukee Public School purposes in 2020, 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 $31,780,659 will be required for the maintenance of playgrounds, recreation centers, and similar activities during the 2020 Fiscal Year, and that $24,297,069 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 2020, 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, Siemsen, Taylor, and President Miller — 7.
Noes — None.

* * * * *

COMMITTEE ON STUDENT ACHIEVEMENT AND SCHOOL INNOVATION

Director Baéz 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) Update with Possible Action on ACCESS for ELLs® 2018-19 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 disability 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 students' results from the 2018-19 administration of the assessment. Reclassification methods are also discussed. Additionally, metrics to help the District monitor growth in English-language proficiency are reviewed.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 7.38, Balanced Assessment Systems

* * * * *

(Item 2) Report with Possible Action Regarding the Collaborative Efforts Between the School Communities Located at the Walker and Pulaski Campuses

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

Background

During the January Board cycle, the Milwaukee Board of School Directors requested additional information with respect to the sharing of space at the Walker and Pulaski campuses.

After public testimony was provided and discussion took place during this Board cycle, it was determined that regular meetings at the campuses would be helpful in strengthening and developing culture and climate relative to current campus relationships and space utilization.

In order to accomplish this, the Administration secured a facilitator for this important work. The facilitator will share an update on progress.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

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

* * * * *

(Item 3) Report with Possible Action on the MPS Ambitious Instruction 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

Milwaukee Public Schools has used the MPS Ambitious Instruction Plan this school year to focus on identifying the learning that students need in order to be academically successful. The Ambitious Instruction Plan and Professional Development Roadmap help schools identify how to provide impactful learning experiences for all students in reading, writing, and mathematics. This presentation highlights the work that has been done this year with the Ambitious Instruction Plan as well as the plans for the Ambitious Instruction work for the 2019-2020 school year.

Ambitious Instruction Plan

We will have high expectations, develop cultural competence (with a focus on language acquisition based on context), and connect students' learning to their lived experiences. We will maintain an internal and consistent focus on the cultural identities and linguistic needs of our students in reading, writing, and math. We promote the use of differentiated formative and summative assessments to inform instruction. We ask that staff members continually work together to understand their learners (e.g., community-building activities, review IEPs, ELL levels).

Curriculum Timeline

- Introduce access point for staff
- Review curriculum and assessments
- Content
- Skill/strategies
- Professional development
- Department chairs' expectations, meeting dates, and discussions
- All district content-area/grade-level progress-monitoring meetings, discussions, and dates

Skills and Strategies

Across all content areas, identify which skills and strategies can be embedded into the curriculum of other disciplines.

Reading	<u>Skills</u> Identify essential skills that need to be present in the curriculum at all grade levels and all disciplines.	<u>Strategies</u> Identify effective strategies that will help students practice and learn essential skills.
Writing		
Math		

Professional Development and Support Systems

What do staff need to know? How do we know they know it? How will we monitor the implementation and progress of this plan?

Special Education Program

Provide strategies and supports for teachers through modeling in the classroom, school-based professional developments, and intervention supports requested by school leaders.

Department of Bilingual Multicultural Education

Support the district and schools with intentional language development and access to content that addresses the needs of culturally and linguistically diverse students. Promote the use of differentiated assessments to inform instruction. Embrace the native cultures and languages of our students, with the goal of every student earning the Seal of Biliteracy.

Reading

Goal: To prepare all students to read at grade level.

Reading Vision: Create a culture for reading and a community of readers to ensure that high-quality reading practices happen every day in each classroom.

Essential Skills: WI standards and CCSS for reading that include:

- decoding (explicit, systematic instruction based on developmental sequence; systematic word study; and interactive read-aloud)
- vocabulary acquisition and use (direct, explicit instruction of words in context; teaching specific context clues; directly teaching word-learning strategies; and connecting new concepts/meanings to prior knowledge)
- comprehension (scaffolding and building knowledge, building oracy [discourse]/language experience approach, access to culturally and linguistically diverse literature and informational text, physical/active response to text, and reading aloud)
- fluency (speed, accuracy, and prosody/expression for literature and informational text)

Effective Strategies:

- Use high-quality instructional practices aligned to standards, rigor, and the essential components of reading.
- Utilize formative, interim, and summative assessment and feedback to increase students' understanding, engagement, and achievement.

Professional Development will focus on differentiated, tiered support for the identified skills and strategies and will be aligned with the SIP.

Writing

Goal: To prepare all students for authentic writing opportunities across disciplines.

Writing Vision: Create a culture for writing that promotes communities of culturally and linguistically diverse writers.

Essential Skills: WI standards, CCSS, and content standards for writing with a specific focus on:

- applying the writing process: planning, drafting, editing, revising
- supporting writing with evidence from multiple perspectives
- writing for a range of tasks (rhetorical, analysis, argumentative, informative, and narrative), purposes, and audiences
- using academic and discipline-specific vocabulary
- building writing stamina
- summarizing, note-taking, paraphrasing.

Effective Strategies:

- provide explicit instruction that uses a process approach to writing
- plan for repeated practice and scaffolded support
- provide students with ongoing, timely, descriptive feedback through conferencing
- utilize formative, interim, and summative assessment and feedback to increase students' understanding, engagement, and achievement
- continue to implement the Essential 6 Framework for literacy for writing in content areas.

Professional Development will focus on differentiated, tiered support for the identified skills and strategies and will be aligned with the SIP.

Mathematics'

Goal: To prepare all students, starting in kindergarten, for success in algebra.

Math Vision: Create a culture that maximizes learning of mathematics with high-quality instruction to ensure mathematical proficiency for every student.

Essential Skills:

- WI Standards for Mathematics with a specific focus on:
  - operations and algebraic thinking/expressions and equations/functions/algebra
  - geometry
  - measurement and data/statistics and probability
- Standards for Mathematical Practice with a specific focus on:

#1 making sense of problems and persevering in solving them
#2: constructing viable arguments and critiquing the reasoning of others
#3: using appropriate tools strategically
#4: attending to precision.

Effective Strategies:

- Use high-quality instructional resources aligned to the WI Academic Standards to plan and implement effective, engaging mathematics instruction.
- Utilize formative, interim, and summative assessments and feedback to increase students' understanding and raise students' achievement.
- Emphasize math vocabulary and student discourse within the context of math instruction.

Professional Development will focus on differentiated, tiered support for the identified skills and strategies and will be aliened with the SIP.

Ambitious Instruction: Focus on academic and content vocabulary

- Intentional focus on curriculum alignment
- High-quality instructional program and practices
- Strengthened core instruction
- Mastery of reading, writing, and mathematics
- Every student receives what s/he needs.

Ambitious Instruction Plan Roadmap

START

October	November	December
Building a Culture of Reading, Writing and Math: Standards	Effective Student Engagement in Reading, Writing, and Math	Creating a Culture and Conditions for Instructional Technology in Improving Student Outcomes in Reading, Writing, and Math
January	February	March
Data-driven Decision Making in Reading, Writing and Math: Balanced System of Assessments	Content-area Literacy: Using Academic and Discipline-specific Vocabulary	Effective Ways to Increase Academic Performance on District, State, National/Global Assessments: Reading, Writing, and Math
April	May	June
Maximize Learning for All Students Across Content Areas	Reflection: School-improvement Process	Data Review What worked? What didn't? What should we do differently next year?

FINISH

Ambitious Instruction Plan 2018-19: Current

- Assembled reading, writing, and mathematics work groups
- Created planning framework to guide project
- Designed professional development roadmap
- Developed principal networks for instructional rounds
- Designed instructional rounds to focus on look-fors
- Provided monthly professional development for central services staf
- Initiated principal/school support teacher collaborative
- Gathered principal feedback on monthly sessions
- Conducted monthly, school-based, voluntary instructional learning sessions for teachers
- Supported schools with implementation of plan

Ambitious Instruction Plan 2018-19: Wins

- Focused on reading, writing, and mathematics
- Emphasized writing strategies in the classroom
- Developed collaborative work groups

- Conducted seven community meetings
- Encouraged school autonomy with reading, writing, and math professional development topics
- Designed collaboration time for School Support Teachers and principals to develop school-specific professional development
- Aligned department chair meeting topics to Ambitious Instruction
- Arranged principal networks around "like" school programs
- Presented monthly "Principal Spotlight"
- Provided regional support to schools on implementation

Ambitious Instruction 2.0: The Future

- Alignment to School Improvement Plan
- Integrate other content areas
- Offer differentiated professional development opportunities in schools
- Identify monthly topics that directly improve achievement
- Provide curriculum and instruction department and regional support for classroom implementation
- Extend regional support for school/classroom implementation
- Ensure regular collaboration with regional teams
- Develop an implementation assessment tool
- Connect monthly professional development to Wisconsin Forward and ACT/Aspire-tested strategies
- Develop “look-fors” for each strategy implemented

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 7.02, Instructional Priority Objectives

Fiscal Impact Statement

No fiscal impact

* * * * *

(Item 4) Action on Resolution 1920R-001 by Director Miller Regarding Restorative Practices

Background

At its April 25, 2019 meeting, the Milwaukee Board of School Directors referred Resolution 1920R-001 by Director Miller regarding restorative practices to the Committee on Student Achievement and School Innovation.

WHEREAS, The Restorative Practices model teaches respect and gives common language and practice to resolving differences and to giving voice to students, communities, parents and guardians, and staff; and

WHEREAS, MPS has been engaged in Restorative Practices for a number of years, the best examples of which have shown very positive results that improve the culture of schools and classrooms; and

WHEREAS, All MPS staff, students, and families, as well as all MPS systems, can gain from implementing these justice-based positive behavioral supports; and

WHEREAS, Although MPS’s Restorative “Justice” originally had been offered in collaboration with the Milwaukee County District Attorney’s Office and was implemented by the late Assistant DA David Lerman, the “father” of restorative practices, Restorative Practices training and support was expanded through the Safe Schools Healthy Students Grant, and a regional School Social Worker Team was created that developed a Restorative Justice Guide; and

WHEREAS, Through the district's violence-prevention work, there has been a district Restorative Practices Coordinator position since 2013, support has been provided to Student Services in servicing students who have been expelled, and an eighth-grade promotional program has been established that integrates Restorative Practices into the program's humanities curriculum and offers training to staff; and

WHEREAS, In the Spring of 2015, an Restorative Practices curriculum-development cohort was created to assist teachers from MPS high schools that were implementing the Restorative Practices curriculum, a pilot of which was established with a research component to assess the effectiveness of the curriculum, and a Restorative Practices Guide was developed; and

WHEREAS, The district's Trauma-informed Care Training, which is focused on social-emotional learning, created two modules focused on Restorative Practices; and

WHEREAS, There are presently a full-time Restorative Practices Coordinator funded through Specialized Services; a full-time Restorative Practices Coach funded through the Project AWARE Grant; a full-time Restorative Practices Teacher Leader funded through the Black Lives Matters Resolution who supports WCLL and the Black and Latino Male Achievement Department and teachers; and an MPS Equity Specialist, one of whose tasks is to support the intersection of Restorative Practices and culturally-responsive teaching; and

WHEREAS, While the Restorative Practices work has proven successful in its fidelity of implementation, it is still scattered and lacks full coordination; now, therefore, be it

RESOLVED, That MPS shall train all staff and students over a four-year period in the use and application of Restorative Practices; and be it

FURTHER RESOLVED, That all administrative leadership, including principals, vice-principals, and school leaders, shall be trained in the first two years of the four-year implementation; and be it

FURTHER RESOLVED, That MPS shall develop a centrally located Restorative Practices Team, comprising three full-time Restorative Practitioners, to direct the work for collaboration across departments, to support a cohort of schools interested in implementing a whole-school approach in the first stage, and to provide training in the use of materials and resources; and be it

FURTHER RESOLVED, That this team shall collaborate with Student Services, OCR, parent coordinators, and PBIS coaches to develop progressive 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 be it

FURTHER RESOLVED, That this team shall train community partners, crisis teams, and police working in our schools in the implementation of Restorative Practices; and be it

FURTHER RESOLVED, That as this work grows over the four-year timeline, additional trained staffed are to be considered for fidelity of implementation; and be it

FURTHER RESOLVED, That the Administration will provide the Board with quarterly reports, through the appropriate committee of the Board, on the progress of this initiative.

In order to prepare a thorough response and recommendation, the Administration respectfully requests that the Board delay action of the resolution to allow the Administration additional time.

Statute, Administrative Policy, or Board Rule Statement

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

Fiscal Impact Statement

Additional time will allow the Administration to develop a complete fiscal analysis and impact.

Implementation and Assessment Plan

This information will be developed as part of the Administration's response.

Committee's Recommendation

Your Committee recommends that the Board delay action on Resolution 1920R-001 by Director Miller regarding restorative practices to allow the Administration additional time to develop a thorough response and recommendation.

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

* * * * *

REGULAR ITEMS OF BUSINESS

(Item 1) Reports of the Board's Delegates

The Board received the monthly reports of the Board's delegates to the District Advisory Council (DAC) and 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 report on his activities on behalf of the Board during the past month.

* * * * *

NEW BUSINESS FOR REFERRAL TO COMMITTEE

Three items of new business were introduced for referral:

(Item 1) Action on a Request to Make Technical Amendments to Administrative Policy 2.07, Temporary Administrative Arrangements

Referred to the Committee on Legislation, Rules and Policies.

* * * * *

(Item 2) Action on a Request to Make a Technical Amendment to Administrative Policy 7.32, Comprehensive School Counseling Program

Referred to the Committee on Legislation, Rules and Policies.

* * * * *

(Item 3) Action on a Request to Revise Administrative Policy 1.05, Recognition for Accomplishment

Referred to the Committee on Legislation, Rules and Policies.

RESOLUTIONS

Resolution 1920R-002

By Directors Tony Báez and Paula Phillips

WHEREAS, It should not matter which MPS school a child attends in whether or not that child has access to a healthful school meal; and

WHEREAS, The national benchmark for a school district’s providing access to breakfast is 70% of children who eat free or reduced-priced (F/R) lunch; and

WHEREAS, Milwaukee Public Schools has the largest breakfast gap (i.e., the difference between the number of low-income children who eat school breakfast and the number of low-income children who eat

school lunch) in the county: There are more than 35 schools in the district with breakfast gaps of at least 50 kids — If all of these schools were to reach the 70% national standard, over 4,500 additional kids would be provided access to school breakfast; and

WHEREAS, MPS Administrative Policy 4.07 states, “School nutrition programs are proven to improve student performance and assist in closing the achievement gap. Foods offered to students in addition to meals will be of optimal nutrition quality. District food service dietitians are charged with maintaining school meal nutritional standards per USDA requirements and will work to improve healthful, fresh menu choices for students”; and

WHEREAS, MPS Administrative Policy 4.05 states, “The district recognizes that proper nutrition and academic achievement are inextricably bound and will therefore advocate for universal free meals for breakfast and lunch. In addition, the Board will advocate for federal funding for supper programs for after school programs. The major objective of the school lunch program shall be to safeguard and improve the health and well-being of school children. The lunchroom should be considered an educational facility for teaching good dietary practices through the serving of nutritional adequate and attractive meals”; and

WHEREAS; It is vital for MPS teachers, administrators, nutrition professionals, students, and parents to work together to ensure equal access to school meals for all MPS students; and

WHEREAS, When breakfast is served early, before the school-day begins, it may be difficult for students to arrive at school in time for breakfast; and

WHEREAS, Children, especially older children, who are very conscious of what their peers think of them, may skip the free breakfast, even if they're hungry, rather than been seen as "the poor kids"; and

WHEREAS, Providing a breakfast after the bell across all MPS schools helps to ensure equitable nutrition for all students while eliminating barriers exacerbated by such racial and economic inequalities s transportation and food insecurity; now, therefore, be it

RESOLVED, That the Milwaukee Board of School Directors directs that:

1. the Superintendent or designee require 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" program; and

2. no later than the last day of school for the 2018-19 school year, MPS Nutrition shall present a Nutrition Equity Plan for establishment of a "breakfast after the bell" (BATB) program for all grades at each school in the district that is required to establish such a program, the Plan to include:

    a. a list of available breakfast grants in order for schools to maximize participation in school breakfast;

    b. a plan to notify and train MPS employees in advance of the BATB’s implementation;

    c. promotion and notification of BATB to parents/guardians and to students in advance of the start date and regularly until the participation goal is met;

    d. input from MPS educators, administrators, food service staff, parents and students, and community partners prior to full implementation;

3. no later than the first full school year following the passage of the MPS Nutrition Equity Plan, MPS shall establish a "breakfast after the bell" program in each of its schools which are subject to the requirements of this resolution; and

4. each year thereafter, prior to the regular July meeting of the Board, the Department of Nutrition shall submit to the Board the name of each MPS school within MPS that falls short of the national benchmark of 70% of children who eat free or reduced-priced (F/R) lunch and also receive school breakfast so that the Board may monitor compliance with this policy.

Referred to the Committee on Accountability, Finance, and Personnel

Resolution 1920R-003

By Directors O'Halloran & Siemsen

WHEREAS, Milwaukee Public Schools respects the dignity of all workers in our district and appreciate teachers as highly trained professionals; and

WHEREAS, Being an effective teacher requires work that is not limited to instruction of students in the classroom ("Non-Student Work"); and

WHEREAS, Non-Student Work may include but is not limited to devising lesson plans, communicating with students and their families, grading students' work, securing supplemental materials for classroom instruction, and professional development training; and

WHEREAS, The Milwaukee Public Schools value equity in education, which may require devoting Non-Student Work time to initial and ongoing professional development opportunities to develop skillsets for restorative practices, anti-bias training, and bystander intervention training; and

WHEREAS, Teachers are allowed to use some of their time during the workday — such as AMP (arts, music, and physical education) time and time for student support and tutoring, if during which they do not have any students to work with — for Non-Student Work activities as previously described; and

WHEREAS, The Employee Handbook describes Employee Workday scheduling, with respect to the number of days Administrators may direct Non-Student Work time "Administrator Days" and the number of days Teachers may direct Non-Student Work time "Teacher Days;" and

WHEREAS, Teachers in several surrounding districts have more control over their workday scheduling, before and after school when students are not present in their classrooms; and

WHEREAS, Milwaukee Public School teachers historically had more control over their workday scheduling, before and after school when students were not present in their classrooms; and

WHEREAS, In addition to their in-school prep time, teachers in the Milwaukee Public Schools devote many hours of their own personal time away from school, without additional compensation, to such Non-Student Work as previously described; and

WHEREAS, Teachers may feel their Non-Student Work is more effectively accomplished in locations outside of school; and

WHEREAS, During their workdays, teachers face many stressors, relief from which could be afforded by allowing teachers more leeway in the use of their prep time, including the ability to leave campus for short periods of time to run errands, or refresh themselves mentally and emotionally; and

WHEREAS, Flexibility in how teachers use their Non-Student Work time would help increase morale, which, in turn, would work to mitigate teacher burnout and turnover; and

WHEREAS, The District has policies to address performance issues; and

WHEREAS, Increasing flexibility would involve no fiscal impact or require any change in workday schedules; now, therefore, be it

RESOLVED, That the Milwaukee Board of School Directors direct the Administration to develop procedures and guidelines that grant teachers control over the time and location they spend their Non-Student Work time on Teacher Days before and after the student day, while balancing the need for professional development; and be it

FURTHER RESOLVED, That this flexibility include the reasonable ability for teachers to leave their schools during their Non-Student Work time; and be it

FURTHER RESOLVED, That these procedures and guidelines are to be codified in the Employee Handbook and other relevant documents pertaining to the teachers' workday and schedules; and be it

FURTHER RESOLVED, That the Administration be instructed to bring forward to the Board, no later than July 25th, 2019, a plan for implementing this resolution for the 2019-2020 school year.

Referred to the Committee on Accountability, Finance, and Personnel

Resolution 1920R-004

By Director Peterson

WHEREAS, Many people who testified during the hearings for the 2019-2020 Milwaukee Public Schools budget forcefully described areas of need for our students, families and staff; and

WHEREAS, There is growing unity in our community that the students of MPS need and deserve smaller class sizes, additional social workers, psychologists, nurses and guidance counselors, full time librarians, full time art, music; and physical education teachers in all of our schools, quality professional development on matters such as restorative practices and culturally responsive teaching, bilingual education and Science, Technology, Engineering, Art, and Math (STEAM); and expanded three-year old kindergarten opportunities; and

WHEREAS, All our students, no matter their special needs or the neighborhoods in which they live, deserve high-quality, certified teachers and support staff who stay with and are committed to MPS; and

WHEREAS, Several surrounding school districts have the financial capacity to provide the abovementioned resources and staff to students in their communities; and

WHEREAS, To obtain additional funding and to allocate all revenue in the most efficient way, it would be useful for the Board of School Directors to have an accurate and complete analysis of how much money is necessary to provide the schools that MPS students deserve; and

WHEREAS, Community groups, the Milwaukee Teachers' Education Association (MTEA), and MPS's administrators in the recent past have created templates of "The Schools Our Children Deserve" and "Standards of Care," and yet a corresponding estimate of what each would cost has never been done; now, therefore, be it

RESOLVED, That the Administration is hereby directed to develop a plan to engage stakeholders, including student, parent, civic, community, religious, and labor (including all MPS unions) organizations, in creating a robust outline of a vision of what it would take to ensure that all students get the public schools that they deserve; and, be it

FURTHER RESOLVED, That after stakeholder input has been received and synthesized, a financial analysis be done to accurately cost out the components of this vision of the schools our students deserve; and, be it

FURTHER RESOLVED, That the Administration is to present its plan for engaging stakeholders in the next Board cycle.

Referred to the Committee on Student achievement and School Innovation

Resolution 1920R-005

By Directors Baéz and Miller

WHEREAS, The Milwaukee County Board adopted a resolution in May 2019 declaring that racism is a public health issue affecting Milwaukee County, with a goal of developing develop a Racial Equity Plan starting with the training of all 4,000 County employees in racial equity, calling on all levels of government in Milwaukee and Wisconsin to follow suit; and

WHEREAS, In 2015, the Board adopted Resolution 1516R-001, known as the Black Lives Matter resolution, which identified racism and white supremacy, affecting our students, as having deep systematic roots in America, both past and present; and

WHEREAS, In 2014, the Board adopted Resolution 1415R-003, which called for respect of multiculturalism and multi-language teaching for all; and

WHEREAS, In 2017, the Board adopted Resolution 1617R-007, known as the Safe Haven resolution, which, called for defending immigrant and undocumented students; and

WHEREAS, Racism, anti-immigrant xenophobia (including attacks on languages and cultures), anti-LGBT bias, Islamophobia and anti-Semitism have reached crisis proportions in America; and

WHEREAS, It is imperative that MPS teachers, staff and administrators work hard to divest themselves of all racial and ethnic biases, recognize the dangers that our students face and must believe in our students and have faith in their communities. They must trust them, and encourage them and defend them; and

WHEREAS, It is imperative for staff and students to understand biased actions and policies in the district, schools, and classrooms and that microaggressions, cultural ignorance, stereotyping, and toxic interactions must be confronted in all of our work; and

WHEREAS, Resolution 1920R-001 has been introduced to the Board, which calls on all staff and students to be trained in the use of Restorative Practices; and

WHEREAS, Racism and bias in MPS must be intentionally confronted, using an equity lens, meaning that that we acknowledge the disparities that impact historically marginalized groups and identify priorities based on areas of greatest needs; now, therefore, be it

RESOLVED, That MPS shall train all current staff and students over a four-year period in anti-racist and anti-bias practices along with restorative practices, and similarly train all new staff within a reasonable period after their hiring; and be it

FURTHER RESOLVED, That all administrative leadership, including principals, assistant principals, and school leaders, shall be trained in the first year of the four-year implementation; and be it

FURTHER RESOLVED, That each school will have a lead person trained in the first year who will then assist their school in implementing a school-based anti-racist, anti-bias plan; and be it

FURTHER RESOLVED, That the school-based plans address issues of racism, bias, culture, language, school and district climate, curriculum and culturally responsive teaching and be developed by a collaboration of students, parents, staff and school leadership while, at the same time, engaging in anti-racist and anti-bias training; and be it

FURTHER RESOLVED, That this effort to eradicate racism and all forms of prejudice and to ensure equity in the Milwaukee Public Schools be widely promoted and discussed in the Milwaukee community and with all other institutions that affect the lives of our children and families; and be it

FURTHER RESOLVED, That this effort is not seen as a one-time training, but must be integrated into the whole of MPS, with on-going training beyond the first four years.

FURTHER RESOLVED, That the Administration shall present a plan and timeline for implementation of this effort in the July Board cycle.

Referred to the Committee on Accountability, Finance, and Personnel

Resolution 1920R-006

By Director Siemsen

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.

Referred to the Committee on Accountability, Finance, and Personnel

The Board adjourned at 12:23 a.m.

JACQUELINE M. MANN, Ph.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JUNE 13, 2019

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

Present — Directors Baéz, Herndon (5:38 p.m. by telephone), O'Halloran, Peterson, Phillips, Siemsen, Taylor, Woodward, and President Miller — 9.
Absent — None.

The Board Clerk read the following call of the meeting:

June 11, 2019

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, June 13, 2019, in the Auditorium of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, to consider and possibly to take action on employment, compensation, and performance-evaluation data relative to the terms of an employment agreement with the Superintendent of Schools.

The Board may retire to executive session pursuant to Wisconsin Statutes, Section 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.

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

JACQUELINE M. MANN, Ph.D.
Board Clerk

Director Woodward moved to retire to executive session, pursuant to Wis. Stat., Section 19.85(1)(c). The motion passed, the vote being as follows:

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

The Board retired to executive session at 5:38 P.M.

Director Herndon participated in the executive session via conference call.

The Board reconvened in open session at 6:51 P.M.

Director Peterson moved approval of a two-year contract extension with the Superintendent of Schools under the terms and conditions discussed in closed session and to authorize the President of the Board to execute the contract as negotiated. 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.

The Board adjourned at 6:57 P.M.

JACQUELINE M. MANN, Ph.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JUNE 27, 2019

Regular meeting of the Board of School Directors called to order by President Miller at 6:35 p.m.

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

Before proceeding with the agenda, President Miller asked for a moment of silence to commemorate the passing of:

- Derott Johnson, a teacher at LaFollette School, who passed away June 16, 2019;
- James Smallins, Sr., a former MPS coach, who passed away June 18, 2019;
- Nye'Zear Watts, a student at Townsend Street Elementary School, who passed away June 18, 2019; and
- Clara Moore, a retired MPS principal, who passed away June 21, 2019.

* * * * *

APPROVAL OF MINUTES

The minutes of the special and regular meetings of the Board of May 2019 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's goals of academic achievement; student, family and community engagement; and effective and efficient operations as they are aligned to the District's Strategic Objectives and the Five Priorities for Success:

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

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

Superintendent's Report — June

At the beginning of the month, we gathered at Congress School for the June Summer Academy's first-day opening, at which staff, students, and families were welcomed. There was a great deal of enthusiasm exhibited by our students — it was clear that they were ready to learn.

As June 13 was the last student day for those schools on the traditional calendar, we have now officially completed the 2018-19 school year. Our school leaders, staff, and students deserve appreciation for

completing the year on a positive note. Students were engaged in learning activities, and there were many opportunities to celebrate students' accomplishments to conclude the school year.

Events, Programs, and Announcements

School Partners Honored at Appreciation Event

Community partners bring many forms of support to MPS schools, and on June 6, 2019, the Department of Strategic Partnerships and Customer Service hosted a breakfast to thank its many corporate, Fortune 500, community-based, and faith-based partners. MPS is grateful for the tutoring, scholarships, supply drives, events, in-kind and material donations, and financial support of our partners.

Of the 161 schools in MPS, approximately 120 have at least one partner. A number of these partners participate in the Adopt- a-School model, providing ongoing involvement throughout the school year. More than 40 new or renewed relationships had been forged with partners this school year. These partnerships have resulted in over $750,000 in support through a variety of pathways.

2019 Appreciation Breakfast Attendees

Ahmadiyya Muslim Community
Al Hurvis/ADAMM Education Foundation
American Transmission Company
Archdiocese of Milwaukee
Aurora Health Care
Boys & Girls Clubs of Greater Milwaukee
Christopher Kidd & Associates, LLC
Diversatek
Educators Credit Union
FBI
GE Healthcare
GO Riteway Transportation Group
GPS Education Partners
Greater Milwaukee Committee
Groundwork Milwaukee
James Place
Junior Achievement
Kingdom Kidz EduCare Academy
Marcus Center for the Performing Arts
Marquette University
Mercy Memorial Baptist Church
Milwaukee Bucks
Milwaukee County — OMA
Milwaukee County Sheriff's Office
MKE Leaders
MMAC
Mortenson
Office of U.S. Senator Tammy Baldwin
Operation Warm
Rockwell Automation
Scholastic
SecureFutures
Sikich LLP
St. Martin de Porres Parish
STEM Forward
The Episcopal Diocese of Milwaukee
UnitedHealthcare
Urban Ecology Center
We Energies

Mary Horwitt Piano Scholarship Winners

The following students were awarded $300-$500 Mary Horwitt Piano Scholarships for the 2019-20 school year:

Viannys Colon — Fairview, 8th Grade
Thomas Bastardo — Golda Meir, 6th Grade
Abigail Oleszek — Wedgewood, 7th Grade
Sophia Luna — I.D.E.A.L., 6th Grade
Magdalena Lulewicz — Rufus King, 11th Grade
Benjamin Blazkovec — Fairview, 6th Grade

Congratulations to Our Track-and-Field Athletes

Congratulations are in order for our student athletes who participated in in track and field. MPS was well represented with 18 qualifying athletes at the Wisconsin Interscholastic Athletic Association's Track &Field Championships held at Veterans Memorial Stadium Complex on the campus of University of Wisconsin-Lacrosse. We are MPS Proud of all of our student athletes and would like to give a special shout-out to the following individuals who placed among the top of their respective events.

Girls			
Race	Place	Student	School
100 Meter	1st	Amari Brown	Rufus King
100 Meter	7th	Camarii Tellis	Rufus King
200 Meter	1st	Amari Brown	Rufus King

Girls			
Race	Place	Student	School
4 x 100-meter Relay	1st	Camarii Tellis	Rufus King
4 x 100-meter Relay	1st	Amari Brown	Rufus King
4 x 100-meter Relay	1st	Rosie Cramer	Rufus King
4 x 100-meter Relay	1st	Makayla Jackson	Rufus King
Long Jump	3rd	Camarii Tellis	Rufus King
Long Jump	4th	Makayla Jackson	Rufus King

Boys			
Race	Place	Student	School
100 Meter	1st	Elijah Johnson	Washington
200 Meter	1st	Elijah Johnson	Washington
Long Jump	5th	Dionte Levington	WCLL

MPS Students Soar in Aeronautics Careers through Summer Internships

At a kickoff event at Mitchell International Airport, 35 students from nine MPS schools were welcomed into summer internships. Participants will work full-time for seven weeks in airline operations, administration, ground support, safety, customer service, and more.

The Aviation Careers Education (ACE) program is a partnership among Milwaukee Public Schools, Milwaukee County, Mitchell International Airport, and the Wisconsin Department of Transportation. ACE is designed to open career pathways for teens and to offer hands-on experiences in aviation and related fields.

On hand to launch the program were Chris Abele, County Executive; Craig Thompson, Secretary-Designee of the Wisconsin Department of Transportation; Dr. John Hill, Director of MPS College and Career Readiness; Meredith Alt, Aviation Education Program Manager for the WisDOT; and Jack Lake, ACE Intern Program Coordinator. Students and employers were introduced to the crowd, after which they assumed their work duties.

Through internships and apprenticeships, MPS provides students with real-world work experiences to help them explore careers and gain valuable employable skills. MPS has numerous placements throughout the city in which students can work and learn.

Arts & Humanities Partners Present Accomplishments at 2019 Showcase

In late May, dozens of local organizations visited the Milwaukee High School of the Arts for the second annual Partnership for the Arts & Humanities Showcase and Resource Fair.

The Partnership is an allocation of $1 5 million dollars approved annually by the Milwaukee Board of School Directors to support after-school and summer-arts-and-humanities-related opportunities for children, youth, and families. After a rigorous application-review process, funds are released to community-based organizations who plan to partner with schools or youth-serving agencies. A dollar-for-dollar match requirement encourages new partnerships among community-based organizations, schools, youth-serving agencies, and the funding community and promotes the use of additional funds for programming during the school day.

The showcase, which featured 28 partners at the resource fair and four performing or presenting inside the auditorium, allowed for these organizations to connect with each other, provided additional information for interested families and potential funders, and helped expand the reach of the Partnership.

The performances were truly the highlight of the night, including an African drum-and-dance routine from the Xalaat Africa Drum and Dance for Life, a riveting Hmong dance performance from the Hmong American Friendship Association, and the screening of *Exposure,* a well-executed short film from the Childrens' Outing Association.

The Partnership has now completed 12 years as it strives to strengthen community partnerships that motivate students to higher levels of achievement through different types of learning.

Awards and Recognition

Burdick Places Tenth Place in National Vocabulary Competition

Students at MPS's A.E. Burdick School earned Highest Honors in the 2018-19 Word Masters Challenge™. This national vocabulary competition involves nearly 150,000 students annually.

The sixth-grade team scored an impressive 186 points out of a possible 200 points over three meets this year, placing tenth in the nation. The sixth-graders also placed tenth nationally in the overall competition with a cumulative score of 535 points out of a possible 600. The team is coached by Burdick teacher Joe Conti, with fellow 6th-grade teacher Carolynne Stanioch providing vocabulary reinforcement.

Competing in the difficult Blue Division of the Word Masters Challenge™, sixth-grader Ada Melendez earned a perfect score of 20 in a recent meet. Nationally, only 49 sixth-graders achieved this result. Other Burdick students who achieved outstanding scores in the final meet of the year include sixth-graders Will Berger, Josi Estremera, Tyler Jung, and Brodie Stenseth.

The Word Masters Challenge™ is an exercise in critical thinking that encourages students to become familiar with a set of new words (harder than grade level), and challenges participants to use those words to complete analogies expressing various kinds of logical relationships. Working to solve the analogies helps students learn to think both analytically and metaphorically. These competitions are particularly well-suited for children who are motivated by the challenge of learning new words and who enjoy the logical puzzles posed by analogies.

Increasing Opportunities for Student Voice

A shared goal of the Milwaukee Board of School Directors and the Administration is providing increased opportunities for student voice throughout the district and at the Board's monthly meetings. This month, I would like to highlight the students who participated in the 2018-19 MPS Student Leadership Summit. The students will share their experiences related to this unique leadership opportunity.

Background

- Engage student voice in the District's climate and discipline policies
- Increase student leadership in change throughout the district

Student Discipline Committees

- Every traditional MPS middle and high school
- Created a dialogue with students on school climate
- Students provided recommendations

Student Leadership Summit, Session 1

- January 16, 2019
- Student activities:
  - Brainstorm ideas
  - Team building
  - Build leadership skills
  - Practice presentation skills
  - Outline the work ahead

Student Leadership Summit, Session 2

- May 7, 2019
- Student activities
  - Students presented recommendations
  - School representatives worked on final recommendations
  - Continued leadership work

Students' Recommendations 1

- Implement district policy consistently
- Lead by example, showing appropriate use of electronics
- Collaborate with Superintendent's Student Advisory Council

Students' Recommendations 2

- Offer more career education
  - financial planning
  - culinary arts

— entrepreneurship
- Decrease class sizes

Students' Recommendations 3

- Increase professional development in:
  — Implicit bias
  — Relationship building
  — Community building
  — Bullying prevention

Students' Recommendations 4

- Increase restorative practices
- Talk to students with behavioral problems
- Facilitate students' transition back after suspensions
- Strengthen student leadership opportunities

Next Steps

- Creation of menu of supports
- Increase in accessibility to students, families, and staff members
- Continuation of strengthening of student leadership

* * * * *

(Item 2) Action on Recommended Administrative Appointments, Promotions, Reassignments, Salary Increases and Decreases

Recommended Appointments

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

Codes	Name	Position and Location	Salary
(4)(r)	Juan Baez	Principal II, K-12 — Milwaukee School of Languages Office of the Chief of School Administration	Schedule 03, Range 15A $129,068
(2)(r)	Robert Hooks	Principal I, K-6 — Emerson Office of the Chief of School Administration	Schedule 03, Range 13T $96,718
(5)(nr)	Cynthia McMahon	Coordinator III, School Performance Office of the Chief of Communications & School Performance	Schedule 03, Range 08A $92,750
(2)(r)	Shahree Douglas	Director I, Communication and Outreach Office of the Chief of Communications & School Performance	Schedule 03, Range 14A $87,184
(4)(nr)	Sandra Davis	Coordinator III, School Performance Office of the Chief of Communications & School Performance	Schedule 03, Range 08A $86,403
(2)(r)	Patricia Ellis	Manager II, Advanced Academics Office of the Chief of Academics	Schedule 03, Range 12A $79,233
(5)(nr)	Gregory Seymour	Systems Administrator Office of the Chief of Human Resources	Schedule 03, Range 06A $68,394
(2)(r)	Sika Banini	Coordinator III, School Performance Office of the Chief of Communications & School Performance	Schedule 03, Range 08A $68,343

Recommended Reassignments

The Superintendent recommends that the following individuals be reassigned to the classifications indicated, to be effective upon approval by the Board.

Codes	Name	Position and Location	Salary
(2)(r)	Phyllis Anderson	Principal II, 9-12 — King High School Office of the Chief of School Administration	Schedule 03, Range 15A $129,333
(2)(r)	Tanzanique Carrington	Principal I, 6-8 — Morse Middle School Office of the Chief of School Administration	Schedule 03, Range 14T $110,811

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 Rules Statement

Administrative Policy 6.19, Positions: Staff

Fiscal Impact Statement

Expenditures were previously authorized in the FY19 budget.

As previously noticed, Director Peterson moved to give public hearing on this item, pursuant to Board Rule 1.09. 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.

Having given public hearing, Director Siemsen moved to retire to executive session, pursuant to Wis. Stat., Section 19.85(1)(c). 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.

The Board retired to Executive Session at 7:13 p.m.

The Board reconvened in open session at 7:42 p.m.

Director Baéz moved to approve the Administration's recommendation. 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.

* * * * *

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

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

Background

As of the drafting of this update, The Joint Committee on Finance has completed its work and has submitted its version of the state budget to the Legislature. It is anticipated that the Wisconsin Assembly will take its vote on the budget on June 25, and that the State Senate will vote on the budget later that same week. While it seems more certain that the Assembly will vote to approve the Joint Finance Committee's action, there is some discussion that there may not be sufficient votes in the Senate. We are in the period of prognostication and "horse trading," and things may be clear by June 27.

Once passed, the budget goes to the Governor's desk. At that point, the Governor can sign it into law; refuse to sign it, after which time it could become law without the Governor's signature; use his line-item veto authority; or veto the entire budget.

Robin Vos, Speaker of the Assembly, has stated that, if the Governor vetoes the entire budget, the Assembly would not convene for an override vote until mid- to late October.

Strategic Plan 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

Board Governance Policy BG 2.13, Board Legislation Program

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

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

* * * * *

REPORTS AND COMMUNICATIONS FROM THE OFFICE OF ACCOUNTABILITY AND EFFICIENCY

(Item 1) Action on a Request to Retire to Executive Session in Order to Confer with Legal Counsel Regarding Litigation in Which the Board Is or Is Likely to Become Involved

Background

The manager of the Office of Accountability and Efficiency is requesting that the Board retire to executive session pursuant to Wisconsin Statutes, Section 19.85(g), to confer with legal counsel who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved.

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

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rules Statement

Board Governance Policy BG 2.01, General Governance Commitment

Fiscal Impact Statement

NA

Recommendation

The Office of Accountability and Efficiency recommends that the Board determine what how it wishes to proceed with this matter.

* * * * *

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

The Board Clerk presented 10 expulsion orders from the Independent Hearing Officers of the Milwaukee Board of School Directors.

Director Peterson moved to accept the reports of the Independent Hearing Officers of May 30 and 31, 2019, and June 4, 11, and 19, 2019.

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

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

* * * * *

REPORTS OF STANDING COMMITTEES

Separate consideration was requested of the following items from the Report of the Committee on Accountability, Finance and Personnel:

- Item Three, Action on Monthly Finance Matters: Authorization to Make Purchases; Report on 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, was set aside as the Committee had forwarded the blanket agreement with the Athletic Equipment Repair Corporation to the Board without recommendation.

- Item Six, Action on Resolution 1920R-003 by Directors O'Halloran and Siemsen Regarding Non-Student Work Time, was set aside for separate consideration at the request of the Administration.

- Item Eleven, Action on a Request to Enter into an Intergovernmental Cooperative Agreement with the City of Milwaukee for the Truancy Abatement and Burglary Suppression (TABS) Program, was set aside at the request of the Administration to present a revised draft contract for approval.

Separate consideration was requested of the following item from the Committee on Parent and Community Engagement:

- Item Three, Report with Possible Action Regarding the 53206 Initiative, was set aside at the request of Director Báez.

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

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

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, and Affirmative Action Report

Classified Personnel Transactions

Code	Name	Position	Salary	Date
		New Hires		
2	Jasmine Armour	Building Service Helper I	$13.12/hr.	05/20/2019
2	Willie Bounds	Building Service Helper I	$13.12/hr.	05/06/2019
2	Leon Brooks	Building Service Helper I	$13.12/hr.	05/06/2019
2	Leshawn Brooks	Building Service Helper I	$13.12/hr.	05/20/2019
2	Tracey Coleman	Building Service Helper I	$13.12/hr.	05/20/2019
2	Renda Terry	Building Service Helper I	$13.12/hr.	05/20/2019
5	Justin Sokol	Boiler Attendant Trainee	$33,698.08	05/06/2019
2	Corinthia Diggins	Food Service Assistant	$12.94/hr.	05/13/2019
2	Linda Gordon	Food Service Assistant	$12.94/hr.	05/28/2019
2	Shamika Hill	Food Service Assistant	$12.94/hr.	05/13/2019
2	Alicia Hope	Food Service Assistant	$12.94/hr.	05/13/2019
2	Delisa Scottt	Food Service Assistant	$12.94/hr.	05/13/2019
3	Seng Thao	Food Service Assistant	$12.94/hr.	05/06/2019
2	Stephanie Watts	Food Service Assistant	$12.94/hr.	05/13/2019
5	Karl Christofferson	Groundskeeper	$52,524.37	05/23/2019
4	Veronica Davis Quiroz	Para Ed Assistant	$18,315.98	04/30/2019
2	Amare Mebrahtu	Para Ed Assistant	$20,409.18	05/20/2019
4	Michelle Speck	School Secretary I — 12-month	$35,692.80	05/28/2019
		Promotions		
2	Carlos Eiland	Boiler Attendant Trainee	$38,839.58	05/06/2019
2	Kierra Evans	Boiler Attendant Trainee	$38,839.58	05/06/2019
2	Brandy Howard	Boiler Attendant Trainee	$38,839.58	05/06/2019
2	Jerica Fehr	Duplicating Equipment Operator I	$34,600.37	05/06/2019
2	Giles Patterson	Electrician Chargeman	$42.26/hr.	05/20/2019
2	Terry King	Para Ed Assistant	$18,315.98	04/30/2019
2	Isaac McGinty	School Engineer II	$46,432.29	05/20/2019
2	Nathan Wade	School Engineer II	$46,432.29	05/20/2019
2	Erica Mathews	Secretary II	$33,146.07	05/28/2019

2	Delia Williams	Secretary II	$38,104.21	05/28/2019
5	Teri Zeren	Secretary II	$33,146.07	05/28/2019

Certificated Appointments

Teachers

Codes	Name	Position	Division	Salary	Start Date
5,r	Bowden, Darci	Reg (5 YR) Kindergarten	C	$58,006.32	8/26/2019
5,nr	Manola, Emma	Gen Elem & K8 — All Grades	B	$42,500.00	8/26/2019
5,r	Taccini, Carly	Gen Elem & K8 — All Grades	B	$42,500.00	8/26/2019

Permit Teacher

Codes	Name	Position	Division	Salary	Start Date
4,nr	Marruffo, Maria	Multicategorical Comp Sen	B	$42,360.01	8/26/2019

School Social Worker: Trauma-informed Coach

Codes	Name	Position	Division	Salary	Start Date
5,nr	Grzesk, Christine	General Operations	2A	$61,191.95	5/6/2019

Teachers: Early Start

Codes	Name	Position	Division	Salary	Start Date
5,r	Bontempo, James	Special Ed Multicategorical	B	$56,155.64	8/5/2019
5,nr	Leichtle, Elizabeth	Gen Elem & K8 — All Grades	B	$42,500.00	8/5/2019
5,r	Martin, Clay	Gen Elem & K8 — All Grades	B	$42,874.00	8/5/2019
4,r	Payan, Ramon	Foreign Language	B	$46,472.63	8/5/2019
4,nr	Salazar, Nathaly	Bilingual Education	B	$42,500.00	8/5/2019

Codes and Counts

(a) Reappointment without tenure
(b) Reappointment with tenure
(nr) Non-Residents
(r) Residents
(1) Native American 0
(2) African American 0
(3) Asian/Oriental/Pacific Islander 0
(4) Hispanic 3
(5) White 7
(6) Other 0
(7) Two or More Ethnic Codes 0
Males 3
Females 7

Leaves of Absence

	Present Assignment	Effective
Personal Leave, August 2019		
Bradley Hartney	Milw. High School of the Arts	08/05/2019
Tylor Rockwell	Itinerant	08/19/2019
Marie N. Carter	Hawley	08/26/2019
Melissa Kuhnke	Jackson	08/26/2019
Personal Leave, November 2019		
Ashley Holbrook	Eighty-First Street	11/18/2019
Illness Leave, January 2019		
Kelly Muck	Gaenslen	01/14/2019
Illness Leave, March 2019		
Carolyn D. Cox	Vincent Acc. Academy	03/01/2019

		Present Assignment	Effective
Illness Leave, April 2019			
Samantha Sneor	Bethune		04/23/2019
Illness Leave, May 2019			
Jo Ann Allen	Milwaukee School of Lang.		05/03/2019
Timothy Stritesky	Bethune		05/22/2019
Illness Leave, August 2019			
Marie Arroyo	Currently on Leave		08/05/2019
Military Leave, August 2019			
Andrew Moriarity	Reagan HS		08/05/2019

Report on Certificated Resignations and Classified Retirements

Certificated Resignations

Reason	Years Svc	Ethnic Code	Name	Position	Location	Effective
Personal	4.8	2	Dorian Anderson	Teacher	Thurston Woods	06/14/2019
Retire	5.2	4	Consuelo Arboleda	Teacher	Vincent	05/24/2019
Personal	2.9	4	Tony Arellano	Teacher	Bradley Tech	05/24/2019
Personal	0.9	2	Chloe Arms	Psych	Holmes	06/14/2019
Retire	16.9	5	Janet Aschauer	Teacher	Kagel	06/14/2019
Personal	1.0	5	Mollie Baranowski	Teacher	Parkside	06/14/2019
Personal	5.5	5	Michelle Beltz	Teacher	Craig	06/14/2019
Personal	3.0	5	Katheryn Benway	Teacher	Meir	05/24/2019
Personal	0.3	2	Richard Bradley	Teacher	Metcalfe	04/19/2019
Personal	4.0	5	Elan Brick	Teacher	Vieau	06/14/2019
Personal	2.9	5	June Brownlee	Teacher	WCLL	05/24/2019
Personal	21.8	5	Deborah Bruno	AP	Central Svcs	04/30/2019
Other Work	1.0	5	Molly Bublitz	Teacher	Hartford	06/15/2019
Other Work	0.3	5	Kacey Campbell	Teacher	Vincent	05/24/2019
Personal	1.0	5	Pablo Cantely Vigon	Teacher	Fratney	06/14/2019
Other Work	2.0	4	Nicolas Chudoba	Teacher	Hayes	06/14/2019
Other Work	3.0	2	Robin Coleman	Teacher	Carver	06/14/2019
Personal	1.0	5	Laura Corrales Rodriguez	Teacher	Fratney	06/14/2019
Other Work	1.0	5	Alannah Crabb	Teacher	Alliance	05/24/2019
Personal	5.2	5	Mary Daniels	Teacher	Sherman	06/14/2019
Personal	0.9	5	Kelsey Deinhammer	Teacher	Lincoln Ave	06/14/2019
Personal	1.0	5	Daisy Delgado Abrew	Teacher	Lincoln Ave	06/14/2019
Personal	1.0	5	Melissa DeMeio	Teacher	Forest Home	06/14/2019
Other Work	3.9	2	Jennie Dinsmore	Social Wrkr	Central Svcs	06/14/2019
Personal	12.0	5	Emily Dohm	Social Wrkr	Central Svcs	05/24/2019
Personal	10.0	3	Joseph Dorau	Teacher	Maple Tree	06/14/2019
Other Work	2.9	5	Casey Doucette	Teacher	Thurston Woods	06/14/2019
Personal	16.9	5	Jessica Doughty	Teacher	Maryland Ave	06/15/2019
Personal	3.0	5	Christopher Dowse	Teacher	Rufus King HS	05/24/2019
Personal	1.9	5	Adam Dreas	Teacher	HS of the Arts	05/24/2019
Other Work	5.9	5	Erica Eggert	Teacher	Milw Sch of Lang	05/24/2019
Personal	5.0	5	Matthew Engelking	Teacher	HS of the Arts	06/14/2019
Personal	9.9	4	Sandra Esquivel	Teacher	Wedgewood Park	05/24/2019
Other Work	3.0	5	Kelsey Felsman	Teacher	Congress	05/24/2019
Other Work	1.0	5	Crystal Fiet	Teacher	Longfellow	06/30/2019
Personal	10.0	4	Marina Flores Cavins	Nurse	Central Svcs	06/14/2019
Retire	26.9	5	Parith Francel	Speech Path	Cooper	06/14/2019
Other Work	4.0	4	Abigail Frias	Teacher	Rogers Street Acad	06/14/2019
Personal	2.0	2	Latoya Friend	Teacher	Carver	06/14/2019
Other Work	1.9	3	Patricia Goeman	Rec Coord II	Central Svcs	05/17/2019
Retire	34.4	4	Maria Gonzalez Edwards	Principal	Riverside	05/31/2019
Personal	1.0	5	Tim Gorski	Teacher	Rufus King HS	05/24/2019
Personal	2.0	5	Gage Granzow	Teacher	South Division	06/28/2019

Reason	Years Svc	Ethnic Code	Name	Position	Location	Effective
Other Work	6.0	2	Bryson Green	Teacher	Carver	06/14/2019
Other Work	4.0	6	Symona Gregory	Teacher	Carver	06/14/2019
Personal	2.0	5	Destiny Hamblin	Teacher	River Trail	05/24/2019
Other Work	4.9	5	Sara Hantak	Nurse	Central Svcs	06/14/2019
Other Work	5.2	2	Alexandria Harris	Teacher	ALBA	05/24/2019
Personal	0.9	5	Erica Harrison	Psych	Washington HS	05/24/2019
Personal	0.3	5	Caitlin Hastert	Teacher	53rd Street	06/14/2019
Other Work	1.0	2	Jade Hatchett	Teacher	Grantosa	04/12/2019
Other Work	2.9	4	Carolina Hernandez	Teacher	Wedgewood Park	05/24/2019
Personal	7.0	2	Nakia Hood	Teacher	Dr. King	06/14/2019
Personal	1.0	5	Shannah Imbruglia	Teacher	Meir	05/24/2019
Retire	28.8	5	Bonnie Jonet	Tchr Mentor	Central Svcs	06/14/2019
Personal	4.0	2	Jaleesa Joy	Counselor	Burbank	06/14/2019
Personal	1.0	5	Gina Kaisler	Teacher Ldr	Central Svcs	05/24/2019
Personal	3.0	6	Kelsey Kasik	Teacher	Holmes	06/14/2019
Personal	13.0	3	Sarah Kilgour	Teacher	Engleburg	06/21/2019
Retire	38.8	5	David Krueger	Teacher	MACL	05/30/2019
Other Work	0.6	4	Roxanne Kruger	Teacher	Greenfield	06/14/2019
Other Work	2.9	5	Rachel Kruse	Teacher	Carver	06/14/2019
Personal	0.2	5	Justin Lauber	Teacher	River Trail	05/24/2019
Other Work	28.9	2	Reginald Lawrence	Reg Sup	Central Svcs	05/31/2019
Personal	3.0	5	Leah Leone	Teacher	Longfellow	06/14/2019
Personal	4.0	5	Alisa Lilly	Teacher	Marshall	05/24/2019
Other Work	0.9	5	Kira Makeever	Trv Mus Tch	Central Svcs	06/14/2019
Other Work	2.0	5	Eileen Mallof	Teacher	Rufus King HS	05/24/2019
Retire	33.0	4	Yvette Martel	Principal	Milw Sch of Lang	06/28/2019
Personal	0.4	5	Andres Mattie Moreno	Teacher	Sherman	06/14/2019
Other Work	6.4	5	Elizabeth McGinnity	Counselor	Ronald Reagan	05/31/2019
Personal	1.0	6	Grace McLaughlin	Speech Path	Rogers St Acad	06/14/2019
Personal	2.5	5	Conor McMullen	Teacher	Riverside	05/24/2019
Personal	1.6	5	Claire Meisinger	Teacher	Rufus King MS	05/24/2019
Personal	1.0	6	Sean Migalla	Teacher	Ronald Reagan	05/24/2019
Other Work	2.9	5	Adam Milich	Teacher	MacDowell	05/24/2019
Other Work	3.0	4	Tomas Molfino	Teacher	Ronald Reagan	05/24/2019
Other Work	4.7	5	Patricia Monroe	Teacher	Central Svcs	05/03/2019
Personal	2.9	4	Maria Moreno de Miguel	Teacher	Milw Sch of Lang	05/24/2019
Personal	1.0	6	Krysta Moy	Teacher	Emerson	06/30/2019
Other Work	1.0	5	Kelsey Munzenmaier	Teacher	Parkview	06/14/2019
Personal	2.9	5	Lori Perry	Nurse	Forest Home	06/14/2019
Other Work	1.0	5	Lacey Pesce	Teacher	Spanish Imm	06/14/2019
Personal	23.0	5	Sue Pike	Teacher	Trowbridge	06/14/2019
Personal	5.5	5	Joseph Pitsch	Teacher	Wedgewood Park	05/24/2019
Retire	38.2	5	Jacqueline Pollman	Teacher	Cooper	06/14/2019
Retire	34.0	2	Shiron Posley	Principal	Barton	06/26/2019
Retire	25.0	2	Michele Rafferty	Teacher	Congress	05/24/2019
Retire	22.6	6	Bernard Rahming	Teacher	Webster	05/24/2019
Other Work	5.0	4	Veronica Ramirez	Teacher	Vieau	06/14/2019
Personal	12.9	5	Lisa Reinhardt	Teacher	Fernwood	06/14/2019
Personal	0.8	5	Laura Reynolds	Teacher	Bay View	05/24/2019
Personal	7.0	5	Andrew Rittgers	Teacher	Riverside	05/31/2019
Retire	46.0	5	Debby Rubin	Speech Path	Townsend	06/14/2019
Personal	30.8	5	Patricia Scardino	Teacher	Sherman	06/14/2019
Other Work	4.0	5	Taylor Schuler	Teacher	Washington HS	05/24/2019
Retire	20.0	3	Mabel Sequeira	Teacher	Manitoba	06/14/2019
Personal	2.8	2	Troy Shaw	Teacher	Clement Ave	06/14/2019
Personal	4.0	5	Joel Shires	Teacher	Alliance	05/24/2019
Personal	3.0	3	Dania Shoukfeh	Teacher	Carver	06/14/2019
Other Work	2.0	5	Brianna Smith	Speech Path	Hayes	06/14/2019
Other Work	1.0	5	Madison Smith	Teacher	Clarke Street	06/14/2019
Other Work	24.3	5	Daniel Soiney	Teacher	Central Svcs	04/30/2019

Reason	Years Svc	Ethnic Code	Name	Position	Location	Effective
Personal	6.0	5	Michelle Sopko	Teacher	Fernwood	06/14/2019
Other Work	3.7	5	Megan Steadman	Speech Path	Congress	06/28/2019
Personal	18.4	5	Amy Stempniewski	Teacher	Parkside	06/14/2019
Other Work	4.7	5	Jeff Stempniewski	Teacher	AAL	06/14/2019
Retire	12.9	2	Mary Stewart	Teacher	Dr. King Jr	06/14/2019
Retire	29.1	5	Lucille Straszewski	Teacher	Rufus King MS	05/24/2019
Personal	2.0	5	Clare Stratton	Teacher	Parkside	06/14/2019
Personal	11.8	5	Robin Synhorst	Teacher	Ronald Reagan	05/24/2019
Personal	14.0	5	Jeri Talbot	Psych	Central Svcs	06/14/2019
Personal	2.9	4	Ishshah Teran	Teacher	Kagel	06/14/2019
Personal	3.4	5	Kimberly Thies	Teacher	North Division	05/24/2019
Retire	18.7	2	Carolyn Thomas	Teacher	Barton	06/14/2019
Other Work	1.9	5	Frances Thomas	Rec Assoc II	Central Svcs	05/10/2019
Personal	0.5	3	Nancy Thor	Counselor	Central Svcs	06/14/2019
Other Work	1.8	6	Rebecca Tillman	Teacher	MACL	06/14/2019
Personal	3.0	4	Jesus Vasquez	Teacher	Vincent	06/30/2019
Personal	8.0	5	Erin Wanezek	Speech Path	Parkview	06/14/2019
Personal	1.0	5	Ashley Weber	Teacher	Lincoln MS	05/24/2019
Other Work	2.0	5	Michael Weinstein	Teacher	Marshall	05/23/2019
Personal	6.6	5	Emily Welchman	Teacher	Vincent	05/24/2019
Other Work	4.8	5	Dustin Whipple	Teacher	Central Svcs	05/24/2019
Other Work	4.9	5	Glynnis White	Teacher	Maryland Ave	06/14/2019
Retire	20.0	1	Patricia Winding	Teacher	Marshall	05/24/2019
Other Work	5.0	3	Pa Xiong	Teacher	Thurston Woods	06/14/2019
Retire	8.0	5	David Zech	Mgr II	Central Svcs	06/28/2019

Classified Retirements

Reason	Years Svc	Ethnic Code	Name	Position	Location	Effective
Retire	21.6	2	Benjie Crumpton	Elev Constr	Physical Plant	05/18/2019
Retire	32.6	2	Cynthia Green	Para	Pratt	05/23/2019
Retire	9.0	2	Reginald Griffin	BSH I	Doerfler	05/08/2019
Retire	12.5	5	Mary Hanrahan	Para	MacDowell	05/25/2019
Retire	25.4	3	Leanna Kloskey	FSA	South Division	05/23/2019
Retire	27.3	5	Vicky Rodriguez	CHA	Milw Sch of Lang	05/25/2019
Retire	25.2	5	James Scharpf	Kit Mgr III	Doerfler	05/05/2019
Retire	25.1	2	Roudell Starks	BSH II	Roosevelt	05/31/2019
Retire	28.4	5	Susan Tutaj	Secretary I	MacDowell	05/28/2019
Retire	31.0	5	Jacqueline White	Kit Mgr III	Rufus King HS	05/25/2019

Monthly Affirmative Action Report

The Affirmative Action monthly personnel transaction report for May 2019 is attached to the minutes of your Committee's meeting. This is an informational report, 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.

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	Position and Location	Sched	Range
(2)(r)	Bobbie Kelsey	Commissioner of Athletics	03	11A
		Office of the Chief of Finance		$109,553
(2)(r)	Darryl Moore	Coordinator III, School Performance	03	08A
		Office of the Chief of Communications & School Performance		$94,942
(5)(nr)	Lisa Haar	Coordinator III, School Performance	03	08A
		Office of the Chief of Communications & School Performance		$94,693
(5)(r)	Michelle Markiewicz	Special Education Program Supervisor	03	09C
		Office of the Chief of Academics		$85,613
(2)(nr)	Leah Alsteen	Manager II Performance Management	03	12A
		Office of the Chief of Communications & School Performance		$85,613
(5)(r)	Rachel Wagoner	Assistant Principal, Holmes	03	10C
		Office of the Chief of School Administration		$85,220
(2)(nr)	Junius Yates	Assistant Principal — IB, Transition	03	12C
		Office of the Chief of School Administration		$81,523
(5)(r)	Jodi Wehausen	Special Education Program Supervisor	03	09C
		Office of the Chief of Academics		$81,143
(5)(nr)	Ryan Hudak	Employee Relations Specialist II	03	09A
		Office of the Chief of Human Resources		$71,393
(5)(nr)	Jordan Knopp	Assistant Principal — IB, Golda Meir	03	10C
		Office of the Chief of School Administration		$65,170
(5)(r)	Sarah Fortier	Special Education Program Supervisor	03	09C
		Office of the Chief of Academics		$59,733
(5)(nr)	Alexandra Rolfsmeyer Gundrum	Special Education Program Supervisor	03	09C
		Office of the Chief of Academics		$59,060
(2)(r)	Candace Terrell	Special Education Program Supervisor	03	09C
		Office of the Chief of Academics		$59,060
(5)(nr)	Megan Burk	Family and Community Engagement Associate I	03	03A
		Office of the Chief of Communications & School Performance		$45,655
(2)(r)	Chiffon King	Family and Community Engagement Associate I	03	03A
		Office of the Chief of Communications & School Performance		$45,655

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	Position and Location	Sched	Range
(2)(r)	Brian Litzsey	Manager III, Recreation	03	13A
		Office of the Chief of Finance		$110,157
(5)(r)	Andrew Rossa	Manager I, Community Recreation	03	11A
		Office of the Chief of Finance		$96,478
(2)(nr)	Leighton Cooper	Manager I, Community Recreation	03	11A
		Office of the Chief of Finance		$95,619

(5)(r)	Troy Clarke	Manager I, Community Recreation Office of the Chief of Finance	03	11A $75,538

Recommended LTE Contracts (To be effective upon the Board's approval)

Your Committee recommends that the Board review and approve the following LTE Contracts exceeding sixty days, pursuant to Administrative Policy 6.23(4)(b) and 6.37(5).

Codes	Name	Position	Location	Dates	Hourly Wage
(5)(nr)	Lucy Woerfel	Audiologist (LTE)	Office of the Chief of Academics	04/22/19-06/14/19	$45.00
(5)(r)	Margaret Barrett	Grant Project Director	Office of the Chief of Academics	03/11/19-09/11/19	$40.00
(2)(r)	Jennie Dorsey	Induction Specialist	Office of the Chief of Human Resources	04/22/19-06/30/19	$30.00
(5)(nr)	Margaret Foerg	Induction Specialist	Office of the Chief of Human Resources	02/01/19-06/30/19	$30.00
(5)(r)	Carol Stein	MYP/CP Programme Support	Office of the Chief of School Administration	07/01/19-12/31/19	$30.00
(5)(r)	Dawn Butler	Manager Mentor	Office of the Chief of Finance	04/23/19-10/23/19	$22.51
(5)(nr)	Maxwell Proctor	College Intern for Environmental Services	Office of the Chief of School Administration	05/20/19-08/31/19	$15.00

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 6.19 - Positions: Staff

Fiscal Impact Statement

Authorized expenditures were previously in the FY19 budget.

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

* * * * *

(Item 3) Action on Monthly Finance Matters: Authorization to Make Purchases; Report on 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 5772 Authorization to Enter into a Blanket Agreement with Transcendia for Tray-wrapping Film

The Administration requests authorization to enter into 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, which closed on April 5, 2019. Transcendia was the lowest-complying bidder for award Group A.

The contract will run from July 1, 2019, through June 30, 2020, (the "Initial Term") with the option to extend for two additional one-year terms (July 1 through June 30 if performance metrics codified in the bid have been met.

The total cost for the Initial Term will not exceed $65,000.

Budget Code: Varies by location 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
Student Career-awareness Commitment 0

RFB 5774 Authorization to Enter into a Blanket Agreement with Alpha Baking Company for Fresh Bakery Products

The Administration requests authorization to enter into a blanket agreement with Alpha Baking Company ("Alpha Baking") for fresh bakery products. The fresh bakery products will be provided to the schools for student lunches.

The vendor was chosen pursuant to RFB 5774, which closed on April 19, 2019. Alpha Baking was the lowest-complying bidder.

This will be a blanket agreement for one year with the possibility of two annual renewals based upon a review of a performance evaluation. The "Initial Term" of this blanket agreement will be from July 1, 2019, through June 30, 2020. The total cost for the Initial Term will not exceed $500,000.

Budget Code: Varies by location purchasing goods $500,000

Alpha Baking Company

Prime Contractor Information
Certified HUB Vendor? .....No
Total # of Employees 2,005
Total # of Minorities 1,060
Total # of Women 480

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

B 5770 Authorization to Enter into a Blanket Agreement with Athletic Equipment Repair Corporation for Athletic Cleaning, Reconditioning, and Repair Services

The Administration requests authorization to enter into a blanket agreement with Athletic Equipment Repair Corporation ("AERC") to provide athletic cleaning, reconditioning, and repair services to school athletic

departments as needed. These services are needed to keep athletic uniforms and equipment in safe and useable condition.

AERC was chosen pursuant to RFB 5770, which closed on May 20, 2019. AERC was the lowest-complying bidder. The blanket agreement will run from July 1, 201,9 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. The total cost for the Initial Term will not exceed $295,409.45.

Budget Code: Varies by location using services.....$295,409.45

Athletic Equipment Repair Corporation

Prime Contractor Information
- Certified HUB Vendor?.....No
- Total # of Employees.....10
- Total # of Minorities.....2
- Total # of Women.....3

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

Student Engagement (hours per 12-month contract)
- Paid Student-employment hours.....100
- 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 2019-2020 funds. These purchases may entail annual, quarterly, or monthly payments, but will be made via purchase orders issued to these vendors.

These enterprise programs are those essential applications and products that are critical to the District's functions and, although requisitioned by individual departments, are managed by the Department of Technology.

The total cost of purchases will not exceed $5,245,730.03.

The chart below summarizes: budget codes, requisitioning department, vendor, application or product, and cost.

Budget Code	Department	Vendor/Product	Fee
SFS-0-0-TLN-DW-EMTC	Human Resources	Peoplesoft/Oracle	$1,144,759.47
SFS-0-0-TLN-DW-EMTC		Frontline (ASEOP)	$64,392.27
		Sub-Total	*$1,209,151.74*
SSV-0-0-TLN-DW-EMTC	Student Services	Infinite Campus	$638,719.59
SSV-0-0-TLN-DW-EMTC		Shoutpoint	$76,860.00
		Subtotal	*$715,579.59*
ADT-0-0-TLN-DW-EMTC	Board Governance	Intercom Network	$25,500.00
ADT-0-0-TLN-DW-EMTC		iConstituent	$10,000.00
		Subtotal	*$35,500.00*
SSU-0-0-TLN-DW-EMTC	Specialized Services	FileMaker (inc. Rec) 100	$7,416.00
SSU-0-0-TLN-DW-EMTC		MJ Care	$112,000.00
		Subtotal	*$119,416.00*
BLD-0-0-TLN-DW-EMTC	Facilities & Maintenance	AssetWorks	$120,000.00
SYS-0-0-TLN-DW-EMTC	Student Performance and Improvement	Data Warehouse (Hoonuit)	$81,939.86
SYS-0-0-TLN-DW-EMTC		Microsoft Power BI (271)	$6,504.00
		Subtotal	*$88,443.86*
FSC-0-0-TLN-DW-EMTC	Finance	IFAS	$137,955.16
FSC-0-0-TLN-DW-EMTC		CGCS ActPoint KPI	$6,756.00
		Subtotal	*$144,711.16*

Budget Code	Department	Vendor/Product	Fee
CDV-0-0-TLN-DW-EMTC	College and Career Readiness	Parchment	$44,640.00
SPT-0-0-TLN-DW-EMTC		Smartsheet	$126,800.00
FSV-0-0-TLN-DW-EMTC	Nutrition Services	Horizon	$143,814.85
DBS-0-0-TLN-DW-EMTC	Business Services	Trapeze (MapNet)	$64,000.00
DBS-0-0-TLN-DW-EMTC		VEO Now (Tablets)	$108,000.00
DBS-0-0-TLN-DW-EMTC		Bus Conduct	$4,500.00
		Subtotal	*$176,500.00*
OSD-0-0-TLN-DW-EMTC	Recreation	Cayen Afterschool 21	$51,020.00
OSD-0-0-TLN-DW-EMTC		SportsPak	$10,000.00
OSD-0-0-TLN-DW-EMTC		Timeclock Plus	$42,000.00
OSD-0-0-TLN-DW-EMTC		Vermont Systems	$22,500.00
OSD-0-0-TLN-DW-EMTC		PowerDMS	$2,181.60
OSD-0-0-TLN-DW-EMTC		Survey Monkey-Arts/Humanities	$8,100.00
		Subtotal	*$135,801.60*
INF-0-0-TLN-DW-EMTC	Communications and School Performance	Titan	$20,000.00
INF-0-0-TLN-DW-EMTC		Northwoods	$74,400.00
		Subtotal	*$94,400.00*
TSV-0-0-TLN-DW-EMTC	Technology	Adobe Creative Cloud	$12,500.00
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	$21,000.00
TSV-0-0-TLN-DW-EMTC		ESRI (GIS)	$10,000.00
TSV-0-0-TLN-DW-EMTC		GoGuardian	$81,200.00
TSV-0-0-TLN-DW-EMTC		Gynzy	$15,000.00
TSV-0-0-TLN-DW-EMTC		Hewlett Packard (3PAR)	$41,000.00
TSV-0-0-TLN-DW-EMTC		HP Enterprise(Microfocus)	$5,740.76
TSV-0-0-TLN-DW-EMTC		IDERA	$2,617.00
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		Ivanti/Aptris	24,813.45
TSV-0-0-TLN-DW-EMTC		JCI Johnson Controls Inc.	$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	$369,499.84
TSV-0-0-TLN-DW-EMTC		Microsoft Servers	$124,645.48
TSV-0-0-TLN-DW-EMTC		Paessler PRTG	$2,800.00
TSV-0-0-TLN-DW-EMTC		Palo Alto	$286,840.00
TSV-0-0-TLN-DW-EMTC		Rise Vision Digital Signage	$14,000.00
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	$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		SPECOPS	$20,666.79
TSV-0-0-TLN-DW-EMTC		Sun (Mythics)	$14,517
TSV-0-0-TLN-DW-EMTC		Titan SFTP Server	$500.00
TSV-0-0-TLN-DW-EMTC		Versifit (Edvantage Premium)	$22,500.00
TSV-0-0-TLN-DW-EMTC		VMware	$52,661.00
TSV-0-0-TLN-DW-EMTC		WeVideo	$5,000.00
		Subtotal	*$2,090,971.23*
		Grand Total	**$5,245,730.03**

Report on a Contract between the Milwaukee Board of School Directors ("MPS") and the Council of Great City Schools

Contract: C028788
Council of the Great City Schools

On June 6, 2019, MPS entered into a contract with the Council of Great City Schools for a support team of experienced chief human resources officers from other Council member districts to review and report on the District's current operations and to provide a report outlining the deficiencies in the current human-resources operations. The vendor was granted an exception-to-bid on the basis that the services are considered one-of-a- kind, and competitive vendors do not exist (Administrative Policy 3.09(7)(e)(1)(b)(i)), as well as on the basis of continuity of services (Administrative Policy 3.09(7)(e)(1)(b)(iv)).

The total compensation under the contract shall not exceed $28,000.00. The contract will run from July 2, 2019, through December 31, 2019.

Contractor will make every effort to submit the final report to MPS by September 1, 2019.

Routine Monthly Reports

The report on revenues and expenses, monthly expenditure control report, the report on administrative and school fund transfers, the monthly 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 reports, and no action is required.

Donations

Location	Donor	Amount	Gift or Purpose
Monetary Donations of $5,000 or More			
German Immersion School	Learning Links	$5,000.00	General School Supplies
Total Monetary Donations of $5,000 or More		*$5,000.00*	
Monetary Donations			
Bay View High School	Laura Bachmann	$300.00	Scholarship Donation
Bay View High School	Democratic Socialists of America	$750.00	Scholarship Donation
Bay View High School	Shorewest Realtors	$300.00	College Tour
Bay View High School	Wisconsin Vietnam Veterans Chapter I, Inc.	$400.00	Scholarship Donation
Bay View High School	Jack Smith	$150.00	College Tour
Bay View High School	James L. Wing	$818.00	Scholarship Donation
Bay View High School	WB Bottle Supply Co, Inc.	$1,636.00	Scholarship Donation
Carver Academy	Small Shops United	$200.00	General School Supplies
Cass Street School	Abigail Bosworth	$45.00	Mother's Day Event Donation
Fernwood School	American Auto Wash, LLC	$100.00	Zoo Field Trip
Fernwood School	American Auto Wash, LLC	$100.00	Zoo Field Trip
Fratney Street School	Elisabeth Thompson	$15.00	Field Trip Donation
Fratney Street School	La Escuela Fratney PTA	$3,000.00	Library Donation
Garland School	Garland PTA	$1,300.00	Field Trip Donation
German Immersion School	YourCause, LLC.	$115.36	General School Supplies
Hamilton High School	Christopher & Brittany Reininger	$50.00	Scholarship Donation
Hamilton High School	Dave's Garage, Inc.	$150.00	Scholarship Donation
Hamilton High School	Sport Supply Group, Inc.	$150.00	Scholarship Donation
Hamilton High School	Wisconsin Masonic Foundation	$1,000.00	Scholarship Donation
Hamilton High School	Nick Elert	$80.00	Wrestling Equipment
Hamilton High School	Knights of Columbus	$1,000.00	Scholarship Donation
Hawthorne School	Michael Bonds, Sr.	$50.00	Camp Donation
Honey Creek Elementary School	Children's Hospital of Wisconsin & Affiliates	$500.00	Healthy Kids Donation
Howard Avenue Montessori	Jason Haas	$50.00	Scholarship Donation
Howard Avenue Montessori	Bay View Montessori PTO	$1,000.00	Nature's Classroom
I.D.E.A.L. at Sholes	DonateWell	$2,000.00	Science Donation

Location	Donor	Amount	Gift or Purpose
King High School	Sandra Stark	$700.00	Scholarship Donation
King High School	Mary Meins	$700.00	Scholarship Donation
King High School	Sharon Cook	$100.00	Music Donation
Kluge School	Milwaukee Ballaz Elite*	$120.00	Staff Support Donation
Lloyd Barbee Montessori	Jane Bradley Pettit Foundation	$462.00	Garden Trip Donation
Longfellow School	Children's Hospital of Wisconsin & Affiliates	$500.00	General School Supplies
Manitoba School	Jason Mitchell	$2,000.00	Girls on the Run Donation
Milwaukee HS of the Arts	G-K Components, Inc.	$70.00	Orchestra Donation
Milwaukee HS of the Arts	Heinrich Kunsmann	$419.94	Orchestra Donation
Milwaukee HS of the Arts	St. Ann Center for Intergenerational Care	$2,000.00	Art Donation
Milwaukee HS of the Arts	Milwaukee County Hospitality Association Foundation	$500.00	Jazz Donation
Milwaukee School of Languages	Milwaukee School of Language PTSA	$130.00	Field Trip Donation
Milwaukee School of Languages	Choice Products USA, LLC.	$8.00	Washington, DC, Trip Donation
Milwaukee School of Languages	Ray's Liquor Store	$50.50	Washington, DC, Trip Donation
Morgandale School	Jane Paul	$40.00	General School Supplies
North Division High School	George Gerharz	$250.00	Dental and Health Program Donation
North Division High School	George Gerharz	$1,500.00	Dental and Health Program Donation
Obama School of Career and Technical Education	Marine Credit Union Foundation	$500.00	College Tour Donation
Starms Discovery School	Kathleen Kaleta	$120.00	8th-grade Trip Donation
Thoreau School	Brown Deer United Methodist Church	$1,000.00	General School Supplies
Townsend School	Educators Credit Union	$700.00	Empowerment Day Donation
Victory School	Coccia Foundation	$250.00	Italian Student Award Donation
Washington HS of IT	Al Hurvis/ADAMM Education Foundation	$250.00	Tennis Team Donation
Washington HS of IT	Deborah J. French	$50.00	Cheerleading Team Support Donation
	Total Monetary Donations	*$27,679.80*	
Non-Monetary Donations			
Emerson School	Donors Choose	$175.00	Books
Emerson School	Donors Choose	$113.09	Headphones & CD Player
Hamilton High School	Donors Choose	$596.73	General School Supplies
Hamilton High School	Donors Choose	$1,174.11	FAFSA Incentives
Hamilton High School	Donors Choose	$587.18	Hygiene Supplies
Keefe Avenue School	Donors Choose	$430.00	General School Supplies
Lloyd Barbee Montessori	Donors Choose	$300.00	General School Supplies
MacDowell Montessori	Donors Choose	$270.56	Calculators
MacDowell Montessori	Donors Choose	$266.03	Ice Machine
MacDowell Montessori	Donors Choose	$398.90	Legos & Games
MacDowell Montessori	Donors Choose	$400.00	Alphabet Tools
MacDowell Montessori	Donors Choose	$270.56	Calculator
Ronald Reagan High	Culver's	$60.00	Teacher Appreciation
Ronald Reagan High School	El Fuego Restaurant	$100.00	Chips & Salsa for Teacher Appreciation
Ronald Reagan High School	Taqueria La Vecindad	$300.00	50 Lunches for Teacher Appreciation
Ronald Reagan High School	Toppers Pizza	$18.00	Two Large Pizzas for Teacher Appreciation

Location	Donor	Amount	Gift or Purpose
Ronald Reagan High School	Walmart	$22.00	Cookies for Teacher Appreciation
Ronald Reagan High School	Donors Choose	$912.06	ELA Books
Ronald Reagan High School	Donors Choose	$742.35	ELA Books
	Total Non-Monetary Donations	*$7,136.57*	
	Total Value of Donations for June 2019	$39,816.37	
	**Donations from MPS Alumni*	*$120.00*	

Committee's Recommendation

Your Committee recommends that the Board:

1. authorize the purchases, except the blanket agreement with the Athletic Equipment Repair Corporation for athletic cleaning, reconditioning, and repair services, which your Committee is forwarding to the Board without recommendation; and
2. accept the donations as listed above, with appropriate acknowledgement to be made on behalf of the Board.

Director Baéz moved approval of the Administration's recommendation, inclusive of all contracts and attachments. 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 4) Action on a Request for Position Authority for a Supervisor II, Academic Programs, and a Specialist I, MPSU Development

Background

The Administration is seeking position authority for two positions — Supervisor II, Academic Programs, and Specialist I, MPSU Development — to support the expanded programs, including teacher licensure, being offered by Milwaukee Public Schools University (MPSU). Together these positions will work to develop additional programs for Milwaukee Public Schools University to support the ongoing educational objectives of the district.

Based on the skills required and similar positions within MPS, the recommended salary ranges are

- Supervisor II, Academic Programs = 10A, $72,022-$104,445
- Specialist I, MPSU Development = 08A, $65,424-$94,942

The positions' descriptions are attached.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rules Statement

Administrative Policy 6.19, Positions: Staff

Fiscal Impact Statement

Funding to support the positions will be out of the Office of Academic's approved budget.

Implementation and Assessment Plan

Upon the Board's approval, the Administration will move forward with the hiring process for these positions upon the request of the Chief Academic Officer.

Committee's Recommendation

Your Committee recommends that the Board approve the request for position authority for the Supervisor II, Academic Programs, and the Specialist I, MPSU Development, to be effective July 1, 2019.

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

* * * * *

(Item 5) Action on Recommended Plan of Audits and Report on the District Risk-assessment Plan

Background

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. After the continuing and required audits have been determined, the next step in developing the annual audit plan involves 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.

The proposed FY20 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 as well as the risk rating for the activity.

The proposed FY20 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, and school audits, with corresponding days.

This year's FY20 Annual Audit Plan includes audit activities related to high to moderate risk ratings. departmental and programmatic audits will be scheduled on a recurring basis in high-risk/high-impact areas such as accounts payable, payroll, financial reporting, and IT Security, among others. Other programmatic evaluations could include reviews of immersion programs, bilingual programs, and transportation.

Per Board Governance Policy 2.12, Board Audits: Annual Plan and Coordination, audits not ordered in the Audit Plan, but later determined to have major implications to the District, require the Board's approval to amend the annual plan of audits. This policy also provides for the Director of the Office of Board Governance to have the authority to approve critical and emergency audits during the year.

Report on FY20 District Risk Assessment

In October 2015, the Milwaukee Board of School Directors approved the District's risk-assessment project as part of the Annual Plan of Audits for the Fiscal Year 2016. Audit Services worked in collaboration with the Association of Local Government Auditors (ALGA) to develop a risk-assessment tool and a risk-assessment questionnaire which was distributed to key district leaders and administrators. During this six-month process, the Assistant Chief Auditor with the Miami-Dade County Public Schools served as the technical advisor for this project and provided valuable insights and feedback. The entire MPS Audit Services team also participated in the design and evaluation process. This district risk-assessment tool since has been updated annually to continue to assist Audit Services in identifying risks and in prioritizing audit resources.

Audit Services has completed the FY20 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 FY20 Annual Audit Plan. Risk-assessment questionnaires distributed to 35 office directors, managers, and key personnel in 37 departments had a 100% return rate.

Of the 35 responses received:

- 30 (86%) reported that they were not aware of any incident of fraud, waste, abuse, or theft in their departments in this past year;
- 35 (100%) were aware of the MPS Fraud Reporting Tool;

- 34 (97%) reported no obstacles that would have prevented their departments from performing work tasks;
- 13 (37%) indicated a future planned upgrade or other significant changes to the information systems within the next three years; and
- 7 (20%) indicated that they did not have written standard operating procedures (SOP) available for staff to follow.

Audit Services has reviewed the responses and has performed an analysis of year-over-year budget and staffing changes in assigning risk levels to six specific categories — People, Fraud, Operations, Technology and Systems, Legal, and Financial —- to arrive at an overall risk-and-audit priority. Using these criteria, an overall risk-and-audit priority level of high, moderate, or low was assigned. Of the reorganized 37 auditable departments analyzed, ten (27%) are high-risk, ten (27%) are moderate-risk, and 17 (46%) 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, the Office of School Administration, and the Office of Human Resources. Audit resource days have been included in the FY20 Annual Plan of Audits in areas of district operations in each of these higher-risk areas.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rules 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 FY20 Annual Plan of Audits and District Risk Assessment, as attached to the minutes of your Committee's meeting, with a follow-up report to be brought to the Board by January 2020.

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

* * * * *

(Item 6) Action on Resolution 1920R-003 by Directors O'Halloran and Siemsen Regarding Non-Student Work Time

Background

At its meeting on May 30, 2019, the Board referred Resolution 1920R-003 by Directors O'Halloran and Siemsen, regarding non-student work time, to the Committee on Accountability, Finance, and Personnel.

WHEREAS, Milwaukee Public Schools respects the dignity of all workers in our district and appreciate teachers as highlytrained professionals; and

WHEREAS, Being an effective teacher requires work that is not limited to instruction of students in the classroom ("Non-Student Work"); and

WHEREAS, Non-Student Work may include but is not limited to devising lesson plans, communicating with students and their families, grading students' work, securing supplemental materials for classroom instruction, and professional development training; and

WHEREAS, The Milwaukee Public Schools value equity in education, which may require devoting Non-Student Work time to initial and ongoing professional development opportunities to develop skillsets for restorative practices, anti-bias training, and bystander intervention training; and

WHEREAS, Teachers are allowed to use some of their time during the workday — such as AMP (arts, music, and physical education) time and time for student support and tutoring, if during which they do not have any students to work with — for Non-Student Work activities as previously described; and

WHEREAS, The Employee Handbook describes Employee Workday scheduling, with respect to the number of days Administrators may direct Non-Student Work time "Administrator Days" and the number of days Ttachers may direct Non-Student Work time "Teacher Days"; and

WHEREAS, Teachers in several surrounding districts have more control over their workday scheduling, before and after school when students are not present in their classrooms; and

WHEREAS, Milwaukee Public School teachers historically had more control over their workday scheduling, before and after school when students were not present in their classrooms; and

WHEREAS, In addition to their in-school prep time, teachers in the Milwaukee Public Schools devote many hours of their own personal time away from school, without additional compensation, to such Non-Student Work as previously described; and

WHEREAS, Teachers may feel their Non-Student Work is more effectively accomplished in locations outside of school; and

WHEREAS, During their workdays, teachers face many stressors, relief from which could be afforded by allowing teachers more leeway in the use of their prep time, including the ability to leave campus for short periods of time to run errands, or refresh themselves mentally and emotionally; and

WHEREAS, Flexibility in how teachers use their Non-Student Work time would help increase morale, which, in turn, would work to mitigate teacher burnout and turnover; and

WHEREAS, The District has policies to address performance issues; and

WHEREAS, Increasing flexibility would involve no fiscal impact or require any change in workday schedules; now, therefore, be it

RESOLVED, That the Milwaukee Board of School Directors direct the Administration to develop procedures and guidelines that grant teachers control over the time and location they spend their Non-Student Work time on Teacher Days before and after the student day, while balancing the need for professional development; and be it

FURTHER RESOLVED, That this flexibility include the reasonable ability for teachers to leave their schools during their Non-Student Work time; and be it

FURTHER RESOLVED, That these procedures and guidelines are to be codified in the Employee Handbook and other relevant documents pertaining to the teachers' workday and schedules; and be it

FURTHER RESOLVED, That the Administration be instructed to bring forward to the Board, no later than July 25th, 2019, a plan for implementing this resolution for the 2019-2020 school year.

While the Administration has started its analysis and response to this resolution, additional time is needed; therefore, the Administration is recommending at this time that consideration of the resolution be delayed until July.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rules Statement

Administrative Policy 6.27, Time Schedules and Workloads: Certificated Staff

Fiscal Impact Statement

This item does not authorize expenditures.

Committee's Recommendation

Your Committee recommends approval of Resolution 1920R-003 by Directors O'Halloran and Siemsen regarding non-student work time.

The gavel was passed by President Miller to Vice-President Baéz at 8:29 P.M.

President Miller moved to direct the Administration to provide a report to the Board at the July 2019 regular meeting on flexible time for all district employees.

Director Peterson offered a substitute motion to revise the Resolved portion of the resolution, to read:

RESOLVED, That the Milwaukee Board of School Directors direct the Administration to meet with the MTEA (Milwaukee Teachers' Education Association) to develop procedures and guidelines ~~that grant teachers control over the time~~ on these and ~~location they spend their non-student work time on teacher days~~ other matters relating to the teacher work day:

1. a teacher work day that beings approximately five to ten minutes before and ends approximately five to ten minutes after the student day~~, while balancing the need for;~~
2. a requirement that teachers participate in an additional approximately four hours per month of professional development staff meetings, grade-level subject team meetings, and/or professional learning community at dates and times determined well in advance by school administration in collaboration with their school building committees;
3. a procedure to allow schools flexibility to vary the length of sessions so that, for example, they might have a two-hour professional development session and then on different days that month, have two one-hour meetings focusing on other matters;
4. such matters as bus duty, late buses, emergency staff meetings, different job classifications, short months, and other concerns (raised by students, parents, the Administration, or MTEA) are planned for;
5. a plan so that the traditional professional development days (formerly known as "banking days") in which 3.5 hours are allocated to professional development and the other 3.5 hours are allocated to teachers' preparation time be scheduled in such a way as they do not become make-up days for when schools are closed for inclement weather and be it

~~FURTHER RESOLVED, That this flexibility include the reasonable ability for teachers to leave their schools during their Non-Student Work time; and be it~~

FURTHER RESOLVED, That these procedures and guidelines ~~are to~~ be reviewed and approved by the Board of School Directors and then codified in the Employee Handbook and other relevant documents pertaining to the teachers' workday and schedules; and be it

FURTHER RESOLVED, That the Administration ~~be instructed to~~ bring ~~forward to the Board, no later than July 25, 2019,~~ a plan for implementing this resolution for the 2019-20 school year to the Board no later than July 25, 2019.

The Board took a recess from 8:46 p.m. to 9:01 p.m.

Upon reconvening, the gavel was passed from Vice-President Baéz to President Miller.

Director Peterson withdrew his substitute motion.

The gavel was passed from President Miller to Vice President Baéz at 9:04 p.m.

The gavel was passed from Vice-President Baéz to President Miller at 9:13 p.m.

Director O'Halloran moved to approve the resolution, amended as follows:

WHEREAS, Milwaukee Public Schools respects the dignity of all workers in our district and appreciates teachers as highly-trained professionals; and

WHEREAS, Being an effective teacher requires work that is not limited to instruction of students in the classroom ("Non-Student Work"); and

WHEREAS, Non-Student Work may include, but is not limited to, devising lesson plans, communicating with students and their families, grading students' work, securing supplemental materials for classroom instruction, and professional development training; and

WHEREAS,The Milwaukee Public Schools value equity in education, which may require devoting Non-Student Work time to initial and ongoing professional development opportunities to develop skillsets for restorative practices, anti-bias training, and bystander intervention training; and

~~WHEREAS, Teachers are allowed to use some of their time during the workday — such as AMP (arts, music, and physical education) time and time for student support and tutoring, if during which they do not have any students to work with — for Non-Student Work activities as previously described; and~~

WHEREAS, The Employee Handbook describes Employee Workday scheduling, with respect to the number of days Administrators may direct Non-Student Work time "Administrator Days" and the number of days Teachers may direct Non-Student Work time "Teacher Days;" and

WHEREAS, Teachers in several surrounding districts have more control over their workday scheduling, before and after school when students are not present in their classrooms; and

WHEREAS, Milwaukee Public School teachers historically had more control over their workday scheduling, before and after school when students were not present in their classrooms; and

WHEREAS, In addition to their in-school prep time, teachers in the Milwaukee Public Schools devote many hours of their own personal time away from school, without additional compensation, to such Non-Student Work as previously described; and

WHEREAS, Teachers may feel their Non-Student Work is more effectively accomplished in locations outside of school; and

~~WHEREAS, During their workdays, teachers face many stressors, relief from which could be afforded by allowing teachers more leeway in the use of their prep time, including the ability to leave campus for short periods of time to run errands, or refresh themselves mentally and emotionally; and~~

WHEREAS, Flexibility in how teachers use their Non-Student Work time would help increase morale, which, in turn, would work to mitigate teacher burnout and turnover; and

WHEREAS, the District has policies to address performance issues; and

WHEREAS, Increasing flexibility would involve no fiscal impact or require any change in workday schedules; now, therefore, be it

RESOLVED, That the Milwaukee Board of School Directors direct the Administration to develop procedures and guidelines that grant teachers control over the time and location they spend their Non-Student Work time on Teacher Days before and after the student day, while balancing the need for professional development; and be it

FURTHER RESOLVED, That this flexibility include the reasonable ability for teachers to leave their schools during their Non-Student Work time <u>before</u> <u>and/or</u> <u>after</u>; and be it

FURTHER RESOLVED, That these procedures and guidelines are to be codified in the Employee Handbook and other relevant documents pertaining to the teachers' workday and schedules; and be it

FURTHER RESOLVED, That the Administration be instructed to bring forward to the Board, no later than July 25, 2019, a plan for implementing this resolution for the 2019-2020 school year.

The motion passed, the vote being as follows:

Ayes — Directors Baéz, Herndon, O'Halloran, Peterson, Phillips, Siemsen, and Taylo — 7.
Noes — None.
Abstention — President Miller — 1.
Temporarily Absent — Director Woodward — 1.

* * * * *

(Item 7) Action on a Request to Change the Name of Andrew Douglas School to Andrew S. Douglas Middle School

Background

Andrew Douglas School is part of the 53206 Initiative and, as such, is undergoing remodeling to become a state-of-the-art middle school within the 53206 zip code.

For the 2018-19 school year, Douglas staff and students were co-located inside of Keefe Avenue during the renovation. The Andrew Douglas building (3620 North 18th Street) will reopen for the 2019-2020 school year. In addition to the renovations, the school community feels that another way to contribute to a fresh new start for students, staff, and families at this location is a change in name from Andrew S. Douglas School to Andrew S. Douglas Middle School.

Consistent with Administrative Policy 5.01, stakeholders participated in a process to determine the proposed name of Andrew S. Douglas Middle School.

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

Statute, Administrative Policy, or Board Rules Statement

Administrative Policy 5.01, Facilities

Fiscal Impact Statement

This item does not authorize expenditures. Any costs associated with changing the name of the school will be included as part of the renovation project's budget.

Implementation and Assessment Plan

Upon approval by the Board, the Administration will work with the school community to implement the new name.

Committee's Recommendation

Your Committee recommends that the Board approve changing the name of Andrew S. Douglas School to Andrew S. Douglas Middle School.

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

* * * * *

(Item 8) Action on the Award of Professional Services Contracts

RFP 968 Authorization to Extend a Contract with Sysco Eastern Wisconsin, LLC, for Prime Vendor/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/supplies and for providing information and services to the District's Department of Nutrition Services.

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

Contractor was chosen pursuant to RFP 968, which closed on March 2, 2018. The initial term was from July 1, 2018, through June 30, 2019. The contract provided for four one-year options to extend if certain performance metrics were met. The contractor has met the performance metrics codified in its contract; therefore, MPS is exercising the first option, from July 1, 2019, through June 30, 2020 ("Year 2").

The total cost in Year 2 will be $25,000,000.

Budget Codes:
LNC-0-0-LNH-XX-EFOD ..... Food — Lunch
LNC-0-0-LNH-XX-EACR ..... Food Ala Carte/Catering — Lunch
LNC-0-0-LNH-XX-ESUP .....Supplies-Consumable — Lunch
LNC-0-0-LNH-XX-ENCQ ..... Non-Capital Equipment — Lunch
LNC-0-0-LNH-XX-EFCM .....Commodities (Federal) — Lunch
BKF-0-0-BKF-XX-EFOD ..... Food — Breakfast
BKF-0-0-BKF-XX-ESUP .....Supplies-Consumable — Breakfast
BKF-0-0-BKF-XX-ENCQ..... Non-Capital Equipment — Breakfast
SFS-0-0-SLN-XX-EFOD .....Food — Summer School
SFS-0-0-SLN-XX-ESUP ..... Supplies-Consumable — Summer School
SFS-0-0-SLN-XX-ENCQ .....Non-Capital Equipment — Summer School
SFS-0-0-SLN-XX-EFCM ..... Commodities (Federal) — Summer School
DNR-0-0-DNR-XX-EFOD..... Food — Dinner
DNR-0-0-DNR-XX-ESUP .....Supplies-Consumable — Dinner
SNK-0-0-SNK-XX-EFOD.....Food — Snack
SNK-0-0-SNK-XX-ESUP .....Supplies-Consumable — Snack
CAT-0-0-FNP-XX-EFOD .....Food — Non-program
CAT-0-0-FNP-XX-ESUP ..... Supplies-Consumable — Non-program

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

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 Speech-Language Disabilities Program currently has five existing vacancies, four known retirements, six known 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 childrearing leaves. The shortage of speech-language pathologists in MPS mirrors the shortage of qualified speech-language pathologist personnel that exists nationwide.

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, which closed on January 18, 2018. The original contracts provided for two one-year options to extend if certain performance objectives were met. The vendors have met the performance objectives codified in the contracts; therefore, MPS is exercising the first option year for the contracts.

These first contract extensions will run from July 1, 2019, through June 30, 2020.

The Administration is seeking authorization for a compensation amount not to exceed $1,429,750 to be distributed across the four vendors based on their ability to provide qualified staff.:

- The total cost of the contract with Rehab Solutions in the first extension will not exceed $652,500.
- The total cost of the contract with EBS in the first extension will not exceed $602,000.
- The total cost of the contract with Cumberland in the first extension will not exceed $175,250.
- No additional funds will be allocated for the first extension for Sunbelt Staffing, LLC.

Budget Code: SPL-0-I-EEN-DW-ECTS (Speech-Language — Contract Services) $1,429,750

Rehab Solutions, LLC

Prime Contractor Information
Certified HUB Contractor? ..... Yes
Total # of Employees 18
Total # of Minorities 2
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 300
Student Career-awareness Commitment 10

EBS Healthcare Staffing Services, Inc., d/b/a EBS (Educational Based Services)

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

Cumberland Therapy Services, LLC

Prime Contractor Information
Certified HUB Contractor? ..... No
Total # of Employees 500
Total # of Minorities 121
Total # of Women 449

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

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 ..... 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 f/b/o MJ Care, for Provision of Occupational Therapy Services

The Administration requests authorization to extend a contract with MJ Care, Inc., d/b/a Gemino Healthcare f/b/o MJ Care, ("MJ Care") for occupational therapy ("OT") services as required by Individual Education Plans ("IEPs") when staff vacancies exist or for long-term employee leave.

While MPS is currently fully staffed for occupational therapy positions, two FTE staff members will be taking leave beginning in the 2019-2020 school year, making it necessary to contract for those services. Services to be provided by occupational 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 original contract provided for two one-year options to extend if certain performance objectives were met. MJ Care has met the performance objectives codified in the contract; therefore, MPS is exercising the first option year for the contract.

This first contract extension will run from July 1, 2019, through June 30, 2020. The total cost of the first extension will not exceed $75,000.

Budget Code: OTS-0-0-SES-DE-ECTS .(Occupational Therapy — Contract Services) $75,000

MJ Care, Inc.

Prime Contractor Information
Certified HUB Vendor? ..... Yes
Total # of Employees 691
Total # of Minorities 30
Total # of Women 627

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

RFP 1003 Authorization to Enter into Contract with Lingua Pros, LLC, for Translation Services

The Administration is requesting authorization to extend the contract with Lingua Pros, LLC, ("LP") for translation services. This contractor provides written translation services in a variety of languages to schools and departments across the District.

MPS is a multicultural, multilingual school district. The translation services provided by LP provide the support that 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.

This contract will run from July 1, 2019, through June 30, 2019 with two one-year options to extend if performance metrics incorporated into the contract are met. The total cost of the contract in this initial 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
Certified HUB Vendor? ..... NO
Total # of Employees 6
Total # of Minorities 3
Total # of Women 4

HUB Participation
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 Enter into Two Contracts with Lakeside Ventures, Inc., for Translation and Interpretation Services

The Administration is requesting authorization to enter into two contract 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 that 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 important district events are as inclusive as possible.

This vendor was chosen pursuant to RFP 1003, which closed on April 5, 2019.

These contracts will run from July 1, 2019, through June 30, 2020, with two one-year options to extend if performance metrics incorporated into the contracts are met. The total cost of the translation services contract in this initial year will not exceed $300,000. The total cost of the interpretation services contract in this initial 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
Certified HUB Vendor? ..... Yes
Total # of Employees 59
Total # of Minorities 56
Total # of Women 39

HUB Participation
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 1012 Authorization to Contract with Literacy Services of Wisconsin, Inc., for Adult Education Services

The Administration is requesting authorization to enter into a 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 contract will run from July 1, 2019, through June 30, 2020, (the "Initial Term"), with two additional one- year options to extend if certain performance metrics incorporated into the contract are met.

The total cost of the contract in the Initial Term will not exceed $130,000.

Budget Code: RAE-0-0-ADE-IF-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

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rules 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 Committees' reports.

* * * * *

(Item 9) Action on the Award of Exception-to-Bid Contracts

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

The Administration is requesting authorization to enter into a contract with Cooperative Educational Service Agency #9 (CESA #9)/ Wisconsin Virtual School (WVS) for the provision of equitably-accessible, high-quality online educational options, courses, and services for Milwaukee Public Schools (MPS) and its students for use in an MPS virtual program/school. 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 use staff that hold appropriate teachers' licenses from the Wisconsin Department of Public Instruction (DPI) for the subject area and grade level of each online education course. Contractor will also be used to provide guidance and training for MPS administration and staff to teach courses and to further develop and operate the MPS virtual program and school.

This contract is in response to, and in alignment with, the Board's approval of the Administration's regional development plan on July 26, 2018, which directed the establishment of an MPS virtual school to begin effective with the second semester of the 2018-2019 school year.

WVS, which has been operated out of CESA #9 since 2000, is the state-led online and blended-learning supplemental program that partners with school districts throughout Wisconsin to offer online courses to middle- and high-school students. WVS has an agreement with DPI to provide online courses and services to Wisconsin schools as a partner in the Wisconsin Digital Learning Collaborative (WDLC), which consists of two collaborating organizations, WVS and the Wisconsin eSchool Network. These two organizations partner with DPI to provide a single point for schools to access quality online courses. Combined, the programs provide partnership pathways for schools to provide a variety of online and blended-learning opportunities. WVS provides high-quality, media-rich online courses that meet Wisconsin 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 first extension of this contract. This contract extension will run from July 1, 2019, through June 30, 2020. 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 Enter into 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 enter into 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 that more than 180 teachers, more than 8,000 students in mathematics, and more than 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 2019-2020 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, 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, Vincent High School, Green Tree Preparatory Academy (formerly Webster), and Wisconsin Conservatory of Lifelong Learning. The SpringBoard program in mathematics and English language arts will be offered to students in grades six through twelve at these participating schools. Currently, all high schools listed above offer Advanced Placement courses for students.

The contract will run from July 1, 2019, through June 30, 2020, (the "Initial Term"), with two additional one-year options to extend based upon mutual agreement. The total cost of the contract in the Initial Term will not exceed $600,000.

Budget Codes: ENG-0-I-SBD-CI-ECTS (Instruction — Contract Services).....$200,000
MTH-0-I-SBD-CI-ECTS (Instruction — Contract Services) $200,000
SDV-0-S-SBD-CI-ECTS (Professional Development — Contract Services) $200,000

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 Extend a Contract with United Way of Greater Milwaukee & Waukesha County for Services Associated with the Community Schools Partnership

The Administration is requesting authorization to enter into a contract with United Way of Greater Milwaukee & Waukesha County (UW) to provide services in the development and implementation of the Community Schools model. The schools to be serviced under this contract in the 2019-20 school year are Auer Avenue School, Hopkins-Lloyd School, Lynde and Harry Bradley Technology and Trade School, James Madison Academic Campus, Lincoln Avenue School, Browning School, South Division High School, Longfellow, Westside Academy, and one additional school which shall be determined at a later date.

Community Schools are a strategy to better engage and align resources centered on the self- identified, real-time needs of communities. This strategy places the focus on the whole child, with the understanding that a child belongs to a family, and that family lives and interacts within a larger community. 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 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 second extension will run from July 1, 2019, through June 30, 2020. The total cost of the extension term will not exceed $440,250. These funds do not cover the full cost of the project: MPS and UW will partner to apply for relevant government, foundation, and corporate support. The increase in the annual compensation in this extension year is due to the addition of two schools that will be receiving services.

Budget Codes: SDV-0-S-1T0-LS-ECTS (Title I School Improvement — Contract Services) $360,250
SDV-H-S-3D0-SD-ECTS (Title I High-needs Schools — Contract Services) $80,000

United Way of Greater Milwaukee & Waukesha County

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

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

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 conducts a nationwide search and a sex offender search.

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. A contract was approved for 2018-19 on the basis of continuity pursuant to Administrative Policy 3.09(7)(e)(1)(b)(iv). The first contract extension is now needed. The services provided by Truescreen have increased capacity, efficiency, and accuracy in processing criminal background checks.

The District has and will continue to absorb the cost of criminal background checks on applicants for employment and volunteers with the District. 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 FY20. The budget does not include cost of background checks billed directly to the vendor or college/university by Truescreen.

This first contract extension will run from July 1, 2019, through June 30, 2020. 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 per 12-month contract)
Paid Student Employment-hour Commitment 0
Student Career-awareness Commitment 0

Exception Authorization to Enter into a Contract with the Urban Ecology Center, Inc., for Provision of Field Trips and Environmental Educational Activities

The Administration requests authorization to enter into a blanket contract with Urban Ecology Center, Inc., ("UEC") to provide field trips and environmental educational activities and services to participating schools within the District.

The exception from the requirement of a competitive procurement process conducted by the Department of Procurement and Risk Management for this contract is on the basis of the unique design of the services provided by UEC, pursuant to Administrative Policy 3.09(7)(e)(1)(b)(vii). UEC offers a package of field trips, including transportation, to schools within two miles of any of its three centers in Riverside Park, the Menomonee Valley, and Washington Park. The field trips are offered to students from grades K3 - 12 and are aligned to the Next Generation Science Standards.

The Neighborhood Environmental Education Project (NEEP) is based on research that shows consistent contact with a piece of land from a young age is vital to becoming an environmentally literate adult. MPS has been in partnership with UEC and has participated in NEEP since 1999. The project has grown from approximately eight MPS schools to an anticipated 38 schools for the 2019-20 school year, 40 schools during the 2020-21 school year, and 42 schools in the 2021-22 school year.

The contract will run from July 1, 2019, through June 30, 2022. The total cost of the contract will not exceed $620,160.

Budget Code: Varies by location using service $620,160

Urban Ecology Center, Inc.

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

Student Engagement (hours per 36-month contract)
Paid Student Employment-hour Commitment 900
Student Career-awareness Commitment 0

State Contract CFD0407 Authorization to Extend a Contract with Language Line Services, Inc., for Telephone and Video Interpreting Services

The Administration is requesting authorization to extend the contract with Language Line Services, Inc., ("Language Line") for telephone and video interpreting 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 exception from the requirement of a competitive procurement process conducted by the Department of Procurement and Risk Management for this contract is on the basis of purchasing through an existing state contract which was competitively bid (Administrative Policy 3.09(7)(e)(1)(a)).

The contractor was chosen pursuant to Wisconsin State Contract CFD0407. The original contract provided for two one-year options to extend if certain performance metrics were met. Language Line has met the performance metrics codified in the contract; therefore, MPS is exercising the second option year for the contract.

This second contract extension will run from July 1, 2019, through June 30, 2020. The total cost of the contract in this extension year will not exceed $75,000.

Budget Code: OGA-0-0-SSF-CI-ECTS (School Special Funds — Contract Services).....$75,000

Language Line Services, Inc.

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

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

Exception Authorization to Enter into a Contract with Teach for America, Inc., for Teacher Candidates

The Administration is requesting authorization to enter into 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 2019-2020 school year, which can be extended for two additional one-year periods.

TFA offers a diverse group of teacher candidates 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.

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)).

Traditionally, contracts under $50,000 annually are not brought forward by the Administration to the Board for approval; however, due to the Board's interest in this contract, the Administration is bringing it to the Board for approval.

The contract will run from July 1, 2019, through June 30, 2020, (the "Initial Term), with two additional one-year options to extend. The total cost of the contract in the Initial Term will not exceed $49,000.

Budget Code: RCR-0-0-STF-HR-ECTS (Recruitment — Contract Services) $49,000

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

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rules 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.

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

* * * * *

(Item 10) Action on the Award of Professional Services Contracts Related to Transportation

B 5759 Authorization to Contract with Four Contractors for Human-service Vehicle or Van-type Transportation

The Administration is requesting authorization to enter into contracts with Able Access Transportation, LLC; American United Taxicab, Inc.; First Student. Inc;, and Transit Express, Inc., for human-service vehicle (HSV) or van-type transportation. These vendors will be used to provide transportation to and from school to students throughout the metro-Milwaukee area. Services under this contract will be used for specific high-mileage, low-occupancy situations in which HSV and van alternatives maximize cost effectiveness and minimize ride times for students.

These contractors were chosen pursuant to B 5759, which closed on May 9, 2017. The original contracts provided for two one-year options to extend if certain performance metrics were met. Each contractor has

met the performance metrics codified in the contracts, therefore, MPS is exercising the second option year for the contracts. These contract extensions will run from July 1, 2019, through June 30, 2020, with no additional extension options remaining.

The total cost of these contracts in this second option year will not exceed $780,000 as follows:

Able Access Transportation, LLC.....$240,000
American United Taxicab, Inc. $220,000
First Student, Inc. $160,000
Transit Express, Inc.....$160,000

Budget Codes: RWT-0-0-TRS-DW-EPPT (Pupil Transportation) $250,000
SM1-0-0-TRS-DW-EPPT (Pupil Transportation) $250,000
HLT-0-0-TRS-DW-EPPT (Pupil Transportation) $280,000

Able Access Transportation, LLC

Prime Contractor Information
Certified HUB Vendor? ..... Yes
Total # of Employees 40
Total # of Minorities 37
Total # of Women 19

HUB Participation
Required..... 5%
Proposed 100%
$ Value..... 100%

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

American United Taxicab, Inc.

Prime Contractor Information
Certified HUB Vendor? ..... Yes
Total # of Employees .....NG
Total # of Minorities .....NG
Total # of Women .....NG

HUB Participation
Required..... 5%
Proposed 5%
$ 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 57,000
Total # of Minorities 25,372
Total # of Women 32,031

HUB Participation
Required..... 5%
Proposed 5%
$ Value.....$830,000

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

Transit Express, Inc.

Prime Contractor Information
Certified HUB Vendor? ..... No
Total # of Employees 170
Total # of Minorities 95
Total # of Women 61

HUB Participation
Required 5%
Proposed 5.6%
$ Value $10,000

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

RFB 5778 Authorization to Enter into 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-chool Activities

The Administration is requesting authorization to enter into contracts with Illinois Central, Durham School Services, and First Student, Inc., to provide busing services for athletics, academic competitions, and after-school activities. These contractors were all chosen pursuant to RFB 5778, which closed on April 2, 2019.

The contract will run 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.

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

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

RFP 1007 Authorization to Contract 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 enter into 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 contract will run from July 01, 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.

The Administration is requesting the approval of the contracts 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 (Pupil Transportation) $4,100,000
SM1-0-0-TRS-DW-EPPT (Pupil Transportation) $900,000

Dairyland Buses, Inc.

Prime Contractor Information
Certified HUB Vendor? ..... No
Total # of Employees 169
Total # of Minorities 163
Total # of Women 127

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

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 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 Rules Statement

Administrative Policy 3.09, Purchasing and Bidding Requirements

Implementation and Assessment Plan

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

Committee's Recommendation

Your Committee recommends that the Board authorize the 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 Committees' reports.

* * * * *

(Item 11) Action on a Request to Enter into an Intergovernmental Cooperative Agreement with the City of Milwaukee for the Truancy Abatement and Burglary Suppression (TABS) Program

Background

On July 26, 2018, the Board approved the Administration's recommendation to enter into an agreement with the Boys & Girls Club of Greater Milwaukee and the City of Milwaukee for the Truancy Abatement and Burglary Suppression (TABS) Program. As of August 7, 2018, the Boys & Girls Club of Greater Milwaukee has notified the Milwaukee Public Schools that the Club would no longer be participating in the TABS program and would seek the amendment of any applicable state statutes. At that time, the Administration and the City of Milwaukee agreed to continue their working relationship under an amended agreement. That agreement is now before you for your approval.

The Administration is requesting authorization to enter into an Intergovernmental Cooperative Agreement with the City of Milwaukee for the Truancy Abatement and Burglary Suppression (TABS) program. The City of Milwaukee provides four city police officers for the TABS program.

The Department of Student Services is accountable for ensuring the implementation of the TABS program. These contracts are consistent with state statute §119.55 as well as Administrative Policy 8.14.

The contract will run from September 3, 2019, through May 22, 2020.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rules Statement

Administrative Policy 8.14, Truancy

Fiscal Impact Statement

City of Milwaukee for Truancy Abatement and Burglary Suppression (TABS) program, STV-0-0-TAB-DW-ECTS = $400,000

Implementation and Assessment Plan

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

Committee's Recommendation

Your Committee recommends that the Board authorize the Intergovernmental Cooperative Agreement with the City of Milwaukee for the Truancy Abatement and Burglary Suppression (TABS) Program as set forth in the attachments to the minutes of your Committee's meeting.

Director Phillips moved to approve the Administration's recommendation. 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 12) Action on a Request to Authorize the Administration to Work with the City of Milwaukee to Transfer Four Vacant Parcels of Property Adjacent to Franklin Square Playfield Located at 1305, 1309, 1315, and 1319 West Center Street from the City of Milwaukee to Milwaukee Public Schools

Background

On February 26, 2015, the Milwaukee Board of School Directors approved the Milwaukee Outdoor Recreation Facilities Master Plan, which provides a ten-year roadmap for improvements to the District's outdoor recreation facilities. This plan included a recommendation to fund and implement needed improvements to the Franklin Square Playfield.

On September 27, 2018, the Milwaukee Board of School Directors approved the design contract for the Franklin Square Playfield improvements. As part of the project's design and development work, the Department of Recreation and Community Services has collaborated with the City of Milwaukee to determine the feasibility of expanding Franklin Square Playfield in an effort to further improve the playfield. The recommended expansion can be achieved through this property transfer. It would directly enhance the playfield's safety, visibility, and site layout by improving the entrance to the park from West Center Street, which would create a more welcoming entrance for the community. Additionally, the transfer of these properties to Milwaukee Public Schools will allow for a better design of the basketball courts by providing the extra space needed for updated safety buffers while creating an opportunity for future improvements to the playfield and the potential for additional programming.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rules 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 transfer these properties from the City of Milwaukee to Milwaukee Public Schools.

Committee's Recommendation

Your Committee recommends that the Board approve the request to authorize the Administration to work with the City of Milwaukee to transfer four vacant parcels of property located at 1305, 1309, 1315, and 1319 West Center Street from the City of Milwaukee to Milwaukee Public Schools.

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

* * * * *

(Item 13) Action on a Request to Approve the First 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 Day Learning Corp. have a long-standing relationship: Banner Preparatory School of Milwaukee (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. Banner Prep is currently located at 3517 West Courtland Avenue. The current partnership contract specifies services for 125 behavioral-reassignment seats in grades 9 through 12. The mission of Banner Prep is to provide an alternative small-school setting for secondary-level students whose academic and/or behavioral issues have become major barriers to their success in school.

The Board approved a lease agreement with Banner Prep in June 2018. The Administration is requesting approval of the proposed First Amendment to the Lease Agreement with Banner Day Learning Corp. for a one-year term which aligns with the current partnership contract.

Lease Term: July 1, 2019-June 30, 2020

The lease rent revenue shall be as follows: July 1, 2019-June 30, 2020 = $100,896.00

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rules 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 $100,896.00.

Implementation and Assessment Plan

Upon the Board's approval, the attached First Amendment to the Lease Agreement between Milwaukee Public Schools and Banner Day Leaning Corp. will be executed.

Committee's Recommendation

Your Committee recommends that the Board approve the First Amendment to the Lease Agreement with Banner Day Learning 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 14) Action on a Request to Approve the Second Amendment to the Lease Agreement Between Milwaukee Public Schools and Learning Links MGIS, LLC, for Space in Milwaukee German Immersion School Located at 3778 North 82nd Street

Background

Learning Links MGIS, LLC, successfully supports the school community by providing before-and-after-school daycare for the students of Milwaukee German Immersion in 4K through 5th grade. The Board approved a lease agreement with Learning Links MGIS, LLC, for space at Milwaukee German Immersion School in May 2017. In June 2018, the Board approved the first amendment to the lease agreement.

The Administration is requesting approval of the proposed Second Amendment to the Lease Agreement with Learning Links MGIS, LLC, commencing on July 1, 2019, and terminating on June 30, 2022, in order to provide space for Learning Links MGIS, LLC.

The lease rent revenue shall be as follows:

July 1, 2019-June 30, 2020 .....$14,257.00
July 1, 2020-June 30, 2021 .....$14,542.00
July 1, 2021-June 30, 2022 .....$14,833.00

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rules Statement

Administrative Policy 5.02, Use of School Facilities

Fiscal Impact Statement

There are no expenditures associated with this item. Total lease revenue is $43,632.00.

Implementation and Assessment Plan

Upon the Board's approval, the attached Second Amendment to the Lease Agreement with Learning Links MGIS, LLC, will be executed.

Committee's Recommendation

Your Committee recommends that the Board approve the Second Amendment to the Lease Agreement with Learning Links MGIS, LLC, at Milwaukee German Immersion School 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 15) Action on a Request to Approve the First Amendment to the Lease Agreement with the Milwaukee Bicycle Collective, Inc., for use of the 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 students' use. Entering into this agreement with the Milwaukee Bicycle Collective, Inc., further ensures that all Milwaukee Public Schools children involved in the District's bicycling programs are using safe equipment while also providing the Milwaukee Bicycle Collective, Inc., with needed storage space to provide this valuable service.

The Board approved a lease agreement with the Milwaukee Bicycle Collective, Inc., in September 2018 to further advance its work with Milwaukee Public Schools in providing services to students that promote growth and create additional opportunities for future success. The Administration is requesting approval of a First Amendment to the Lease Agreement with Milwaukee Bicycle Collective, Inc., for a two-year term.

Lease Term: July 1, 2019-June 30, 2021

The lease rent revenue shall be as follows:

July 1, 2019-June 30, 2020 .....$1.00
July 1, 2020-June 30, 2021 .....$1.00

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rules 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 the Board's approval, the First Amendment to the Lease Agreement between Milwaukee Public Schools and the Milwaukee Bicycle Collective, Inc., as attached to the minutes of your Committee's meeting, will be executed.

Committee's Recommendation

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

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

* * * * *

(Item 16) Action on Monthly Facilities Matters: FMS Award of Construction Contracts, Material Purchase, and Professional Services Contracts Committee's Recommendation

Background

Listed below are the contracts recommended for the Board's approval at this meeting. The draft contracts are attached to the minutes of your Committee's meeting.

Construction Contracts

Track Replacement

Bay View High School

Prime Contractor
Payne & Dolan, Inc.
W 6380 Design Drive,
Greenville, WI 54942

Low Bidder, Base Bid of $1,022,315.00, plus $22,500.00 for Mandatory Alternate Bid #1, to provide electrical work, for a total cost of ..... $1,044,815.00.

HUB Participation
- Certified HUB Vendor? ..... No
- Total # of Employees 803
- Total # of Minorities 119
- Total # of Women 63
- Required 15%
- Submitted 20.69%
- $ Value $211,500.00

COIN
- Required 15%

Student Engagement (Required Hours)
- Paid Employment 400
- Career-dducation Activity 0

Funds are available for the track-replacement project from account code FAR 00 MMQ BV ECNC GND8 (Project No. 5427). The project's start date is scheduled for June 28, 2019, and completion date is October 11, 2019.

Track and Parking Reconstruction

Marshall High School

Prime Contractor
Payne & Dolan, Inc.
W 6380 Design Drive,
Greenville, WI 54942

Low Bidder, Base Bid of $2,233,100.00, plus $59,800.00 for Mandatory Alternate Bid #1, to provide electrical work, for a total cost of $2,292,900.00

HUB Participation
- Certified HUB Vendor? ..... No
- Total # of Employees 803
- Total # of Minorities 119
- Total # of Women 63
- Required 15%
- Submitted 16.8%
- $ Value $375,500.00

COIN
- Required 15%

Student Engagement (Required Hours)
- Paid Employment 400
- Career-dducation Activity 0

Funds are available for the track-and-parking-reconstruction project from account code FAR 00 MMQ MR ECNC GND8 (Project No. 1668). The project's start date is scheduled for June 28, 2019, and completion date is October 25, 2019.

Room Modifications and Sink Installations

Bay View Montessori — Upper Campus

Prime Contractor
Burkhart Construction Corporation
P.O. Box 329
Richfield, WI, 53076

Low Bidder, Base Bid of $108,900.00

HUB Participation
- Certified HUB Vendor? ..... No
- Total # of Employees 12
- Total # of Minorities 1
- Total # of Women 3
- Required 10%
- Submitted 41%
- $ Value $45,000.00

COIN
- Required 0%

Student Engagement (Required Hours)
- Paid Employment 100
- Career-education Activity 0

Funds are available for the room-modifications-and-sink-installations project from account code FAR 00 RD CHJ ECNC9 (Project No. 5804). The project's start date is scheduled for July 1, 2019, and completion date is August 23, 2019.

Total construction contract dollars awarded.....$3,446,615.00
Total dollars HUB participation.....$632,000.00
% of HUB participation..... 18.79%
% Minority employees within company..... 14.59%
% Women employees within company..... 8.34%

Material Purchase

Aluminum Roof Coating

Various MPS Sites

Prime Contractor
MacArthur Co.
4700 N 129th Street
Butler, WI, 53007

Low Bidder, Base Bid of.....$180,618.00

Funds are available from account code FAR 00 MM2 FM ECNC

Professional Services Contracts

Professional services contracts requested for approval:

- Thunderbird Engineering, Inc., for Mechanical and Lighting Upgrades at Wedgewood Park Multi-Plex; Code: FAR 00 MMQ BE ECNC HVA8 .....$104,448.00
- Aramark Uniform Services for Continuous Cloth Roll Towel Services at all MPS sites; Code: BLD 00 BOP DW ESUP (per contract year, for a total of $1,425,000.00 over a three-year term).....$475,000.00

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rules Statement

Administrative Policy 3.09, Purchasing and Bidding Requirements

Fiscal Impact Statement

Total Construction Contracts Requested $3,446,615.00
Total Material Purchase Requested $180,618.00
Total Professional Services Contract Requested annually (for a total of $1,529,448.00 over a three-year term).....$579,448.00

Implementation and Assessment Plan

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

Committee's Recommendation

Your Committee recommends that the Board approve the construction contracts, material purchase, and professional services contracts 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 17) Action on Request to Waive Administrative Policy 3.09(9)(e) and to Extend a Contract with A C.H. Coakley, d/b/a Coakley & Company, Inc., for Moving 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 A C.H. Coakley, d/b/a Coakley & Company, Inc., ("Coakley") to provide moving services to the Department of Technology. Coakley is used on a routine basis to deliver computers and other electronic equipment to schools, as well as to pick up obsolete equipment at schools and deliver them to the 7th Street Warehouse facility for recycling.

The contractor was chosen pursuant to RFP 918. The original contract was authorized by the Board to run from July 1, 2016, through June 30, 2017, with two one-year extensions. The current contract expires on June 30, 2019. The waiver of Administrative Policy 3.09(9)(e) is being sought as a result of the contract's maximum three-year term having exceeded. This extension will run through September 30, 2019, while the Administration completes a Request for Proposal for a new award. The Administration is not requesting any increase in funds for this three-month extension.

This contract extension will run from July 1, 2019, through September 30, 2019.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rules Statement

Administrative Policy 3.09, Purchasing and Bidding Requirements

Fiscal Impact Statement

There shall be no fiscal impact associated with this extension due to funds that were previously approved by the Board remaining on this contract.

A C.H. Coakley & Co., Inc.

HUB Participation
- Required 35%
- Proposed 35%
- $ Value ..... N/A

Student Engagement (hours per 12-month contract)
- Paid Student Employment-hour Commitment 0
- 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 A C.H. Coakley, d/b/a Coakley & Company, Inc., 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 18) Action on Request to Waive Administrative Policy 3.09(9)(e) and to Enter into a Blanket Contract with Virtucom, Inc., for MS-Windows-based Computers

Background

The Administration is requesting authorization to waive the three-year term limits of Administrative Policy 3.09(9)(e) and to enter into a blanket contract with Virtucom, Inc., ("Virtucom") to provide MS-Windows-based computers to all MPS schools and departments. Virtucom will be used to deliver staff and student laptop and desktop computers for use throughout the District. A waiver of the three-year contract term limit under Administrative Policy 3.09(9)(e) is being sought due to the extensive process and review that is required during the solicitation phase for these products.

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

The contractor was chosen pursuant to RFP 5769, which closed on February 27, 2019. The contract will run from July 1, 2019, through June 30, 2024, (the "Initial Term"), with two additional one-year options to extend if certain performance metrics incorporated into the contract are met.

The total cost of the contract in the Initial Term will not exceed $15,000,000.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rules 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 purchasing location.....$15,000,000

Virtucom, Inc.

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.....300
- Student Career-awareness Commitment.....10

Implementation and Assessment Plan

Upon approval by the Board, the 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 blanket contract with Virtucom, Inc., as set forth in the attachment to the minutes of your Committee's meeting.

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

* * * * *

(Item 19) Quarterly 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 took action regarding the MPS School Nutrition program and approved that quarterly updates be brought to the Board. Following is this quarter's report.

Healthy Meal Options

- Increased by 20 schools so that almost half of the schools receive fresh fruit for breakfast at least two times per week
- Piloted hot breakfast in the classroom at five sites
- Increased options for high-school students, including additional entree offerings, wraps, and salads

Staff Recruitment and Retention

- Professional development
  - — Team building
  - — Customer Service
  - — Technical skills
- Dedicated recruitment efforts
- Benefit-eligible positions

2018-19 Taste Tests

Conducted taste tests to determine students' food preferences with students from the following schools:

Audubon	Greenfield
River Trail	Bethune
WCLL	Starms
South Division	Washington
Congress	North Division

Students tested over 40 new items that will be added to next year's menu.

Collaboration

- Participated in meetings of the District Advisory Council (DAC)
- Gathered information from student-focus groups
- Reviewed and responded to web-based nutrition feedback
- Conducted student survey and reviewed results

Collaboration Highlights

- Expand nutritional information availability
- Increase educational materials
- Improve foods' nutritional value
- Increase interaction with school staff through web feedback
- Provide opportunities to address school meal service's operational needs in a more timely manner
- Develop information to create responses to frequently asked questions

Student Survey Results

Strengths:

- The majority of students feel:
  - — the menu is healthful (59.36%)
  - — the service is friendly (66.38%)
  - — they are served enough fresh fruits and vegetables(65.28%)

Opportunities:

- The majority of students feel
  - — there is variety of foods to choose from (41.5%)
  - — the food tastes good (49.88%)

Planned Next Steps

- By fall 2019, improvements in breakfasts
  - — include fresh fruit and hot options a minimum of two days a week
  - — release by June 30 a request for proposal for new, more healthful breakfast kits with reduced sugar and added protein options
  - — limit all cereals to no more than six grams of sugar per ounce
- Increase the variety of foods offered
  - — Iidentify new products at the United Fresh Produce Conference in Chicago.
  - — integrate new items from student taste tests
  - — continue to review the lowest meal-participation days — current items on these days will be removed from menu and replaced with new items
- Identify Resources for expanded online information — distribute special dietary needs forms
  - — provide menu nutritional facts
  - — compile and answer frequently asked questions about school meals

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rules Statement

Administrative Policy 4.05, School Nutrition Management

* * * * *

COMMITTEE ON PARENT AND COMMUNITY ENGAGEMENT

Director Woodward 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 that, to the maximum extent appropriate, children with

disabilities be educated with children who are not disabled. Removal of students with disabilities from the regular educational environment occurs only when the severity of the disability is such that education in regular classes, with the use of supplementary aids and services, cannot be achieved satisfactorily.

The Milwaukee Public Schools is committed to ensuring that students with disabilities are educated in environments with their non-disabled peers. The preference of the law is that students be educated using the general curriculum in the regular education classroom, with the use of supplementary aids and services. Best practices and research strongly support education in the least restrictive environment (LRE), with access to the general curriculum, because it leads to higher achievement outcomes for students with disabilities.

There are 17 performance indicators that help steer states to develop State Improvement Plans that target special education:

Indicator #1: Graduation Rates
Indicator #2: Drop-out Rates
Indicator#3: Assessments
Indicator #4: Suspension/Expulsion
Indicator #5: Educational Placement, Ages 6-21
Indicator #6: Educational Placements, Ages 3-5
Indicator #7: Preschool Outcomes
Indicator #8: Parental Involvement
Indicator #9: Inappropriate Identification in Special Education
Indicator #10: Inappropriate Identification in Specific Disabilities Categories
Indicator #11: Timely Evaluation
Indicator #12: Preschool Transition, Part C & Part B
Indicator#13: Transition Goals, Ages 16 and over
Indicator #14: Post-school Outcomes
Indicator #15: Resolution Sessions
Indicator #16: Mediation
Indicator #17: State Systemic Improvement Plan

LRE for Higher Outcomes

As part of the LRE's focus on increasing academic and behavioral outcomes for students with disabilities, the Department of Specialized Services reports quarterly to Administration the District's percentages of students who are receiving special education services in the least restrictive environment (LRE). The Department of Specialized Services' plan is to educate students with disabilities, in accordance with their individual education program (IEP), in the regular education environment with their non-disabled peers.

LRE Data

Indicator 5 addresses the documentation of programs and services in the least restrictive environment for students 6 to 21 years of age. Wisconsin's data for this indicator provide each school district with the target in each of the following categories:

Indicator 5A	Percent of students ages 6 through 21 with IEPs who are served inside the regular class 80% or more of the day
Indicator 5B	Percent of students ages 6 through 21 with IEPs who served inside the regular class less than 40% of the day
Indicator 5C	Percent of students ages 6 through 21 with IEPs who are served in separate schools, residential facilities, or homebound/hospital placements.

The information below compares MPS's LRE data-relative services with the projection in DPI's 2016 Annual Performance Report Summary for Wisconsin school districts. The MPS percent includes all students who have IEPs, including for speech and language services.

	Indicator		
	5A	5B	5 C
State of Wisconsin's Target, 2017-18	70.00%	7.90%	0.95%
MPS May 2018*	76.04%	18.57%	0.58%

	Indicator		
	5A	5B	5 C
MPS August 2018^	76.76%	22.79%	0.45%
MPS September 2018	76.68%	17.93%	0.44%
MPS October 2018	77.12%	18.03%	0.46%
MPS November 2018	77.11%	18.07%	0.48%
MPS December 2018	77.19 %	17.82 %	0.36 %
MPS January 2019	77.35 %	17.86 %	0.35 %
MPS February 2019	77.31 %	17.83 %	0.34 %
MPS March 2019	77.54%	17.77%	0.35%
MPS April 2019	77.69%	17.67%	0.36%
MPS May 2019	77.96%	17.35%	0.36%

*Please note, when the data for May was reported at the June PACE meeting, there were 14,445 students with disabilities enrolled age 6 thru 21 years of age.

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

* * * * *

(Item 2) 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

MPS operates within a family-and-community-engagement framework that includes the following six standards that provide districtwide support to schools for partnering with families to increase student outcomes:

1. Schools are welcoming and culturally-relevant environments
2. Schools are connected to the community
3. Schools have tools and knowledge needed to build relationships with families and the community
4. Families have avenues to serve as leaders
5. Families have opportunities to build peer networks
6. Families have tools and knowledge needed to be active in their children's educations.

The framework was developed from a strengths-based approach to build trusting relationships between schools and families. All schools strive to meet these standards to provide an equitable system of care across the district.

The report attached to the minutes of your Committee's meeting provides an update on the work currently being done relative to standards 2, 4, and 6: My Very Own Library (MVOL) is an example of ongoing efforts aligned to standard 2. The Special Education Liaison for Families (SELF) and Special Education Leadership Institute for Families (SELIF) are both examples of efforts aligned with standards 4 and 6.

My Very Own Library is a school-wide program which partners with Scholastic and United Way, through which all students receive 10 free books of their choice per year to build their own home libraries. The school receives a visit from a Scholastic author, as well as extra funds and support to promote family

literacy at home. Nearly 5,000 students and families have participated in this program at 14 different schools and have received 50,000 books.

The SELF and SELIF programs are a partnership between MPS and the Wisconsin Statewide Parent-Educator Initiative (WSPEI) which helps MPS to recruit and to train families of children with disabilities to serve as peer support to other families with disabilities. SELF participants work specifically with schools to serve as a resource to families in the IEP process and in accessing resources for students with disabilities.

Milwaukee Public Schools provides tools for engagement among families to be equal partners in supporting students' success. Parent coordinators help to ensure families are active in their children's education and have the tools and knowledge needed to better engage with their children's schools.

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

Statute, Administrative Policy, or Board Rules Statement

Administrative Policy 9.11, School Engagement Councils

Fiscal Impact Statement

NA

* * * * *

(Item 3) Report with Possible Action Regarding the 53206 Initiative

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

Background

To better serve the community in the 53206 ZIP Code, the Milwaukee Board of School Directors approved implementation of the 53206 Initiative.

The Principal's Cohort continues to move forward with this Initiative. The Principal's Cohort, which consists of of nine school leaders from North Division, Andrew Douglas, Auer Avenue, Benjamin Franklin, Hopkins-Lloyd, Green Bay Avenue, Gwen T. Jackson, Keefe Avenue, and Lafollette,-has met monthly to further discuss the needs in 53206 schools. Leaders have worked collaboratively to make the necessary reconfigurations for the 2019-2020 school year: Auer Avenue, Keefe Avenue, and Hopkins-Lloyd will transform from K-8 schools to become K5 schools, while Benjamin Franklin and Lafollette will maintain their K8 status. Andrew Douglas's educational program will be moving from a K8 school to a middle-school program serving only students in grades 6, 7, and 8. Andrew Douglas, currently housed in the Keefe Avenue School building, will relocate into the original Andrew Douglas School building (3620 North 18th Street) for the 2019-2020 school year. The Andrew Douglas School building is currently being renovated and refreshed to accommodate the learning needs of middle-grade students.

North Division High school will serve as a Flagship high school for the 53206 Initiative. North Division has produced "The Blueprint," which outlines the re-envisioning of North Division High School. The plan showcases the four National Academies Foundations at North.

The nine 53206 schools will have common innovative academic and cultural programs rooted in our district's Ambitious Instruction plan to promote academic success for some of our most disadvantaged students that reside in this ZIP Code.

The update attached to the minutes of your Committee's meeting provides an overview of the progress that has been made, alignment to the Superintendent's Five Priorities for Success, and next steps to continue to move the 53206 Initiative forward.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rules Statement

Administrative Policy 5.01, Facilities

Fiscal Impact Statement

NA

At his request, the Board Clerk read the following statement of Director Baéz into the record:

> During the budget process, I raised the issue with questions and comments on our 53206 projects. I would like to share this with all Board members:
>
> The legacy of intentional governmental racism and segregation affecting the residents of zip code 53206 and adjacent zip codes requires that we treat this project as a major equity issue. Educational outcomes would significantly improve if a major investment of resources is made as a form of racial reparations, and which seeks a substantial reduction in all indicators of poverty. This means that families in the area must earn or attain the equivalent of a living wage, and children in our schools must receive the maximum support to address the result of trauma and violence associated with racism and racial segregation.
>
> Through its 53206 projects, MPS identifies in this budget what it plans to do. I respectfully suggest that this would be an incomplete approach. We need to take the lead by identifying and determining all conditions of inequity affecting children and families in the area and the expected responsibility of partners such as the City, County, state and other partners. Why can we not explain in the budget that improved performance is the joint responsibility of all, and not just the schools? I suggest that MPS should work in close collaboration with the Office of Accountability and Efficiency to identify the specific contribution of other parties to the eradication of the conditions that breed continued expressions of inequality in this area of the City. Then we should plan to expand this approach to other cities.

* * * * *

COMMITTEE ON STUDENT ACHIEVEMENT AND SCHOOL INNOVATION

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

(Item 1) Report with Possible Action Regarding Implementation of the Bilingual Resolution: Language Expansion

Your 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 19, 2014, the Board adopted Resolution 1415R-003, regarding bilingual multicultural education, which calls for Milwaukee Public Schools to establish the equivalent of a target zone that promotes bilingualism by first establishing an English/Spanish and then other bilingual and dual-language programs within the Board's District 6. Within a reasonable number of years, implementation would occur at the city-wide level until Milwaukee Public Schools becomes a school district in which students will graduate academically prepared in English and Spanish or be conversant in another language. The resolution further calls for full engagement of parents, staff, and other community stakeholders.

Since adoption of the resolution, district staff have been working with the community to implement the resolution. The presentation attached to the minutes of your Committee's meeting reviews current

bilingual expansions and language expansions proposed for the 2019-20 school year. Additionally, language-expansion flowcharts for Teaching for Biliteracy and the Seal of Biliteracy are reviewed.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rules Statement

Administrative Policy 7.15, Bilingual Instruction and Bicultural Education

Fiscal Impact Statement

N/A

* * * * *

(Item 2) Action on a Request to Approve the Instrumentality Charter School Contract with Academia de Lenguaje y Bellas Artes (ALBA) to Begin with the 2019-2020 School Year and to End with the Last Regularly Scheduled Day of the 2023-2024 School Year.

Background

Academia de Lenguaje y Bellas Artes (ALBA), located at 1712 S. 32nd Street, was established as an instrumentality charter school beginning with the 2004-2005 school year. ALBA's current contract is for up to a maximum of 493 full-time-equivalent (FTE) pupils in Head Start through grade 5. Since its inception, ALBA has received a five-year contract in each renewal cycle.

ALBA's mission is founded on the conviction that bilingual students can reach their full potential academically in English and Spanish when challenged through a rigorous curriculum that develops critical thinking, problem solving, and creativity through the integration of the fine arts. ALBA's students develop self-confidence and self-worth as their Hispanic cultural identity is both recognized and valued through the curriculum.

On February 28, 2019, the Board approved a five-year renewal for ALBA, as well as ALBA's expansion to serve grades 6-8, and authorized the Administration, in collaboration with the Board's Designee and the Office of the City Attorney, to begin contract negotiations with representatives from ALBA.

In May 2019, representatives from ALBA, the Office of Board Governance, the Office of the City Attorney, and the Administration met, reviewed, and negotiated the proposed modifications to the model instrumentality charter school contract and agreed to the redline contract as attached to the minutes of your Committee's meeting.

Contingent upon the Milwaukee Board of School Directors' approval, ALBA accepts the instrumentality charter contract, with the modifications as outlined in the attachments to the minutes of your Committee's meeting.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rules Statement

Administrative Policy 9.12, Charter Schools

Fiscal Impact Statement

The funds for this charter school contract will be included as part of the FY20 budget process. As a citywide specialty school, ALBA may receive an additional allocation as determined by the Board annually.

Implementation and Assessment Plan

Upon the Board's approval, the contract will be effective with the 2019-2020 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 Academia de Lenguaje y Bellas Artes (ALBA), as attached to the minutes of your Committee's meeting, to begin with the 2019-2020 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 balance of the Committees' reports.

* * * * *

(Item 3) Action on Resolution 1920R-004 by Director Peterson Regarding a Vision and Plan for the Schools Which Our Students Deserve

Background

At its meeting on May 30, 2019, the Milwaukee Board of School Directors referred Resolution 1920R-004 by Director Peterson regarding a vision and plan for the schools our students deserve to the Committee on Student Achievement and School Innovation:

> WHEREAS, Many people who testified during the hearings for the 2019-2020 Milwaukee Public Schools budget forcefully described areas of need for our students, families and staff; and
>
> WHEREAS, There is growing unity in our community that the students of MPS need and deserve smaller class sizes, additional social workers, psychologists, nurses and guidance counselors, full time librarians, full time art, music; and physical education teachers in all of our schools, quality professional development on matters such as restorative practices and culturally responsive teaching, bilingual education and Science, Technology, Engineering, Art, and Math (STEAM); and expanded three-year old kindergarten opportunities; and
>
> WHEREAS, All our students, no matter their special needs or the neighborhoods in which they live, deserve high-quality, certified teachers and support staff who stay with and are committed to MPS; and
>
> WHEREAS, Several surrounding school districts have the financial capacity to provide the abovementioned resources and staff to students in their communities; and
>
> WHEREAS, To obtain additional funding and to allocate all revenue in the most efficient way, it would be useful for the Board of School Directors to have an accurate and complete analysis of how much money is necessary to provide the schools that MPS students deserve; and
>
> WHEREAS, Community groups, the Milwaukee Teachers' Education Association (MTEA), and MPS's administrators in the recent past have created templates of "The Schools Our Children Deserve" and "Standards of Care," and yet a corresponding estimate of what each would cost has never been done; now, therefore, be it
>
> RESOLVED, That the Administration is hereby directed to develop a plan to engage stakeholders, including student, parent, civic, community, religious, and labor (including all MPS unions) organizations, in creating a robust outline of a vision of what it would take to ensure that all students get the public schools that they deserve; and, be it
>
> FURTHER RESOLVED, That after stakeholders' input has been received and synthesized, a financial analysis be done to accurately cost out the components of this vision of the schools our students deserve; and, be it
>
> FURTHER RESOLVED, That the Administration is to present its plan for engaging stakeholders in the next Board cycle.

The Administration is in agreement with the intent of the resolution, and is recommending its adoption. The Administration is suggesting a small amendment regarding flexibility in the timing of the plan being brought back to the Board. While the Administration will try to bring it back during the next Board cycle (July), the flexibility of having one additional Board cycle would be helpful in developing a quality plan; therefore, the Administration has amended the last Further Resolved to reflect bringing the plan back to the Board no later than the August Board cycle.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rules Statement

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

Fiscal Impact Statement

This item does not authorize expenditures. Upon adoption of the resolution by the Milwaukee Board of School Directors, and after stakeholders have been engaged to create an outline of a vision to ensure that all students get the public schools that they deserve, the Administration will conduct a complete fiscal analysis of what it would cost to implement the outline as called for in the resolution.

Implementation and Assessment Plan

Upon adoption of the resolution, the Administration will develop a detailed plan and process to engage stakeholders in creating an outline of a vision of what it would take to ensure that all students get the public schools that they deserve.

Committee's Recommendation

Your Committee recommends that the Board adopt Resolution 1920R-004 by Director Peterson regarding a vision and plan for the schools our students deserve as amended.

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

* * * * *

REGULAR ITEMS OF BUSINESS

(Item 1) Reports of the Board's Delegates

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

* * * * *

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

In an effort to support the goals identified by MPS as essential to the accomplishment of the MPS Vision and Mission, the President's activities during the month of May 2019 included the following:

Academic Achievement

Attended the following events:

- Pulaski's International Baccalaureate (IB) review by a national IB representative.
- MPS Student Leadership Conference at Serb Hall

Student, Family, and Community Engagement

Attended various community events, including:

- Project Aware's end-of-year celebration
- a bus tour by Reggie Jackson on the history of Milwaukee's Northside African American communities

- dedication of the Pulaski athletic field

Met with Micah's Education Committee and MTEA's Black Caucus
Met of the Milwaukee Public Library Board
Met with Tim Sheehy of the Metropolitan Milwaukee Association of Commerce

Effective and Efficient Operations

Met with MPS Superintendent Posley and the following individuals:

- Ellen Gilligan of the Milwaukee Foundation
- students majoring in education, with an invitation to apply to MPS

Participated in a two-day Beyond Diversity training

* * * * *

RESOLUTIONS

Resolution 1920R-007

By Director Siemsen

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 provides for the welfare of its employees, former employees, and their eligible dependents by maintaining one or more post-employment benefit plans; and

WHEREAS, The District first granted health insurance benefits for retirees to MPS staff as part of the 1973-74 bargaining agreements; and

WHEREAS, The District, for decades, covered the additional costs of these health benefits for retirees with a pay-as-you-go method, rather than pre-funding; and

WHEREAS, The pay-as-you-go method of covering the costs for these post-employment benefits produces an unfunded liability, in that no funds are set aside to pay for these costs at the time they are due; and

WHEREAS, In 2009, the unfunded liability for the retiree health insurance benefit had grown to $2.6 billion; and

WHEREAS, The District's actuary projected this $2.6 billion unfunded liability to grow to $4.9 billion by 2016; and

WHEREAS, The Wisconsin Department of Public Instruction acknowledged that it is fiscally appropriate to have the cost of funding such post-employment benefits recognized and provided for as such benefits accrue; and

WHEREAS, The Milwaukee Board of School Directors, on May 27, 2010, sought to fulfill its obligation to fund such post-employment benefits, as is fiscally appropriate, by approving the creation of an other post-employment benefit (OPEB) trust fund; and

WHEREAS, The Milwaukee Board of School Directors, on November 17, 2011, approved changes to retiree health and life insurance eligibility requirements and sick leave payout for future retirees, increasing the sustainability of the medical benefits in the face of escalating medical costs; and

WHEREAS, The Milwaukee Board of School Directors, on December 20, 2012, approved a recommendation to eliminate eligibility to earn retiree medical and life insurance benefits for all employees hired or rehired on or after July 1, 2013, and for all employees who, as of June 30, 2013, are in non-benefit-eligible positions and who transfer to benefit-eligible positions on or after July 1, 2013; and

WHEREAS, Due to each of these, and subsequent, actions taken by the Board, the District's unfunded liability was reduced to $1.4 billion as of July 1, 2013, and $997 million as of July 1, 2015; and

WHEREAS, Employees hired prior to July 1, 2013 are incentivized to accrue, rather than use, sick leave to meet the 90% of maximum sick leave balance to earn retiree health benefits; and

WHEREAS, Employees hired after July 1, 2013, earn sick leave at the same rate as employees hired before July 1, 2013, but are ineligible to earn a retiree health benefit as an incentive to accrue, rather than use, sick leave; and

WHEREAS, An analysis by the Office of Accountability and Efficiency showed an increased use in the number of sick days used by teachers in the fiscal years between 2015 and 2017; now, therefore, be it

RESOLVED, That the Board direct the Administration, in conjunction with the Office of Accountability and Efficiency, to explore options surrounding the creation of a defined contribution retiree health benefit that incentivizes an employee's accrual of sick leave; and be it

FURTHER RESOLVED, That, in exploring options, the following parameters are to be observed:

- Affordability
- Sustainability
- Competitiveness for the purpose of attraction and retention of employees; and be it

FURTHER RESOLVED, That this exploration include input from various bargaining units; and be it

FURTHER RESOLVED, That the options explored, their estimated short term and long term fiscal impacts, and possible recommendations be brought back the Board no later than the December 2019 Board cycle.

Referred to the Committee on Accountability, Finance and Personnel

ITEMS DEFERRED

The Board returned to consideration of Item 1 of the Reports and Communications from of the Office of Accountability and Efficiency, Action on a Request to Retire to Executive Session in Order to Confer with Legal Counsel Regarding Litigation in Which the Board Is or Is Likely to Become Involved.

Director Baéz moved to retire to executive session, pursuant to Wis. Stat., ection 19.85(g). 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.

The Board retired to executive session at 9:31 p.m.

The Board reconvened in open session at 10:01.

Director Herndon moved to approve the reorganizational structure of the Office of Accountability and Efficiency, with the appointment of Matthew Chason as the Senior Director of the Office of Accountability, and to further direct that the Senior Director move forward with executing the reorganizational structure, inclusive of the updated job descriptions, within the budgeted allocation and authority for FY20.

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

The Board adjourned at 10:03 p.m.

JACQUELINE M. MANN, Ph.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JULY 25, 2019

Regular meeting of the Board of School Directors called to order by President Miller at 6:32 P.M.

Present — Directors Báez, Herndon, O'Halloran, Peterson, Phillips (6:38 PM), Siemsen, Woodward, and President Miller — 8.
Absent and Excused — Director Taylor — 1.

Before commencing with the agenda, President Miller requested a moment of silence to commemorate the passing of:

- Gaynell Price, a retired long-time secretary at Washington High School, who passed away June 23, 2019;
- G. Dwight Hamilton, a MPS music teacher and chorale director, who passed away on June 29, 2019; and
- Advenice Sisk, a retired safety supervisor, who passed away on July 12, 2019.

AWARDS AND COMMENDATIONS

Due to unforeseen circumstances, the presentation of the Excellence in Education Award, originally scheduled for this meeting, was postponed.

* * * * *

APPROVAL OF MINUTES

The minutes of the special and regular board meetings of June 2019 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

School Visits

School visits remain a priority and serve as an excellent mechanism for gathering feedback to support the District's improvement efforts. This month, the schools I visited included Vieau Elementary School for the first day of the July Summer Academy and Auer Avenue Elementary. The MPS Summer Academy aims to provide an engaging and enriching experience for students in the summer months. Students will participate in a variety of field trips, arts-integrated activities, and exciting in-school programs.

Special Recognition: LULAC National Convention & Exposition

I would like to take this opportunity to recognize the many MPS staff, students, and families who participated in the League of United Latin American Citizens' (LULAC's) recent National Convention and Exposition, which took place in Milwaukee July 10-13. This year's convention was special due to celebrating 90 years (1929-2019) of LULAC's transforming communities through service. There were many meaningful and educational opportunities for all attendees, including an emphasis on strengthening our communities and supporting our youth. LULAC has made many contributions to K-12 public education, and I was very proud to accept the Champion of Education award on behalf of Milwaukee Public Schools and all students and families that are part of the District.

Events, Programs, Announcements

Four MPS Schools Approved to Pursue IB Authorization

After countless hours of preparation, four MPS schools will begin the journey toward International Baccalaureate (IB) authorization. ALBA School, Marvin Pratt Elementary School, Gilbert Stuart School, and Morse Middle School will spend the next 12 to 24 months implementing the IB program and undergoing evaluations.

ALBA, Pratt, and Stuart are candidate schools for the IB Primary Years Programme (PYP), and Morse is a candidate for the IB Middle Years Programme (MYP). The IB programme offers a rigorous academic curriculum that prepares students for a global society, emphasizes good citizenship, and enhances personal development. During the candidate phase, ALBA, Pratt, Stuart, and Morse will receive customized support from the IB organization, from the IB regional office, from a consultant who is fully trained in global IB policies, and from an MPS IB support consultant. These schools will also have access to the IB online curriculum center, where they can obtain IB publications and teaching materials and participate in online forums with others around the world.

Throughout the candidacy process, students will engage in learning that encourages them to ask challenging questions, to think critically, to develop research skills, to develop multilingual skills, and to use their learning to make positive changes in their communities and in the world.

Girls in CampHERO Tackle Careers in Protective Services

About 28 high-school girls from across two counties spent a week training as firefighters, police officers, and EMTs, learning valuable skills and finding out what it takes to embark on a career as a hero. Ten MPS students took part through a sponsorship through the MPS Office of Extended Learning Opportunities.

Girls had the chance to train with firefighters, to learn CPR and self-defense, to tour fire and police facilities, to interact with horses and mounted police officers, to experience the Milwaukee Fire Department boat on Lake Michigan, to process crime-scene evidence, and more. Many of the girls shared that they are considering careers in these areas and were excited for this preview of what their work might be like.

CampHERO is made possible by Girl Scouts of Wisconsin Southeast, Milwaukee Fire Department, Milwaukee Police Department, Milwaukee Fire and Police Commission, and Milwaukee Area Technical College (MATC).

Teachers, Paraprofessionals, and School Nutrition and Building Operations Staff Attend an MPS Job Fair

Milwaukee Public Schools hosted job fairs this summer to attract teachers, paraprofessionals, and school nutrition and building operations staff. MPS teachers are needed across the district for many grade levels, subjects, and specialties, including special education. Part-time positions are available.

MPS seeks licensed teachers as well as early-career and retired teachers, professionals looking for a career change, individuals wishing to complete bachelor's degrees in education, paraprofessionals, and others with special circumstances who dream of teaching.

Two Job fairs were held on June 29 and July 13, 2019, and the third job fair will be held on Saturday, August 3, 2019, from 10 a.m. to 12:30 p.m. at Wisconsin Conservatory of Lifelong Learning, 1017 N. 12th St.

MPS Breaks Ground on Green Spaces

Milwaukee Public Schools, together with generous funders and community partners, announced a multimillion-dollar investment in Milwaukee schools and neighborhoods on Tuesday, July 9, at Longfellow School. As part of an ongoing cycle, the District is beginning work that will reduce pavement and increase green space at four MPS schools, adding to several previous projects.

Improvements will include installation of bioswales to manage stormwater, the addition of outdoor classrooms, planting of trees, areas to serve as school gardens, and plans for curriculum that will incorporate ecology, sustainability, and freshwater sciences. The improvements will have an impact on neighborhoods, provide community access, and improve the quality of life in the city.

MPS and partners have embarked on an ambitious plan to develop many schoolyards across the city through the Greener Healthier Schools Program. Building from previous projects' successes, four schools are launching projects this month. An additional five schools are slated for schoolyard-redevelopment projects in following years. Major project partners currently include Milwaukee Public Schools and the MPS Foundation, the Milwaukee Metropolitan Sewerage District, the City of Milwaukee, National Fish and Wildlife Foundation's Sustain Our Great Lakes Program, Fund for Lake Michigan, Reflo, Funders' Network's Partners for Places Grant, the Burke Foundation, the Greater Milwaukee Foundation, private donations, in-kind contributions, and school fundraising.

Children who learn and play in green spaces are shown to exhibit a number of benefits to academics and well-being: Spending time in nature advances children's academic performance, focus, behavior, and love of learning. Green schoolyards enhance mental health and well-being and promote social and emotional development.

Green schoolyards offer a variety of active play options that engage children of varying fitness levels, ages, and genders.

MPS Serves Free Breakfast and Lunch at 91 School Locations

Milwaukee Public Schools is offering free breakfast and lunch to children and teens 18 years of age and under. Summer meals, including dinner at many sites, are served now through the beginning of August at school locations throughout Milwaukee. The summer meal program, which provides free, healthful meals, is combined with other summer programming.

MPS is proud to participate in the U.S. Department of Agriculture's Summer Food Service Program, which is administered by the Wisconsin Department of Public Instruction.

Families can find the nearest meal location or meal-service dates and times at http://mps.milwaukee.k12.wi.us/MPS-English/CFO/Nutrition/Resources/SummerMealSites.pdf or by dialing 211 from a cell phone or (866) 211-3380 from a landline phone. Neon green signs are outside schools to help designate locations of free meals. Below is a list of MPS summer meal locations.

Allen Field	Congress	Grantosa	Lincoln Avenue
Bethune	Cooper	Greenfield	Longfellow
Bradley Tech	Craig	Hamilton	Maple Tree
Browning	Doerfler	Hayes	Metcalfe
Brown Street	Eighty-First Street	Holmes	MHSA
Carmen Northwest	Engleburg	Hopkins Lloyd	MCP-Lloyd
Carmen South	Fairview	Jackson	Mitchell Street
Carmen Southeast	Fernwood	Kagel	Morgandale
Carson	Fifty-Third Street	Keefe	Neeskara
Carver	Forest Home	King Elementary	Riley
Cass	Fratney	Kluge	Riverwest
Clarke	Gaenslen	LaCausa	Rogers
Clement Avenue	German Immersion	LaFollette	Rufus King HS

Sherman	Thurston Woods	Washington
Siefert	Townsend	Westside I
Story	Vieau	Zablocki

In accordance with federal civil rights law and the U.S. Department of Agriculture's (USDA's) civil rights regulations, and policies, the USDA, its agencies, offices, and employees, and institutions participating in or administering USDA's programs are prohibited from discriminating based on race, color, national origin, sex, disability, or age or in reprisal or retaliation for prior civil rights activity in any program or activity conducted or funded by USDA.

Awards/Recognition

MPS Schools Recognized for Behavior, Reading, and Mathematics

The following 100 MPS schools were recognized by the Wisconsin RtI Center and the Wisconsin Department of Public Instruction and received gold, silver, and bronze awards for behavior, reading, and mathematics. This is one of the many ways we are contributing to improving district and school culture.

	Level of Recognition for		
School	Behavior	Reading	Math
Academy of Accelerated Learning	Gold	Gold	Gold
ALBA	Gold	Gold	Gold
Alcott Elementary School	Bronze		
Allen-Field Elementary School	Silver	Silver	Silver
Alliance School of Milwaukee	Bronze		
Audubon High School	Bronze		
Audubon Middle School		Bronze	Bronze
Auer Avenue Elementary School	Bronze		
Barbee Elementary School	Bronze	Silver	Silver
Barton Elementary School	Silver		
Bay View High School			Bronze
Bay View Montessori School		Silver	
Bethune Academy	Silver	Silver	Silver
Brown Street Academy	Silver		
Browning Elementary School	Bronze		
Bryant Elementary School	Gold	Gold	Silver
Burbank Elementary School	Silver	Bronze	
Burdick Elementary School	Bronze		Silver
Carson Academy	Bronze	Bronze	
Clemens Elementary School	Silver		
Clement Avenue Elementary School	Bronze	Silver	Silver
Cooper Elementary School	Silver		
Curtin Elementary School	Bronze	Silver	Silver
Doerfler Elementary School	Silver		
Eighty-first Street Elementary School	Silver		
Emerson Elementary School	Bronze		
Engleburg Elementary School	Silver	Silver	Silver
Fairview Elementary School	Bronze	Silver	Bronze
Fernwood Montessori School		Silver	Silver
Forest Home Elementary School	Silver	Silver	Silver
Franklin Elementary School		Bronze	
Fratney Elementary School	Silver		
Garland Elementary School	Silver	Silver	Silver
Goodrich Elementary School		Silver	Bronze
Grant Elementary School	Silver		
Grantosa Elementary School	Silver		
Greenfield Bilingual	Gold	Silver	Gold
Hamilton High School	Bronze		
Hampton Elementary School	Silver	Silver	Silver
Hawley Environmental School	Silver	Bronze	Bronze

School	Level of Recognition for		
	Behavior	Reading	Math
Hawthorne Elementary School	Bronze	Silver	Silver
Hayes Bilingual School	Bronze		
Hi-Mount Elementary School	Silver	Silver	Silver
Honey Creek Elementary School		Silver	Silver
Hopkins-Lloyd Community School	Bronze		
Humboldt Park Elementary School	Silver	Silver	Silver
IDEAL School		Bronze	Bronze
James Madison Academic Campus	Bronze		
Kagel Elementary School	Silver	Silver	Silver
Keefe Avenue Elementary School			Bronze
Kilbourn Elementary School			Bronze
La Causa Charter School	Bronze		
LaFollette Elementary School		Silver	Silver
Lancaster Elementary School	Silver	Bronze	
Lincoln Avenue Elementary School	Silver	Gold	Gold
Lincoln Middle School		Silver	Bronze
Longfellow Elementary School	Silver	Silver	Silver
Lowell International Elementary School	Silver	Silver	Silver
Manitoba Elementary School	Silver		
Maple Tree Elementary School	Bronze		
Marshall High School	Bronze		
Maryland Avenue Montessori School	Silver		
Meir School		Bronze	Bronze
Metcalfe Elementary School	Bronze		
Milwaukee Academy of Chinese Language	Bronze		
Milwaukee French Immersion School	Bronze		
Milwaukee German Immersion School	Silver		
Milwaukee Parkside School		Bronze	Silver
Milwaukee School of Languages	Bronze		
Milwaukee Spanish Immersion School	Silver	Silver	Silver
Mitchell Elementary School	Silver		
Morgandale Elementary School	Bronze		
Morse Middle School	Silver		
Neeskara Elementary School	Silver		
Ninety-fifth Street Elementary School	Silver	Silver	Silver
North Division High School	Bronze		
Parkview Elementary School	Bronze	Bronze	Bronze
Pratt Elementary School	Silver		
Project STAY	Bronze		
Riley Elementary School	Silver		
River Trail Elementary School		Bronze	
Riverwest Elementary School		Silver	Bronze
Rogers Street Academy	Silver	Bronze	
Ronald Reagan High School	Gold	Gold	Silver
Sherman Elementary School			Bronze
Starms Discovery School	Bronze		
Starms Early Childhood	Bronze		
Stuart Elementary School	Silver		
Thoreau Elementary School		Bronze	
Thurston Woods Elementary School	Bronze	Silver	Silver
Townsend Street Elementary School	Bronze	Bronze	Bronze
Transition High School	Bronze	Bronze	Bronze
Trowbridge Street School	Silver	Silver	Silver
Victory Elementary School	Bronze	Silver	Silver
Vieau Elementary School	Silver	Silver	Silver
Washington High School	Bronze		
Wedgewood Park School	Silver	Bronze	Bronze

School	Level of Recognition for		
	Behavior	Reading	Math
Westside Academy	Silver		Silver
Whitman Elementary School	Bronze	Silver	Silver
Whittier Elementary School	Silver	Silver	Silver
Zablocki Elementary School	Silver	Bronze	

* * * * *

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

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

Background

The State of Wisconsin's budget process concluded on July 3, 2019. Governor Evers used his veto authority to increase per-pupil categorical aid funding in a manner that will provide districts more per-pupil funding in each year of the biennium than did the budget prepared by the Legislature. In the simplest terms for local budgeting purposes, districts will see a $263 per-pupil increase in 2019-20 and an additional $179 per-pupil increase in 2020-21.

Because the use of the veto pen allows only so much flexibility, the increases, when looked at in year-to-year terms, are higher overall but uneven. To further confuse the issue, the per-pupil totals are made up of two different types of funding: a "revenue-limit per pupil" increase combined with a "per-pupil categorical aid" increase.

Although the year-to-year increase in the second year is lower than that of the first year, it is important to understand that the total increase in the second year ($442) is higher than what was provided in the budget that had been submitted to the Governor ($404).

In more complex terms, through the use of the veto, the Governor has increased per-pupil categorical aid in the first year of the biennium by $88. That $88, combined with a $175 revenue-limit increase, provides the $263 in 2019-20. The $88 of per-pupil categorical aid is sustained in 2020-21, but could not be increased through the use of the veto. As a result, the $179 increase into 2020-21 will be to the revenue limit alone.

In addition, a new piece of funding, named "supplemental per-pupil categorical aid," may provide up to three dollars more per pupil. That potential funding and the process for its distribution will need to be confirmed before being added to any budget projections used by school districts.

The budget's activity summary and analysis, including the Governor's vetoes, provided by the Department of Public Instruction has been provided under separate cover.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Statement

Board Governance Policy BG 2.13, Board Legislation Program

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

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

* * * * *

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

Background

The mission of the Southeastern Wisconsin Schools Alliance (SWSA), which comprises school districts in southeastern Wisconsin, is to support and promote world-class schools through research, advocacy, public policy, and effective communication for the benefit of students and the economic vitality of the region. In striving to achieve this mission, the goal of the Alliance is to identify issues on which member districts can agree and for which they can advocate. Pursuant to Section 66.0301 of the Wisconsin Statutes, member school districts agree to enter into the agreement as provided under separate cover and as defined by the Southeastern Wisconsin Schools Alliance's resolution, which also has been provide under separate cover, to achieve this goal. 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 2019-20 remains at $3,200.

Also provided under separate cover for the Board's information are the SWSA's 2018-19 annual report and a list of participating districts.

Strategic Plan 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 1.02, Goals

Fiscal Impact Statement

The Southeastern Wisconsin Schools Alliance's annual participation fee for 2019-20 is $3,200.

Implementation and Assessment Plan

Once the Board has adopted the resolution and approved submission of the Participation Agreement, the Office of Board Governance will forward the signed documents to the SWSA.

Recommendation

The Office of Board Governance recommends that the Board:

1. adopt the resolution as provided under separate cover; and
2. authorize the Board's President and the Board Clerk to sign and submit the Participation Agreement as provided under separate cover, along with the $3,200 membership fee, to the Southeastern Wisconsin Schools Alliance (SWSA).

Director Báez moved to approve the recommendation of the Office of Board Governance. The motion passed, the vote being as follows:

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

* * * * *

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

Public Sector Champion Award

On July 16, 2019, the Women's Business Development Center recognized the District's diversity of suppliers and its efforts in regard to contracting inclusion with the Public Sector Champion Award. While this recognition is awarded individually, it was made possible by the Contract Compliance Services (CCS) team, and it is the team's efforts and achievements that are highlighted.

The CCS team fulfills the Board's support of Historically Underutilized Businesses (HUB) as set forth in Administrative Policy 3.10. The team provides mentorship to business enterprises, strategic planning in concert with advisory committees, and transparency surrounding MPS's purchasing and bidding procedures.

Reorganization of the Office of Accountability and Efficiency (OAE)

On June 27, 2019, the Board took action to approve the reorganization of the OAE. We are working with the Administration and the Office of Board Governance to move forward with the approved changes.

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

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 2019 meeting.

REGULAR ITEMS OF BUSINESS

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

Classified Personnel Transactions

Codes	Name	Position	Salary	Date
		New Hires		
2	Charles Allen	Building Service Helper I	$13.12/hr.	06/03/2019
2	Jonquel Moton	Building Service Helper I	$13.12/hr.	06/03/2019
		Promotions		
2	Curtis Blake	Boiler Attendant	$38,839.58	06/10/2019
5	Mark Hinkens	Boiler Attendant	$37,399.30	06/10/2019
5	Cheyenne Williams	Boiler Attendant	$37,698.08	06/10/2019
4	Aracelis Ayala	Secretary II	$34,836.97	06/17/2019

Certificated Appointments

Teachers

Codes	Name	Position	Division	Salary	Start Date
5,r	Gervais, Karen	Special Ed Multicategorical	B	$45,000.00	8/26/2019
5,r	Hendersen, Emily	Gen Elem & K8 All Grades	B	$42,500.00	8/26/2019
5,r	Mier, Bradley	Gen Elem & K8 All Grades	B	$42,500.00	8/26/2019
5,nr	Mount, Kathleen	SAGE	B	$46,472.63	8/26/2019
5,r	Oudenhoven, Amanda	Multicategorical Comp Sen	B	$67,018.98	8/26/2019
5,r	Salzman, Hailey	Gen Elem & K8 All Grades	B	$42,500.00	8/26/2019
1,nr	Stillman, Naomi	Gen Elem & K8 All Grades	B	$42,360.01	8/26/2019
5,nr	Turner, Toby	Gen Elem & K8 All Grades	B	$44,313.51	8/26/2019
5,r	Van Drisse, Michelle	Gen Elem & K8 All Grades	B	$42,500.00	8/26/2019
5,nr	Zimmers, Annie	Gen Elem & K8 All Grades	C	$65,500.00	8/26/2019

Teachers — Early Start

Codes	Name	Position	Division	Salary	Start Date
2,r	Hill, Karen	Multicategorical Comp Sen	B	$52,920.11	8/5/2019
5,nr	Moore, Danielle	Social Studies	B	$42,500.00	8/5/2019
5,r	Sikich, Carol	English	B	$42,500.00	8/5/2019

Permit Teacher — Early Start

Codes	Name	Position	Division	Salary	Start Date
2,r	Campbell, Ingrid	Social Studies	B	$42,360.01	8/5/2019

Codes and Counts

(a) Reappointment without tenure
(b) Reappointment with tenure
(nr) Non-Residents
(r) Residents
(1) Native American 1
(2) African American..... 2
(3) Asian/Oriental/Pacific Islander 0
(4) Hispanic 0
(5) White..... 11
(6) Other 0
(7) Two or More Ethnic Codes 0
Males..... 2
Females 12

Leaves of Absence

	Present Assignment	Effective From
Illness Leave, April 2019		
Robert Miskelly	Lincoln MS	04/23/2019
Illness Leave, May 2019		
Anita Higgins	Longfellow	05/24/2019
Ana Santiago	South Division	05/03/2019
Personal Leave, August 2019		
Rebecca Skurulsky	Division of Special Services — Wasau	08/16/2019

Report on Certificated Resignations and Classified Retirements

Reason	Yrs of Svc	Ethnic Code	Name	Position	Location	Effective Date
			Certificated Resignations			
Retire	20.8	5	Martha Anderson	Teacher	Sherman	06/14/2019
Personal	0.9	5	Michelle Anderson	Nurse	Central Svcs	05/27/2019
Retire	10.9	5	Carol Arendt	Nurse	Central Svcs	06/14/2019
Personal	3.9	5	Kelsey Backlund	Teacher	German Imm	06/14/2019
Personal	4.9	2	Fredrick Perry	Teacher	Ronald Reagan	05/24/2019
Personal	13.4	5	David Bouchard	Teacher	MacDowell	05/24/2019
Other Work	6.8	5	Cory Bova	Teacher	Rufus King HS	05/24/2019
Personal	0.9	2	Nyande Bowers	Teacher	Bradley Tech	05/24/2019
Other Work	24.4	2	Teresa Bradshaw	Teacher	WCLL	05/28/2019
Personal	0.8	2	Ranisha Brown	Nurse	Central Svcs	06/14/2019
Personal	27.9	2	Elserita Burton Crosby	Teacher	Kilbourn	06/14/2019
Other Work	20.5	5	Sarah Burzynski	Teacher	Starms	06/14/2019
Other Work	2.8	4	Viviana Buzo	Rec Assoc II	Central Svcs	06/12/2019
Personal	18.9	4	Yadira Calero	Teacher	Mitchell	06/14/2019
Personal	18.9	5	Jennifer Carlson	Teacher	Grant	06/14/2019
Other Work	11.9	5	Maureen Carrigan	Teacher	Burbank	06/14/2019
Personal	18.3	5	Ted Catalano	Teacher	HS of the Arts	05/24/2019
Other Work	5.8	5	Megan Christensen	Counselor	Ronald Reagan	05/31/2019
Personal	6.2	2	Angel Duckworth	Teacher	LaFollette	06/14/2019
Other Work	16.9	5	Angela Duncan	Teacher	Lancaster	06/14/2019
Personal	0.9	5	Christa Dyrssen	Teacher	Gaenslen	06/14/2019
Other Work	1.9	5	Briana Ellis	PT	Central Svcs	06/14/2019
Personal	19.9	2	Lacari Gant	Teacher	Carson	06/30/2019
Other Work	11.4	5	Heath Garland	Coordinator	South Division	06/30/2019
Personal	1.9	5	Jenny Hansen	Teacher	Riverwest	06/14/2019
Retire	20.0	5	Honore Harvey	Coordinator	Central Svcs	08/27/2019
Personal	3.9	2	Danielle Jacobs	Teacher	Vincent	07/31/2019
Personal	3.8	5	Adam Jeschke	Teacher	Bradley Tech	05/24/2019
Other Work	16.9	5	Katie Juzenas	Teacher	Goodrich	06/14/2019
Personal	13.7	4	Gloria LaLlave	Teacher	Allen Field	06/14/2019
Personal	11.9	2	Alan Livingston	Psych	Central Svcs	06/30/2019
Personal	3.2	6	Blake Marlowe	Teacher	Hamilton	05/24/2019
Personal	10.4	5	Natalie Moeschberger	Teacher	MSL	05/28/2019
Retire	28.3	5	William Molbeck	Commissioner of Athletics	Central Svcs	08/02/2019
Other Work	4.8	4	Omar Morales Mendoza	Teacher	MSL	05/24/2019
Personal	0.9	4	Zuleyka Morales Ramos	Teacher	Riverside	05/31/2019
Personal	0.9	5	Katherine Mullahy	Teacher	Hopkins Lloyd	06/14/2019
Other Work	5.9	5	Stephen Nagy	Teacher	JMAC	05/27/2019
Personal	28.9	5	Jennifer O'Connor	Teacher	Trowbridge	06/14/2019
Other Work	1.9	5	Dorothy Onopa	Teacher	Cass	06/14/2019
Other Work	4.8	5	Eve Orwig	Teacher	Hamilton	05/24/2019
Retire	24.6	5	Heide Panasiuk	PT	Central Svcs	06/14/2019
Retire	35.3	5	Sandra Pelkowski	Teacher	Project Stay	06/30/2019
Retire	31.8	5	Michelle Pera	Teacher	Central Svcs	06/14/2019

Reason	Yrs of Svc	Ethnic Code	Name	Position	Location	Effective Date
Personal	0.9	5	Bradley Perkins	Teacher	Morse	05/24/2019
Personal	4.9	4	Marilyn Pinto	Teacher	Fratney	06/14/2019
Retire	28.8	4	Norma Quiles	Teacher	Kagel	06/15/2019
Personal	7.9	5	Jessica Quindel	Principal	Fratney	06/26/2019
Personal	2.8	5	Alissa Ratzsch	Teacher	Hayes	06/14/2019
Personal	15.8	2	Aziza Razaa	Teacher	Meir	05/24/2019
Other Work	4.8	4	Isamary Reyes Rosario	Teacher	MSL	05/24/2019
Other Work	4.8	5	Rebekah Rice	Teacher	JMAC	05/24/2019
Personal	7.8	2	Evette Riley	Teacher	Vincent	05/24/2019
Other Work	20.2	5	Elisabeth Robinson	Teacher	Lancaster	06/17/2019
Personal	3.6	5	Rachel Sanfelippo	Teacher	Victory	06/14/2019
Personal	0.9	5	Lindsey Schwenn	Teacher	Bethune	06/14/2019
Personal	2.6	2	Jerrion Shell	Teacher	Carson	06/17/2019
Personal	5.6	2	Cornell Stallworth	Teacher	WCLL	05/24/2019
Personal	3.9	5	Linda Steffens	Library Media Specialist	MSL	05/27/2019
Personal	0.6	2	Kiara Stewart	Teacher	Washington	05/24/2019
Retire	5.0	5	Christina Swaze	Teacher	Burbank	08/01/2019
Other Work	1.5	5	James Swim	Teacher	Pulaski	05/24/2019
Other Work	3.9	3	Thomas Thao	Teacher	Zablocki	06/14/2019
Other Work	1.9	4	Marissa Virrueta	Teacher	Carson	06/14/2019
Personal	6.9	6	Jessica Votava	Teacher Leader	Central Svcs	06/24/2019
Personal	4.0	3	Meghan Wagner	Teacher	Project STAY	05/24/2019
Retire	20.4	2	Lauretta Waters	Teacher	53rd Street	06/14/2019
Personal	9.9	5	Melissa Wescott	Teacher	Central Svcs	06/14/2019
			Classified Retirements			
Retire	21.8	5	Bonnie Amborn	Para	Sherman	06/15/2019
Retire	18.2	5	Mary Bargenquast	Para	81st Street	06/15/2019
Retire	27.4	5	Sharon Biedenbender	Gen'l Ed Asst	Victory	06/15/2019
Retire	19.7	5	Mary Burkee	Para	95th Street	06/15/2019
Retire	22.5	2	Terrie Cherry	Para	Parkside	06/16/2019
Retire	20.3	2	Nathaniel Enis	Boiler Attendant	Hamilton	06/01/2019
Retire	33.2	4	Rita Figueroa	FSA in Chg	Curtin	06/15/2019
Retire	31.3	5	Linda Gianni	Safety Asst	School Safety	06/15/2019
Retire	31.8	2	Debra Gordon	Kitchen Mgr I	Clarke Street	06/15/2019
Retire	31.6	2	Corener Harris	Gen'l Ed Asst	95th Street	06/01/2019
Retire	23.8	5	Sheila Heinen	Kitchen Mgr III	Wedgewood Park	06/15/2019
Retire	30.2	2	Vickie Jones	BSH I	North Division	06/07/2019
Retire	23.4	5	Susan Latus	Para	AAL	06/15/2019
Retire	21.3	5	Michael Lawrence	Para	Humboldt Park	06/15/2019
Retire	26.1	2	Debra Lawson	Nurse Assoc	Central Svcs	06/15/2019
Retire	12.1	2	Clara Lockett	CHA	53rd Street	06/14/2019
Retire	27.7	2	Vonda Mccants	FSA in Chg	Siefert	06/15/2019
Retire	6.7	5	Astrid Mehring	Para	German Imm	06/15/2019
Retire	23.7	5	Christine Oulahan	Para	Hartford	06/15/2019
Retire	33.6	2	Donna Patterson	CHA	Holmes	06/15/2019
Retire	20.8	5	Susan Rick	FSA in Chg	Fernwood	06/16/2019
Retire	30.7	5	Peggy Schaff	Secretary II	Bradley Tech	06/22/2019
Retire	31.7	2	Jerry Smith	Safety Asst	School Safety	06/15/2019
Retire	30.1	5	April Sved	Para	Fairview	06/15/2019
Retire	36.1	2	Lolita Taylor	BSH II	North Division	06/04/2019
Retire	26.8	2	Patricia Terry	BSH II	MacDowell	06/12/2019
Retire	29.3	5	Kathleen Tolbert	CHA	Gaenslen	06/15/2019
Retire	17.4	5	Jodi Waskiewicz	FSA	Central Svcs	06/14/2019
Retire	18.4	2	Mary Wesley	Para	Grantosa	06/15/2019
Retire	21.7	5	Jennifer Whetter	Para	Craig	06/15/2019
Retire	28.4	2	Zellie Williams	Gen'l Ed Asst	Westside Acad	06/15/2019
Retire	23.6	4	Yvonne Witczak	Para	Longfellow	06/15/2019
Retire	36.8	5	Judith Zlotocha	Kitchen Mgr Asst	Parkside	06/08/2019

Affirmative Action Monthly Personnel Transaction Report

The Affirmative Action monthly personnel transaction report for June 2019 has been provided under separate cover. This is an informational report, and no action is required.

Administration's Recommendation

The Administration recommends that the Board approve the promotions, appointments, and leaves as listed above, to be effective upon approval by the Board.

Director Woodward moved to retire to executive session. 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 6:49 PM.

The Board reconvened in open session at 7:17 PM.

Director Woodward moved to approve the Administration's recommendation. The motion passed, the vote being as follows:

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

* * * * *

(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	Position	Location	Sched	Range	Amount
4, nr	Eduardo Galvan	Regional Superintendent	Office of the Chief of School Administration	03	16A	$139,731
2, nr	Carletta Noland	Regional Superintendent	Office of the Chief of School Administration	03	16A	$139,582
2, r	Toni Dinkins	Regional Superintendent	Office of the Chief of School Administration	03	16A	$129,499
5, r	Marko Radmanovic	Principal II — K-8, Vieau	Office of the Chief of School Administration	03	14T	$111,407
4, nr	Veronica Leshok	Principal I — K-6, Fratney	Office of the Chief of School Administration	03	13T	$102,025
2, r	Anesia Hayes	Principal I — K-8, King, Jr.	Office of the Chief of School Administration	03	13T	$101,901
2, r	Afrika Hughes	Specialized Services Regional Manager II	Office of the Chief of School Administration	03	12A	$97,534
5, nr	Mark Bethel	Construction Engineer	Office of the Chief of School Administration	03	11A	$90,000
2, r	Melissa Maxwell	Assistant Principal — IB, Morse Middle School	Office of the Chief of School Administration	03	11C	$87,942

Codes	Name	Position	Location	Salary Sched	Salary Range	Salary Amount
4, r	Regina Flores	Contract Compliance Manager I	Office of Accountability & Efficiency	03	11A	$84,342
4, r	Bertha Rodriguez	Assistant Principal — K-8, Vieau	Office of the Chief of School Administration	03	10C	$76,160
3, nr	Chinou Yang	Systems Administrator	Office of the Chief of Human Resources	03	06A	$75,000
2, r	Brian Terrell	Financial Planning and Budget Coordinator III	Office of the Chief of Finance	03	08A	$73,047
2, nr	Alex Terry	Building Operations Supervisor I	Office of the Chief of School Administration	03	09A	$72,000
2, r	Tyrone Kendrick	Building Operations Supervisor I	Office of the Chief of School Administration	03	09A	$70,400
5, nr	Lynn Clark	Dietitian Specialist I	Office of the Chief of Finance	03	08A	$65,474
5, nr	Emily Holzwart	Dietitian Specialist I	Office of the Chief of Finance	03	08A	$65,474
5, nr	Christina Rothe	Dietitian Specialist I	Office of the Chief of Finance	03	08A	$65,474
5, r	Rebecca Smessaert	Dietitian Specialist I	Office of the Chief of Finance	03	08A	$65,474
5, r	Skyler Harmon	Recreation District Coordinator II	Office of the Chief of Finance	03	07A	$62,446
5, nr	Carla Woyak	Administrative Assistant III	Office of the Chief of Finance	03	03A	$54,275
2, r	LaWanda Cameron	Recreation Supervising Associate II	Office of the Chief of Finance	03	04A	$50,387
5, r	Lyndsay Dake	Recreation Supervising Associate II	Office of the Chief of Finance	03	04A	$50,387
2, r	Jordan Thornton	Recreation Supervising Associate II	Office of the Chief of Finance	03	04A	$50,387
2, r	Katerica Johnson	Administrative Assistant III	Office of the Chief of School Administration	03	03A	$46,770
6, r	Stephanie Johnson	Administrative Assistant III	Office of Board Governance	03	03A	$46,770

Recommended Reassignments

The Superintendent recommends that the following individuals be appointed to the reassignments indicated, to be effective upon approval by the Board.

Codes	Name	Position	Location	Salary Sched	Salary Range	Salary Amount
2, nr	Syvell Hall	Asst. Principal III — Groppi High School	Office of the Chief of School Administration	03	12C	$92,711
5, r	Steven Emmling	Asst. Principal I — Burdick Elementary	Office of the Chief of School Administration	03	10C	$91,966
5, r	Joel Eul	Asst. Principal I — 53rd Street Elementary	Office of the Chief of School Administration	03	10C	$91,966
2, r	Carlos Hubbard	Asst. Principal III — Washington High School	Office of the Chief of School Administration	03	12C	$91,097
2, r	Nicole Kirksey Davis	Asst. Principal III — Rufus King High School	Office of the Chief of School Administration	03	12C	$89,495
5, nr	Brian Fink	Asst. Principal III — MacDowell High School	Office of the Chief of School Administration	03	12C	$86,530
2, r	Phillip Rhymes	Asst. Principal III — Madison High School	Office of the Chief of School Administration	03	12C	$86,530
5, r	Roosevelt Stewart	Asst. Principal I — Milwaukee Parkside	Office of the Chief of School Administration	03	10C	$86,530
5, r	Alex Kuxhause	Asst. Principal III — Bay View High School	Office of the Chief of School Administration	03	12C	$85,847

Recommended LTE Contracts *(to be effective upon the Board's approval)*

The Superintendent recommends that the Board review and approve the following LTE Contracts exceeding sixty days, pursuant to Administrative Policies 6.23(4)(b) and 6.37(5).

Codes	Name	Position	Location	Hourly Wage	Dates
5, nr	Eugene Jones	Assistant Board Clerk	Office of Board Governance	$50.00	07/20/19-04/20/20
2, nr	Sharif Mansur	Special Projects Coordinator	Office of Communications & School Performance	$40.00	06/25/19-12/25/19
5, r	Brian Wiegand	Apple Support Specialist	Office of the Chief of Human Resources	$40.00	07/01/19-01/01/20
4, nr	Hector Valdez	Nutrition Support	Office of the Chief of Finance	$35.00	07/01/19-12/31/19
5, r	David Chilinski	Trade & Tech Teacher	Office of the Chief of School Administration	$30.00	09/03/19-02/28/20
5, r	Amy Craig-Salmon	Fine Arts Assistant	Office of the Chief of Academics	$30.00	07/01/19-12/31/19
5, r	Joseph Conti	Math Support Teacher	Office of the Chief of School Administration	$30.00	09/03/19-03/02/20
5, nr	Joanne Cunningham	Annual Musical Costumer	Office of the Chief of School Administration	$30.00	10/01/19-02/28/20
5, nr	Christopher Geiser	Piano Accompanist	Office of the Chief of School Administration	$30.00	08/05/19-12/23/19
2, r	Janie Hatton	Induction Specialist	Office of the Chief of Human Resources	$30.00	07/01/19-12/30/19
5, r	Debbie Karow	Induction Specialist	Office of the Chief of Human Resources	$30.00	07/01/19-12/30/19
5, r	Robin Kitzrow	Induction Specialist	Office of the Chief of Human Resources	$30.00	07/01/19-12/30/19
5, nr	Barbara Sonnenberg	Induction Specialist	Office of the Chief of Human Resources	$30.00	07/01/19-12/30/19
5, r	Robin Waeltz	Induction Specialist	Office of the Chief of Human Resources	$30.00	07/01/19-12/30/19
2, r	Ouida Williams	Induction Specialist	Office of the Chief of Human Resources	$30.00	07/01/19-12/30/19
2, r	Jacquay Eichelberger	Board Staff Assistant	Office of Board Governance	$27.00	07/20/19-04/20/20
4, r	Ana Lopez-Weins	Secretary II	Office of the Chief of School Administration	$20.00	07/01/19-12/27/19
2, r	Morgan Coleman	Summer College Canvasser	Office of the Chief of School Administration	$12.50	06/03/19-08/30/19
2, nr	Nhya Everette	Summer College Canvasser	Office of the Chief of School Administration	$12.50	06/03/19-08/30/19
2, nr	Nadia Groce	Summer College Canvasser	Office of the Chief of School Administration	$12.50	06/03/19-08/30/19
2, r	Jaiden Poole	Summer College Canvasser	Office of the Chief of School Administration	$12.50	06/03/19-08/30/19
2, nr	Donovan Rhymes	Summer College Canvasser	Office of the Chief of School Administration	$12.50	06/03/19-08/30/19
4, r	Miguel Sanchez Cordero	Summer College Canvasser	Office of the Chief of School Administration	$12.50	06/03/19-08/30/19
2, r	Tyree Young	Summer College Canvasser	Office of the Chief of School Administration	$12.50	06/03/19 - 08/30/19
2, r	DeAndre Algee	MKE Fellows	Office of the Chief of Human Resources	$12.00	06/10/19-08/09/19
2, r	Daniel Cook-Leflore	MKE Fellows	Office of the Chief of Human Resources	$12.00	06/10/19-08/09/19
2, nr	Coker Lucas	MKE Fellows	Office of the Chief of Human Resources	$12.00	06/10/19-08/09/19

Codes	Name	Position	Location	Hourly Wage	Dates
2, r	Richard Nwabuzor	MKE Fellows	Office of the Chief of Human Resources	$12.00	06/10/19-08/09/19
5, r	Cooper Warner	Law Clerk	Office of the Chief of Human Resources	$12.00	05/16/19-11/16/19

Codes

1	Native American
2	African American
3	Asian/Oriental/Pacific Islander
4	Hispanic
5	White
6	Other
r	Resident
nr	Non-resident

Director Siemsen moved to approve the Administration's recommendation. The motion passed, the vote being as follows:

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

* * * * *

(Item 3) Action on a Request for Adoption of a Resolution, under Section 119.25 of the Wisconsin Statutes, to Delegate the Board's Expulsion Authority to Independent Hearing Officers

Background

Section 119.25 of the Wisconsin Statutes allows the Board to adopt a resolution authorizing the use of either an Independent Hearing Panel or Hearing Officers appointed by the Board to hear and decide student expulsion cases. The resolution is effective for the school year for which it is adopted.

At its meeting on August 28, 2008, the Board approved revisions to Administrative Policies 8.32 and 8.33 to authorize the use of Independent Hearing Officers to hear and decide student expulsion cases.

For the 2018-19 school year, the Board adopted a resolution authorizing the use of Independent Hearing Officers who are non-district employees (as suggested by the City Attorney) to hear and decide expulsion cases.

For the 2019-20 school year, the Administration is recommending the continued use of Independent Hearing Officers to hear and decide student expulsion cases. The Department of Student Services will continue to provide training for the Independent Hearing Officers to ensure that all Independent Hearing Officers understand their role, responsibilities, and options.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 8.33, Student Expulsion: Independent Hearing Officer

Fiscal Impact Statement

Approval of this item does not authorize expenditures. The primary cost of processing student expulsion cases is the transcription services and the cost of the Independent Hearing Officers. These costs were previously approved in the FY 2020 budget for the Department of Student Services.

Administration's Recommendation

The Administration recommends that the Board adopt the following resolution:

RESOLVED, That for the 2019-20 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 2018-19 be followed when hearing all cases of student expulsions; and be it

FURTHER RESOLVED, That the Independent Hearing Officer may impose one or more early reinstatement conditions under which a student who is expelled from school may be reinstated to school before the end of his or her expulsion. The reinstatement condition may be a condition a student is required to meet before he or she may be granted reinstatement, or a condition that the pupil is required to meet after his or her early reinstatement. The early reinstatement conditions must be related to the reasons for the student's expulsion and be stated in the expulsion order; and be it FURTHER RESOLVED, That the Independent Hearing Officer in all expulsion cases provide educational services to expelled students at an MPS alternative/partnership school or online academic support; and be it

FURTHER RESOLVED, That the expelled students shall be reinstated to the Milwaukee Public Schools through the Department of Student Services in the manner described herein.

Director Phillips moved to approve the Administration's recommendation, with the added process of information presented to the Independent Hearing Officers to include redactions of student and school names (pending conversations with the City Attorney). The motion passed, the vote being as follows:

Ayes — Directors Báez, Herndon, O'Halloran, Peterson, Phillips, Siemsen, Woodward, and President Miller — 8.

Noes — None.

* * * * *

(Item 4) Action on a Recommendation to Approve the 2019-2020 Inter-District Transfer Agreements

Background

Section 121.85(3) of the Wisconsin Statutes allows the Board to enter into annual written Inter-District transfer agreements with school districts for the purpose of reducing racial imbalance. In May 2019, the Administration mailed to each suburban district the appropriate version (I or II) of the 2019-2020 Inter-District Transfer Agreement with a request that the agreement be signed by the respective board president. Version I of the agreement gives the Milwaukee Public Schools the responsibility for suburban school districts' Chapter 220 transportation, while Version II requires MPS to reimburse suburban school districts for transportation services. As of July 2019, all 21 participating suburban districts have returned the 2019-2020 Inter-District Transfer Agreement (see chart below.)

Version I School District	Version II School District
Cudahy	Elmbrook
Franklin	Fox Point-Bayside
Greendale	Germantown
Greenfield	Maple Dale-Indian Hills
Hamilton/Sussex	Menomonee Falls
New Berlin	Mequon-Thiensville
Oak Creek-Franklin	Nicolet
St. Francis	
Shorewood	
South Milwaukee	
Wauwatosa	
West Allis/West Milwaukee	

Version I School District	Version II School District
Whitefish Bay	
Whitnall	

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).

The chart below highlights the number of actual enrollment for the 2017-2018 and 2018-2019 school year, as well as the number of contracted seats for the 2019-2020 school year for all 21 suburban school districts.

Chapter 220 District	2019-2020 Contracted Seats	2018-2019 Actual Seats	2017-2018 Actual Seats
Cudahy	1	2	4
Elmbrook	47	55	80
Fox Point/Bayside	50	58	72
Franklin	12	20	27
Germantown	18	20	27
Greendale	28	33	40
Greenfield	7	9	14
Hamilton/Sussex	38	41	65
Maple Dale/Indian Hill	7	10	12
Menomonee Falls.	34	34	46
Mequon/Thiensville	53	62	96
New Berlin	1	2	3
Nicolet	41	38	37
Oak Creek/Franklin	17	19	35
St. Francis	4	4	11
Shorewood	42	50	70
South Milwaukee	0	1	5
Wauwatosa	27	42	56
West Allis/West Milwaukee	5	5	9
Whitefish Bay	114	126	151
Whitnall	20	23	28
TOTAL	566	654	888

The chart below details the projected contract amount for each of the districts that will be reimbursed for transportation for the 2019-2020 school year. Milwaukee Public Schools initially pays the district a per-pupil amount equivalent to the average per-pupil cost for that district if Milwaukee Public Schools 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 third-Friday enrollments in September. Annually, the Administration reviews the contracts to ensure that these suburban contracts cost the District less than if Milwaukee Public Schools had scheduled the transportation services.

Chapter 220 District	2019-2020 Contracted Seats	2019-2020 Per-pupil Actual Cost	2019-2020 Contract Amount
Elmbrook	47	$3,971.56	$186,663.32
Fox Point-Bayside	50	$3,278.91	$163,945.50
Germantown	18	$5,641.81	$101,552.58
Maple Dale-Indian Hills	7	$4,516.88	$31,618.16
Menomonee Falls	34	$2,962.03	$100,709.02
Mequon-Thiensville	53	$2,058.39	$109,094.67
Nicolet	41	$2,313.53	$94,854.73
TOTAL	250		$788,437.98

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 8.11. Admission of Nonresident Students

Fiscal Impact Statement

This item authorizes expenditures pursuant to federal law. Districts are reimbursed based on the number of eligible Milwaukee resident students who receive Title I services provided by the host district. The budget code for reimbursement of the expenditures is SM1-0-0-TRS-DW-EPPT for the amount of $788,437.98.

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 2019-2020 Inter-district Transfer Agreements;
2. authorize the Board President to execute the 2019-2020 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	South Milwaukee
Franklin	Mequon-Theinsville	Wauwatosa
Germantown	New Berlin	West Allis/West Milwaukee
Greendale	Nicolet	Whitefish Bay
Greenfield	Oak Creek-Franklin	Whitnall

3. authorize the Administration to enter into contracts to provide transportation services with the following school districts for the 2019-2020 school year.

Chapter 220 District	2019-2020 Contract Amount
Elmbrook	$186,663.32
Fox Point/Bayside	$163,945.50
Germantown	$101,552.58
Maple Dale/Indian Hill	$31,618.16
Menomonee Falls	$100,709.02
Mequon-Thiensville	$109,094.67
Nicolet	$94,854.73
TOTAL	$788,437.98

Director Báez moved to approve the Administration's recommendation. The motion passed, the vote being as follows:

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

* * * * *

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

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

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., to lease eight refrigerated trucks. These trucks will be used by School Nutrition Services to deliver pre-packed meals from central kitchens to schools across the district in a timely manner.

Contractor was chosen pursuant to RFP 945, which closed on May 25, 2017. The original contract provided for four one-year options to extend if certain performance metrics were met. Airoldi Brothers, Inc., has met the performance metrics codified in the contract; therefore, MPS is exercising the second option-year for the contract.

This contract extension will run from September 1, 2019, through August 31, 2020. 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 — Contract Services) $240,000

Airoldi Brothers, Inc.

Prime Contractor Information
- Certified HUB Contractor? ..... No
- Total # of Employees 154
- Total # of Minorities 46
- Total # of Women 15

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

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

RFP 953 Authorization to Extend a Contract with Proximity Learning, Inc., for Virtual Online Interactive Learning Course System for World Languages

The Administration is requesting authorization to extend the contract with Proximity Learning, Inc., ("Proximity") for a vendor-hosted virtual online interactive learning course system for world languages for grade bands K-5, 6-8, and 9-12. Proximity will be used to deliver services in at least German, French, Mandarin/Chinese, American Sign Language (ASL), and Spanish to a maximum estimated 5,000 students throughout the District during the 2019-2020 school year.

In the fall of 2017, the Department of Curriculum and Instruction, in conjunction with the Office of Human Resources, identified numerous unfilled licensed world language positions across the District that had been budgeted FTEs across many schools. To remedy this deficiency, a "fill-the-gaps" initiative was developed to use the funds from the vacated budgeted positions as contracted services to serve as temporary world language instruction for students in the spring of 2019. 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. Proximity Learning, Inc., has met the performance metrics codified in the contract; therefore, MPS is exercising the second and final option year for the contract.

This second contract extension will run from August 1, 2019, through June 30, 2020. The total cost of the contract in this extension year will not exceed $1,000,000.

Budget Code: Varies by locations using services $1,000,000

Proximity Learning, Inc.

Prime Contractor Information
- Certified HUB Vendor? ..... No
- Total # of Employees 175
- Total # of Minorities 144
- Total # of Women 124

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 956 Authorization to Extend a Contract with Growing Minds, Inc., and Reset-Mindbody, LLC, for Mindfulness Programming

The Administration is requesting authorization to extend two contracts with Growing Minds, Inc., ("GM") and Reset-Mindbody, LLC, ("Reset") for mindfulness-programming services. These vendors will be used to deliver mindfulness services for staff and students in an effort to support calm and caring classrooms that will strengthen the integrity of all interventions, equipping MPS students and staff for professional and academic success.

These contractors were chosen pursuant to RFP 956, which closed on June 15, 2017. The original contract provided for two one-year options to extend if the performance threshold were met. Both vendors met the thresholds codified in the contracts therefore, MPS is exercising the second and final option years for the contracts. The contracts will run from August 1, 2019 through July 31, 2020 (Year 3).

Specifically, the services provided will be as follows:

Vendor	Services	Work sites
Reset-Mindbody	In-classroom Instruction	Direct classroom support offered to a min of five classrooms in up to 60 schools
	Introduction to Mindful Parenting	One-session mindful parenting workshops at each of up to 60 schools
	Student Mindful Mentor Program	A nine-session training that prepares 5-10 students at each of up to 60 schools to provide on-going mindful student mentorship
	Mentoring for Mindful Champions and Administration	One set of six sessions at each of up to six schools to a minimum of four staff and a minimum of five student mentors
Growing Minds	Calm & Caring Educators on-site training	A maximum of all staff at each visit to each of 38 schools, up to eight sessions
	Calm & Caring Educators" on-site training (partial)	A maximum of all staff at each visit to each of 19 schools, up to seven sessions
	Calm & Caring Educator Modules	Creation of up to six modules, of a minimum of 20 minutes in length, with Calm & Caring content provided

Mindfulness can be defined as the purposeful awareness of one's thoughts, emotions, physical feelings, and environment in the present moment, without judgement. Mindfulness has often been described as the practice that allows all other interventions to work. There is a variety of research to support that mindfulness in the classroom improves students' academic performance and reduces behavioral referrals; however, in order for mindfulness to be effective, it must be practiced with integrity by school-based staff first. For this reason, the Administration is asking for the Board's support in a district-wide approach to mindfulness services that support both students and staff in a multi-phased, multi-year approach that will best prepare all parties for long-term success. More than 20 MPS schools have pursued mindfulness services on their own accord prior to this district-wide implementation, with outstanding results that demonstrate a reduction in behavioral referrals and more on-task behavior in the classroom.

The proposed contracts included in this board item are the result of careful consideration and evaluation around the positive impact that mindfulness has already had in MPS schools, as well as its potential. To practice mindfulness will not place an additional expectation on staff, but rather will be an integrated support and trauma-sensitive practice blended into our multi-tiered system of supports designed to help the District educate the whole child and maintain a highly effective workforce.

The evaluation of mindfulness in MPS in the spring of 2019 was designed to look at its implementation. The evaluation uses implementation science to provide a framework of essential elements for implementing

initiatives effectively. The overall findings about how well mindfulness was implemented are summarized below:

- Define the Aim: There is a shared understanding of the broad aim of mindfulness; a more precise statement of intended impact is needed in MPS for the next stage of implementation and to allow for accurate quantitative measurement of the initiative's impact.
- Make the Mindfulness Initiative a Priority: A high priority was placed on the implementation of vendor sessions by MPS. As a result, the majority of planned sessions occurred, and staff buy-in increased. For mindfulness to be implemented with impact, the initiative needs to be systematically woven into the fabric of the district and schools and viewed as a fundamental part of MPS. A level of implementation fidelity needs to be defined for full implementation to occur.
- Build Capacity: In general, vendor training and in-classroom components were provided as intended. Overall, implementers' abilities, confidence, mindset, and practices increased.
- Align Systems: There were classrooms where mindfulness was built into the schedule, but in many cases, time was perceived as a barrier to implementation. Also, while there were clear connections between mindfulness and other MPS initiatives, those connections need to be more tangible for teachers. A clear description of possible implementation scenarios must be defined so schools understand the options for implementation.
- Establish Leaders and Implement the Initiative: The majority of mindfulness-initiative training and in-classroom sessions occurred. For full implementation to grow and sustain, MPS needs to offer schools two to three models that concretely define what fidelity of implementation looks like at the school level and a system to provide real-time, user-friendly data to schools to monitor the fidelity of implementation.

The total cost of the GM contract in this second contract extension will not exceed $139,104.30.

The total cost of the Reset contract in this second contract extension will not exceed $362,250.

Budget Code: SDV-0-S-4H0-DW-ECTS .(Mindfulness Training — Contract Services) $501,354.30

Growing Minds, Inc.

Prime Contractor Information
Certified HUB Contractor? .....No
Total # of Employees 3
Total # of Minorities 0
Total # of Women 3

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

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

Reset-Mindbody, LLC

Prime Contractor Information
Certified HUB Contractor? .....No
Total # of Employees 2
Total # of Minorities 0
Total # of Women 7

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

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

RFP 981 Authorization to Extend Two Contracts with Milwaukee Christian Center, Inc., and 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 will 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 first option year for the contracts.

These first contract extensions will run from August 1, 2019, through July 31, 2020.

The total cost of the contract with MCC in the first extension will not exceed $865,128. The total cost of the contract with Running Rebels in the first 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
Certified HUB Contractor?....No
Total # of Employees....89
Total # of Minorities....56
Total # of Women....45

HUB Participation
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
Certified HUB Contractor?....No
Total # of Employees....123
Total # of Minorities....115
Total # of Women....45

HUB Participation
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 1004 Authorization to Contract with Marquette University for Therapeutic Services

The Administration is requesting authorization to enter into a contract with Marquette University ("Marquette") for therapeutic services. This contractor will be used to deliver therapeutic services for behaviorally-challenged students at the MPS Success Center.

Marquette will service students who exhibit chronic behaviors that have caused the students to experience limited success with response to interventions and have been disruptive to their educational process in a traditional school setting. Through structures provided in this program, it is expected that students will acquire the skills necessary to enable them to be successful in a traditional school setting. Services will developed and provided in a center-based, daily therapeutic and educational environment at the MPS Success Center to 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 student's daily schedules based on therapeutic needs.

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

The MPS Success Center, which will be located at an MPS site, 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 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 the student's reassignment at an alternative educational placement.

Marquette was chosen pursuant to RFP 1004, which closed on May 14, 2019. The contract will run from August 1, 2019, through July 31, 2020, (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 $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

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 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 Báez moved to approve the Administration's recommendation. The motion passed, the vote being as follows:

Ayes — Directors Báez, Herndon, O'Halloran, Peterson, Phillips, Siemsen, and President Miller — 7.
Noes — None.
Abstention — Director Woodward — 1.

* * * * *

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

The Administration recommends that the Board approve 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 Center for Education Research (WCER) for Milwaukee Partnership-school Evaluation

The Administration is requesting authorization to extend a contract with Board of Regents of the University of Wisconsin System, on behalf of the University of Wisconsin-Madison 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 group agendas will be appropriately vetted with stakeholders (including the project's Steering Committee).
- The contractor will communicate regularly with partnership schools' staffs to provide updates on the evaluation progress.
- The contractor will attend all necessary partnership meetings as well as other relevant meetings at the request of the MPS project's director.
- The contractor will analyze the results and produce a report for inclusion in an annual progress report by August 31, 2020, as well as a project final report.

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis 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 first extension of this contract.

This first contract extension will run from October 1, 2019, through September 30, 2020. The total cost of the contract in this extension year will not exceed $150,000.

Budget Code: SDV-H-S-M20-CI-ECTS..(Milwaukee Partnership Schools — Contract Services) $150,000

Board of Regents of the University of Wisconsin System

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

Student Engagement (hours per 12-month contract)
Paid Student Employment-hour Commitment 0
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 Board of Regents of the University of Wisconsin System, on behalf of the University of Wisconsin-Milwaukee School of Education, to evaluate 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 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 first extension of this contract.

This first contract extension will run from October 1, 2019, through September 30, 2020. The total cost of the contract in this extension year will not exceed $113,373.

Budget Code: SDV-H-S-M20-CI-ECTS (Milwaukee Partnership Schools — Contract Services) $113,373

Board of Regents of the University of Wisconsin System

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

Student Engagement (hours per 12-month contract)
Paid Student Employment-hour Commitment 0
Student Career-awareness Commitment 10

Exception Authorization to Extend a Contract with GPS Education Partners, Inc., to provide Alternative Education Programming

The Administration is requesting authorization to extend a contract with GPS Education Partners, Inc., ("GPS") to provide alternative education programming. GPS will provide enrollment for up to 22 MPS eleventh- and twelfth-grade students in GPS's fully immersive, work-based educational program. The program is a comprehensive education and career-training program that uses GPS's partnerships with manufacturing businesses to execute the program. Students who complete the program will earn a full high-school diploma from MPS while having been prepared for potential career pathways in manufacturing and

continued education. Through the program, students will also gain paid work experience at a manufacturing company and will earn portable industry credentials through the Manufacturing Skills Standards Council. All students enrolled in the program will be a part of GPS's youth apprenticeship program. The contractor and MPS will work together to identify, recruit, and select students from MPS high schools.

This will be an ongoing partnership subject to annual review. Notification of termination of the partnership for the coming year must be given by January 30 of the year prior to the fall start of new classes.

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

The original contract provided for two one-year options to extend. This will be the second and final extension of this contract.

This second contract extension will run from August 1, 2019, through July 31, 2020. The total cost of the contract in this extension year will not exceed $76,000. The cost of the contract, which is based on the number of students enrolled, will follow the following schedule:

# of Qualified Students/Year	Price Per Qualified Student	Total Cost
1-4	$7,000	$7,000-$28,000
5	$6,600	$33,000
6-8	$5,500	$33,000-$44,000
9	$4,888.89	$44,000
10	$4,400	$44,000
11-19	$4,000	$44,000-$76,000

Budget Code: GSP-0-S-SRT-DW-ECTS (Credit Recovery — Contract Services).....$76,000

GPS Education Partners, Inc. HUB Participation
Required..... 0%
Proposed 0%
$ Value.....N/A

Student Engagement (hours per 12-month contract)
Paid Student Employment-hour Commitment 0
Student Career-awareness Commitment 10

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

The Administration is requesting authorization to extend its contract with Qualtrics, LLC, to continue to provide technical support and maintenance as well as administration of the District's survey software and associated dashboards.

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

The contract will run from August 1, 2019, through July 31, 2020, (the "Initial Term") with two additional one-year options to extend.

The total cost of the contract for the Initial Term will not exceed $167,500.

Budget Code: SYS-0-0-AMT-RH-ECTS (Assessment — Contract Services).....$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 Contract with City Year, Inc., to Serve as a Core Site for Whole School, Whole Child Support

The Administration is requesting authorization to enter into a contract with City Year, Inc., ("City Year") for partnering with Milwaukee Public Schools and specifically-selected schools to implement City Year's research-based "Whole School, Whole Child" (WSWC) service model. The contractor recruits, prepares, and leads diverse AmeriCorps members ages 17 to 24 years for ten months of full-time service in schools as near-peer tutors, mentors, and role models to help students stay on track to graduation. Corps members will be working in eight MPS schools to serve in conjunction with school staff and members of the school community to help improve students' attendance, behaviors, 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 and improved positive student behavior — at the following schools:

- Roosevelt Middle School of the Arts
- Alexander Mitchell
- Bay View High School
- Rogers Street Academy
- South Division High School
- Hopkins Lloyd Community
- G.W. Carver Academy
- Rufus King International Middle Years Campus
- Obama
- Clarke Street
- James Madison Academic High School

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

The contract will run from August 1, 2019, through June 30, 2020, (the "Initial Term") with two additional one-year options to extend if certain performance metrics incorporated into the contract are met.

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

Budget Code: OSC-0-S-1T0-LS-ECTS (T1 High-needs School — Contract Services) $440,000
OSC-0-A-1V0-LS-ECTS (T2 — Contract Services) $750,000
GEN-0-0-SSF-DW-ECTS (Superintendent Spec. 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

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 3.09, Phasing 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 to this item provided under separate cover.

Director Báez moved to approve the Administration's recommendation. The motion passed, the vote being as follows:

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

* * * * *

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

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

B 5781 Authorization to Enter into Contracts with Five Contractors for Field-Trip Transportation Services

The Administration is requesting authorization to enter into contracts with the following vendors to provide transportation services for field trips throughout the school year: 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 where the primary contractor is unable to service that particular date and time.

These contracts will run from August 1, 2019, through July 31, 2020, with the option of two additional one-year extensions at MPS's discretion.

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.	$ 125,000
• Illinois Central School Bus, LLC	$ 300,000
• Lakeside Buses of Wisconsin, Inc.	$ 125,000
• Lamers Bus Lines, Inc.	$ 250,000
• Specialized Care Transport, Inc.	$ 100,000
Total	$ 900,000

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

Illinois Central School Buses of Wisconsin, 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

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 Contract with, Dairyland Buses, Inc.; Lakeside Buses of Wisconsin, Inc.; and Lamers Bus Lines, Inc., for Mid-day Transportation Services for Early Childhood, Headstart, and CATP

The Administration is requesting authorization to enter into 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 contractors were all chosen pursuant to RFB 5782, which closed on June 12, 2019. The contract will run from August 1, 2019, through July 31, 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.

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.....300
Student Career-awareness Commitment 10

Lakeside Buses of Wisconsin

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 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 300
Student Career-awareness Commitment 10

RFP 973 Authorization to Enter into Contracts with Nine Contractors for Transportation Services

The Administration is requesting authorization to enter into 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, and Subs, d/b/a Illinois Central School Bus, Inc.; Riteway Bus Service, Inc., d/b/a GO Riteway Transportation Group; and 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 are met. Each contractor has met the performance metrics codified in the contracts; therefore, MPS is exercising the second extension from August 1, 2019, through June 30, 2020, ("Year 2").

The Administration is requesting the approval of the contracts and is seeking authorization of an amount not to exceed $53,610,000 to be distributed across the contractors. The following table provides information on the amount not to exceed for each particular contract:

- 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

Dairyland Buses, Inc.

Prime Contractor Information
Certified HUB Vendor? ..... No
Total # of Employees 169
Total # of Minorities 163
Total # of Women 127

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

Durham School Services, L.P.

Prime Contractor Information
Certified HUB Vendor? ..... No
Total # of Employees ..... 20,500+
Total # of Minorities ..... 8,500+
Total # of Women ..... 13,500+

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 50,500
Total # of Minorities 119
Total # of Women 89

HUB Participation
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
Certified HUB Vendor?.....No
Total # of Employees.....56
Total # of Minorities.....12
Total # of Women.....18

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

Lakeside Buses of Wisconsin, Inc.

Prime Contractor Information
Certified HUB Vendor?.....No
Total # of Employees.....387
Total # of Minorities.....356
Total # of Women.....241

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

Lamers Bus Lines, Inc.

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

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

North American Central School Bus Intermediate Holding Company, 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

Riteway Bus Service, Inc.

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

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

Specialized Care Transit, Inc.

Prime Contractor Information
- Certified HUB Vendor? ..... No
- Total # of Employees 40
- Total # of Minorities 33
- Total # of Women 23

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

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 provided under separate cover.

Mid-day Busing:

RST-0-0-TRS-DW-EPPT.....$1,260,000.00
MDK-0-0-TRS-DW-EPPT.....$997,500.00

Regular School-day Busing:

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

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 to this item provided under separate cover.

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, Woodward, and President Miller — 8.
Noes — None.

* * * * *

(Item 8) Action on a Request to Approve Transportation to Head Start Students for the 2018-19 and 2019-20 School Years

Background

The Milwaukee Public Schools Head Start Program is seeking approval to provide transportation services to Head Start students (in the three- and four-year-old programs) who request or need transportation to and/or from school in the 2018-19 and 2019-20 school years. MPS currently transports 3,228 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 Forms, provided under separate cover, which seek waivers of the following Head Start Performance Standards:

- Child safety-restraint systems requirement (45CFR 1310.11(a)) — four-year-old students; and
- Bus-monitor requirement (45CFR 1310.15 (c)(1) — three-year-old and four-year-old students.

Equitable access to educational opportunities is a guiding principle of MPS. The requested 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 MPS's commitment to a single standard of care for all students.

With the approval of transportation in the FY14 school year, MPS Head Start experienced a 7.9% increase in attendance (as compared with FY13). The average program-attendance rate increased from 83.3% to 91.2%. It is our experience that Head Start enrollment and attendance will continue to trend upward if transportation services are continued. Additionally, by offering transportation to all students, families would be able to ride buses together, rather than Head Start children being separated from their siblings.

MPS is committed to a standard of care for all children, and we believe that our long history of transporting K3 and K4 students specifically demonstrates our ability to successfully add the additional Head Start students to our current transportation plan.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule 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 90 bus routes at a cost of $2.400,000. The District would cover these costs with local funds and not use Head Start funding to support this service

Implementation and Assessment Plan

Milwaukee Public Schools maintains the highest standards in the transportation of students and has a proven track record of safely transporting students in K3-12th grades. All transportation services provided for students are currently fully compliant with 45CFR1310.11(a), 45CFR 1310.15(c)(1), Wisconsin State Statutes, and Administrative Codes. Compliance is ensured through contracts and regular monitoring of provider services.

Administration's Recommendation

The Administration recommends that the Board approve the submission of the 2018-19 and 2019-2020 Head Start Transportation Waivers provided under separate cover.

Director Siemsen moved to approve the Administration's recommendation. The motion passed, the vote being as follows:

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

* * * * *

(Item 9) Transmittal of and Possible Action on the Achievement Gap Reduction Program's End-of-Semester Report

The Board received the following report from the Administration. Although this item had been noticed for possible action, no action was 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 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.

Achievement Gap Reduction (AGR)

MPS has 63 traditional schools and one non-instrumentality charter school that currently participate in the AGR program:

AGR Schools by Regions 2018-2019						
Central	East	Northwest	Southwest	High School	Transformation	Contracted
Brown	Cass	Barton	Allen Field	Obama	Browning	LaCausa
Burbank	Fratney	Bryant	Doerfler	WCLL	Bruce	
Clemens	Gaenslen	Carson	Forest Home		Clarke	
Douglas	King	Congress	Grant		Lancaster	
Fifty-Third	Seifert	Eighty-First	Greenfield		Townsend	
Franklin	Victory	Emerson	Hayes			
Hi Mount		Engleburg	Lincoln Ave			
Hopkins/Lloyd		Grantosa	Longfellow			
Jackson		Hampton	Lowell			
Keefe		Hawthorne	Mitchell			
LaFollette		Kluge	Rogers			
Pratt		Maple Tree	Zablocki			
Metcalfe		Milw Sign Lang				
MACL		Parkview				
Neeskara		River Trail				
Sherman		Stuart				
Starms DLC		Thoreau				
Starms EC		Thurston Woods				
Story						
Westside						
Westside						
20	6	18	12	2	5	1

Milwaukee Public Schools leverages the following strategies when implementing AGR: instructional coaching for teachers provided by a licensed teacher in grades K5 through 3rd 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.

STAR Performance Levels — Spring 2018 to Spring 2019

SbT = Significantly below Target; WbT =- Well below Tartget; bT = below Target; oT = on Target; SaT = Significantly above Target.

Early Literacy (English & Spanish)

Grade K5

AGR	Percent of Students					
	SbT	WbT	bT	oT	SaT	Total on or Above Target
Spring 17-18	12	12	29	16	32	48
Spring 18-19	14	12	27	16	32	48
Change						0

Non-AGR	Percent of Students					
	SbT	WbT	bT	oT	SaT	Total on or Above Target
Spring 17-18	12	13	29	16	31	47
Spring 18-19	11	12	31	16	30	46
Change						-1

Tested Grade	Fall	Spring	Change from Fall to Spring
K5, AGR	21%	48%	27%

Tested Grade	Fall	Spring	Change from Fall to Spring
K5, Non-AGR	35%	46%	11%

Overall, AGR schools had a 27% change in on or above target in Early Literacy from Fall to Spring.

Grade 1

AGR	Percent of Students					
	SbT	WbT	bT	oT	SaT	Total on or Above Target
Spring 17-18	14	17	30	14	25	39
Spring 18-19	15	18	28	14	24	38
Change						-1

Non-AGR	Percent of Students					
	SbT	WbT	bT	oT	SaT	Total on or Above Target
Spring 17-18	11	14	26	17	32	49
Spring 18-19	10	13	30	15	32	47
Change						-2

Tested Grade	Fall	Spring	Change from Fall to Spring
1st, AGR	25%	38%	13%
1st, Non-AGR	35%	47%	12%

AGR schools had a 13% change in on or above target in Early Literacy from Fall to Spring.

Reading

Grade 2

AGR	Percent of Students					
	SbT	WbT	bT	oT	SaT	Total on or Above Target
Spring 17-18	32	14	28	13	13	26
Spring 18-19	33	13	27	12	15	27
Change						+1

Non-AGR	Percent of Students					
	SbT	WbT	bT	oT	SaT	Total on or Above Target
Spring 17-18	20	12	29	15	24	39
Spring 18-19	22	10	28	15	25	40
Change						+1

Tested Grade	Fall	Spring	Change from Fall to Spring
2nd, AGR	30%	40%	10%
2nd, Non-AGR	59%	46%	-13%

AGR schools had a 10% change in on or above target in Reading from Fall to Spring.

Grade 3

AGR	Percent of Students					
	SbT	WbT	bT	oT	SaT	Total on or Above Target
Spring 17-18	37	18	28	9	9	18
Spring 18-19	38	16	26	10	10	20
Change						+2

Non-AGR	Percent of Students					
	SbT	WbT	bT	oT	SaT	Total on or Above Target
Spring 17-18	23	16	30	13	18	31
Spring 18-19	22	14	31	14	19	33
Change						+2

Tested Grade	Fall	Spring	Change from Fall to Spring
3rd, AGR	13%	20%	7%
3rd, Non-AGR	27%	33%	6%

AGR schools had a 7% change in on or above target in Reading from Fall to Spring.

Math

Grade 1

AGR	Percent of Students					
	SbT	WbT	bT	oT	SaT	Total on or Above Target
Spring 17-18	11	21	37		31	31
Spring 18-19	12	24	36		28	28
Change						-3

Non-AGR	Percent of Students					
	SbT	WbT	bT	oT	SaT	Total on or Above Target
Spring 17-18	8	18	32		42	42
Spring 18-19	8	18	33		41	41
Change						-1

Tested Grade	Fall	Spring	Change from Fall to Spring
1st, AGR	16%	28%	12%
1st, Non-AGR	25%	41%	16%

AGR schools had a 12% change in on or above target in Math from Fall to Spring.

Grade 2

AGR	Percent of Students					
	SbT	WbT	bT	oT	SaT	Total on or Above Target
Spring 17-18	32	26	29		23	23
Spring 18-19	22	27	29		22	22
Change						-1

Non-AGR	Percent of Students					
	SbT	WbT	bT	oT	SaT	Total on or Above Target
Spring 17-18	14	21	29		35	35
Spring 18-19	15	22	29		34	34
Change						-1

Tested Grade	Fall	Spring	Change from Fall to Spring
2nd, AGR	11%	22%	11%
2nd, Non-AGR	21%	34%	13%

AGR schools had a 11% change in on or above target in Math from Fall to Spring.

Grade 3

AGR	Percent of Students					
	SbT	WbT	bT	oT	SaT	Total on or Above Target
Spring 17-18	25	32	26		18	18
Spring 18-19	265	31	27		17	17
Change						-1

Non-AGR	Percent of Students					
	SbT	WbT	bT	oT	SaT	Total on or Above Target
Spring 17-18	15	28	29		28	28
Spring 18-19	15	24	32		29	29
Change						+1

Tested Grade	Fall	Spring	Change from Fall to Spring
3rd, AGR	15%	17%	2%
3rd, Non-AGR	28%	29%	1%

AGR schools had a 2% change in on or above target in Math from Fall to Spring.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

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

Fiscal Impact Statement

Does not authorize expenditures.

* * * * *

(Item 10) Action on Negotiated Collective Bargaining Agreement with 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:

MTEA — Teachers (Milwaukee Teachers' Education Association)
MTEA — Educational Assistants (Milwaukee Teachers' Education Association)
MTEA — Bookkeepers/Accountants (Milwaukee Teachers' Education Association)

The agreements have a term of one year — from July 1, 2019, through June 30, 2020 — and provide for base-wage increases of 2.44%.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

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

Fiscal Impact Statement

The funding for these wage increases were approved by the Board in the FY20 budget.

Implementation and Assessment Plan

Upon approval by the Board, the collective-bargaining agreements will be implemented.

Administration's Recommendation

The Administration recommends that the Board approve and adopt the above collective-bargaining agreements.

Director Báez moved to approve the Administration's recommendation. The motion passed, the vote being as follows:

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

* * * * *

(Item 11) Action on the FY20 Phase-One Salary-Step Implementation

Background

The Administration and the Milwaukee Teachers' Education Association (MTEA), through the meet-and-confer process, have agreed to the salary-step schedules, as provided under separate cover, for building service, children's health aids, school nurse associates, educational assistants — paraprofessionals, educational assistants — safety assistants, bookkeepers, and food service for implementation effective July 1, 2019. This is phase one of the development of salary-step schedules.

The Administration has developed the following salary step schedule for clerical staff for implementation effective July 1, 2019.

Implementation Summary

Positions	Employee Count	Step Cost	2.44% Cost
Building Service Helper I	277	$910,506.35	$175,452.58
Building Service Helper II	56	$163,851.55	$49,263.89
Food Service Assistant	436	$873,043.95	$158,679.12
Food Service Assistant In Charge	52	$197,344.64	$23,335.59
School Kitchen Manager Trainee	9	$11,595.94	$4,736.42
School Kitchen Manager I	9	$18,075.81	$5,479.65
School Kitchen Manager II	33	$78,203.08	$21,298.13
School Kitchen Manager Ill	13	$27,923.16	$10,101.85
Central Kitchen Manager I	4	$9,506.64	$3,306.97
Children's Health Assistant	305	$423,077.53	$141,365.59
School Nursing Associate	31	$71,043.16	$28,029.90
Paraprofessional	1,476	$2,067,782.04	$726,763.25
Safety Assistant	272	$412,878.95	$168,278.58
Bookkeeper — 10-month	19	$51,992.00	$15,580.30
Bookkeeper — 12-month	7	$35,158.67	$7,185.63
General Education Assistant/Childcare Worker	28	$29,108.17	$11,895.72
Clerical	345	$770,300.63	$275,619.91
Total	3,372	$6,151,392.26	$1,826,373.08
Implementation Cost		$4,325,019.18	

Building Service

Step	Building Service Helper	Building Service Helper II	Years	Step
0	$13.12	$16.25	0-1	1
1	$13.62	$16.75	2-3	2
2	$14.12	$17.25	4-5	3
3	$14.62	$17.75	6-7	4
4	$15.12	$18.25	8-9	5
5	$15.62	$18.75	10-11	6
6	$16.12	$19.25	12-13	7
7	$16.62	$19.75	14-16	8
8	$17.12	$20.25	17-19	9
9	$17.62	$20.75	20-40	10
10	$18.12	$21.25		

Clerical

Step	A3E	A3A	A4E	AF3	AF5	AF7	Years	Step
0	$15.25	$14.50	$16,33	$15.76	$18.21	$22.03	0-1	1
1	$15.83	$15.08	$16.99	$16.31	$18.85	$22.62	2-3	2
2	$16.41	$15.66	$17.66	$16.86	$19.48	$23.20	4-5	3
3	$16.99	$16.24	$18.32	$17.42	$20.12	$23.79	6-7	4
4	$17.57	$16.82	$18.98	$17.97	$20.76	$24.37	8-9	5
5	$18.15	$17.40	$19.65	$18.52	$21.40	$24.96	10-11	6
6	$18.73	$17.98	$20.31	$19.07	$22.03	$25.54	12-13	7
7	$19.31	$18.56	$20.97	$19.62	$22.67	$26.13	14-16	8
8	$19.89	$19.14	$21.63	$20.18	$23.31	$26.71	17-19	9
9	$20.47	$19.72	$22.30	$20.73	$23.94	$27.30	20-43	10
10	$21.05	$20.30	$22.96	$21.28	$24.58	$27.88		

Children's Health Assistant

Steps	Children's| Health Assistant	Years	Step
0	$15.52	0-1	1
1	$16.02	2-3	2
2	$16.52	4-5	3
3	$17.02	6-7	4
4	$17.52	8-9	5
5	$18.02	10-11	6
6	$18.52	12-13	7
7	$19.02	14-16	8
8	$19.52	17-19	9
9	$20.02	20-40	10
10	$20.52		

School Nurse Associate

Steps	School Nurse Associate	Years	Step
0	$23.01	0-1	1
1	$23.76	2-3	2
2	$24.51	4-5	3
3	$25.26	6-7	4
4	$26.01	8-9	5
5	$26.76	10-11	6
6	$27.51	12-13	7
7	$28.26	14-16	8
8	$29.01	17-19	9
9	$29.76	20-40	10
10	$30.51		

Educational Assistant — Paraprofessional

Steps	Educational Assistant — Paraprofessional	Years	Step
0	$16.32	0	1
1	$16.72	1-2	2
2	$17.32	3-5	3
3	$17.92	6-7	4
4	$18.52	8-9	5
5	$19.12	10-11	6
6	$19.72	12-13	7
7	$20.32	14-16	8
8	$20.92	17-19	9
9	$21.52	20-42	10
10	$22.12		

Gen Ed Asst — $15

Childcare Worker — $15

Educational Assistant — Safety Assistant

Steps	Educational Assistant — Safety Assistant	Years	Step
0	$15.25	0	1
1	$15.63	1	2
2	$16.21	2-4	3
3	$16.79	5-7	4
4	$17.37	8-9	5
5	$17.95	10-11	6
6	$18.53	12-13	7
7	$19.11	14-16	8
8	$19.69	17-19	9
9	$20.27	20-42	10
10	$20.85		

Bookkeeper

Steps	Bookkeeper 10	Bookkeeper 12	Years	Step
0	$19.63	$18.12	0	0
1	$20.26	$18.70	1	1
2	$20.88	$19.27	2	2
3	$21.51	$19.85	3	3
4	$22.13	$20.43	4	4
5	$22.76	$21.00	5	5
6	$23.38	$21.58	6	6
7	$24.01	$22.16	7	7
8	$24.63	$22.74	8	8
9	$25.26	$23.31	9	9
10	$25.88	$23.89	10-30	10
11*	$26.06	$24.06		

*The 11th step is for some "red-circled" employees that were "over-schedule" w/2.44%

Food Service

Steps	Food Service Assistant	Food Service Assistant In-charge
0	$12.94	$13.34
1	$13.44	$13.84
2	$13.94	$14.34
3	$14.44	$14.84
4	$14.94	$15.34
5	$15.44	$15.84
6	$15.94	$16.34
7	$16.44	$16.84
8	$16.94	$17.34
9	$17.44	$17.84
10	$17.94	$18.34

Steps	School Kitchen Manager Trainee	School Kitchen Manager I
0	$13.44	$15.00
1	$13.94	$15.50
2	$14.44	$16.00
3	$14.94	$16.50
4	$15.44	$17.00
5	$15.94	$17.50
6	$16.44	$18.00
7	$16.94	$18.50
8	$17.44	$19.00
9	$17.94	$19.50
10	$18.44	$20.00

Steps	School Kitchen Manager II	School Kitchen Manager III	Central Kitchen Manager I	Years	Step
0	$16.00	$17.50	$19.00	0-1	1
1	$16.53	$18.03	$19.53	2-3	2
2	$17.05	$18.55	$20.05	4-5	3
3	$17.58	$19.08	$20.58	6-7	4
4	$18.10	$19.60	$21.10	8-9	5
5	$18.63	$20.13	$21.63	10-11	6
6	$19.15	$20.65	$22.15	12-13	7
7	$19.68	$21.18	$22.68	14-16	8
8	$20.20	$21.70	$23.20	17-19	9
9	$20.73	$22.23	$23.73	20-10	10
10	$21.25	$22.75	$24.25		

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

At the Board's meeting on May 30, 2019, the Administration set aside five million dollars in the FY20 budget to be used to implement phase-one salary-step schedules.

Implementation and Assessment Plan

Upon approval by the Board, the Administration will implement the salary-step schedules as provided under separate cover, effective July 1, 2019.

Administration's Recommendation

The Administration recommends that the Board approve the salary-step schedules for implementation as summarized above and as provided under separate cover, effective July 1, 2019.

Director Báez moved to approve the Administration's recommendation. The motion passed, the vote being as follows:

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

* * * * *

(Item 12) Action on a Request to Increase the Number of Supplemental Teachers

Background

During the FY19 budget process, the Administration added 50 supplemental teacher positions to the budget. These positions, which require a substitute- teaching license, afforded an opportunity for those with bachelors' degrees to enter a teacher-preparation program during the FY19 school year while serving as the teachers of record in high-needs areas.

The Administration is requesting to increase this number to 150 positions to allow those wishing to remain in the position who have not completed their licensure program to continue for one more school year. It will also allow for current permit teachers who have exhausted their permit license opportunities to continue as the teachers of record in their high-needs areas for one more school year as they complete their licensure program.

This increase is being requested only for the FY20 school year.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 6.23, Recruitment and Hiring: Staff

Fiscal Impact Statement

This item does not authorize expenses as the supplemental teachers are filling vacant positions in schools already allocated for in the FY20 budget.

Implementation and Assessment Plan

Upon the Board's approval, the Administration will fill these supplemental teacher positions.

Administration's Recommendation

The Administration recommends that the Board allow the Administration to increase the number of supplemental teacher positions.

Director Woodward moved to approve the Administration's recommendation. The motion passed, the vote being as follows:

Ayes — Directors Herndon, O'Halloran, Peterson, Phillips, Siemsen, Woodward, and President Miller — 7.
Noes — None.
Temporarily Absent – Director Báez — 1.

* * * * *

(Item 13) Action on Monthly Facilities Matters: FMS Award of Construction Contract

Background

The contract-award recommendation for the Board's regular July 2019 meeting is listed below for your review. Adequate funding is available in the accounts as noted.

Construction Contract

Athletic Track Resurfacing — Hamilton High School

Prime Contractor
Athletic Field Services, Inc.
P.O. Box 215
Genesee Depot, WI 53127

Low bidder, base bid of $89,775.00, plus $2,665.00 for Mandatory Alternate Bid #1, to remove existing and install new rubber surfacing for pole vault, plus $9,980.00 for Mandatory Alternate Bid #2, to remove existing and install rubber surfacing for high jump, for a total cost of $102,420.00

HUB Participation
- Certified HUB Vendor? ..... No
- Total # of Employees ..... N/A
- Total # of Minorities ..... N/A
- Total # of Women ..... N/A
- 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 athletic track resurfacing project from account code FAR 00 MMQ HA ECNC GND8 (Project No. 3034). The project's start date is scheduled for July 26, 2019, and completion date is September 10, 2019.

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 total construction contract requested $102,420.00

Implementation and Assessment Plan

Upon the Board's approval, the construction contract, as provided under separate cover, will be executed.

Administration's Recommendation

The Administration recommends that the Board approve the construction contract as provided under separate cover.

Director Phillips moved to approve the Administration's recommendation. The motion passed, the vote being as follows:

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

* * * * *

(Item 14) Action on Monthly Finance Matters: Authorization to Make Purchases; Informational Report on Change Orders in Excess of $25,000; Report on 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 5754 Authorization to Extend a Blanket Agreement with CDW Government LLC for Chrome Devices

The Administration is requesting authorization to extend the blanket agreement with CDW Government LLC ("CDW") to provide Chrome devices. The Chromebooks, Chromeboxes, Chromebook service, and Chrome operating-system licenses will be used in schools to refresh current inventories and to continue to decrease student-to-device ratios.

This vendor was chosen pursuant to RFB 5754. The original blanket agreement provided for two one-year options to extend if certain performance metrics were met. The first one-year option to extend has been exercised. CDW has met the performance metrics codified in the contract; therefore, MPS is exercising the second option year for the contract.

This second extension will run from September 1, 2019, through August 31, 2020. The total cost of the blanket agreement in this extension year will not exceed $4,995,560.

Budget Code: Varies by location ordering goods $4,995,560

CDW Government LLC

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

RFB 5755 Authorization to Extend a Blanket Agreement with CDW Government LLC for Charging Carts for Chromebooks

The Administration is requesting authorization to extend the blanket agreement with CDW Government LLC ("CDW") to provide charging carts for Chromebooks. These carts will be used to secure, to charge, and to transport Chromebooks within our school buildings.

This vendor was chosen pursuant to RFB 5755. The original blanket agreement provided for two one-year options to extend if certain performance metrics were met. The contract has been extended for the first one-year extension. CDW has met the performance metrics codified in the contract; therefore, MPS is exercising the second option year for the contract.

This second extension will run from September 1, 2019, through August 31, 2020. The total cost of blanket agreement in this extension year will not exceed $596,290.

Budget Code: Varies by location ordering goods $596,290

CDW Government LLC

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

RFB 5773 Authorization to Contract with Prairie Farms Dairy for Milk Products

The Administration is requesting authorization to enter into a blanket contract with Prairie Farms Dairy for milk products. This vendor will be used to deliver milk to all MPS school cafeterias for the School Nutrition Program.

This contract covers 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 contract will run from September 1, 2019, through August 31, 2020, (the "Initial Term") with two additional one-year options to extend if certain performance metrics incorporated into the contract are met.

The total cost of the contract in the Initial Term will not exceed $2,750,000.

Budget Code: LNC-0-0-LNH-XX-EFOD (School nutrition — Food) $2,750,000

Prairie Farms Dairy

Prime Contractor Information
- Certified HUB Contractor? ..... No
- Total # of Employees 190
- Total # of Minorities 24
- Total # of Women 20

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 5772 Authorization to Enter into a Blanket Agreement with Oliver Packaging and Equipment Co. for Tray-wrapping Film

The Administration requests authorization to enter into a blanket agreement with Oliver Packaging (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 5, 2019. Oliver Packaging was the lowest complying bidder for award Group B. The contract will run from August 1, 2019, through June 30, 2020, (the "Initial Term") with the option of two additional one-year terms to run from July 1 through June 30 in subsequent years if performance metrics codified in the bid are met.

The total cost for the Initial Term will not exceed $80,000.

Budget Code: 000-0-0-000-BL-ECTS (Blanket Contract) $80,000

Oliver Packaging and Equipment Company

Prime Contractor Information
- Certified HUB Vendor? .....No
- Total # of Employees 76
- Total # of Minorities 12
- Total # of Women 16

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

Report on a Contract between the Milwaukee Board of School Directors ("MPS") and Donovan Group LLC to Assist with Community Engagement in Anticipation of a Possible Referendum

The Administration is in the process of finalizing a contract with Donovan Group LLC to assist with community engagement in anticipation of a possible referendum. Specifically, the vendor will work closely with district staff to develop a community-engagement strategy, timeline, and roadmap for execution of the strategy that will include milestones and required tasks. The vendor was granted an exception-to-bid on the basis that the services are considered one-of-a- kind, and competitive vendors do not exist (Administrative Policy 3.09(7)(e)(1)(b)(i)). The total compensation under the contract shall not exceed $48,400.00. The contract will run from August 1, 2019, through April 30, 2020.

Report on a Contract between the Milwaukee Board of School Directors ("MPS") and Robert W. Baird & Co. to Build and to Analyze the District's Current Budget Forecast

The Administration is in the process of finalizing a contract with Robert W. Baird & Co. to build and to analyze the district's current budget forecast. As part of the forecast-development process, the vendor will train district staff on their budget forecast models, assist with inputting district assumptions into the models, and provide one year of ongoing support. Additionally, the vendor will assist the district in identifying potential revenue and expenditure reductions and enhancements and will conduct a referendum analysis that will include forecasting the impact of a referendum on state aid and tax-levy calculations.

The vendor was granted an exception-to-bid on the basis that the services are considered one-of-a-kind, and competitive vendors do not exist (Administrative Policy 3.09(7)(e)(1)(b)(i)). The total compensation under the contract shall not exceed $11,000.00. The contract will run from August 1, 2019, through July 31, 2020.

Routine Monthly Reports

The report on revenues and expenses, the monthly expenditure control report, the report on administrative and school fund transfers, the monthly report on contracts awarded with a value under $50,000

and cumulative total report, and the report on monthly grant awards have been provided under separate cover. These are informational reports, and no action is required.

Donations

Location	Donor	Amount	Gift or Purpose
Monetary Donations over $5,000			
Bradley Trade & Tech	DonateWell	$6,000.00	Green Parking Lot
	Total Monetary Donations over $5,000	*$6,000.00*	
Monetary Donations			
Audubon High School	LeadDog Marketing Group	$692.50	Kohl's Cares Field Trip Grant
Audubon High School	LeadDog Marketing Group	$199.00	Kohl's Cares Field Trip Grant
Audubon High School	Kingfish Solutions, LLC.	$204.35	Athletic Donation
Bay View High School	Robert J. Schleck	$100.00	Scholarship Donation
Bethune Academy	LeadDog Marketing Group	$1,000.00	Kohl's Cares Field Trip Grant
Brown Street School	LeadDog Marketing Group	$500.00	Kohl's Cares Field Trip Grant
Brown Street School	LeadDog Marketing Group	$1,000.00	Kohl's Cares Field Trip Grant
Brown Street School	LeadDog Marketing Group	$1,000.00	Kohl's Cares Field Trip Grant
Bryant School	LeadDog Marketing Group	$3,000.00	Kohl's Cares Field Trip Grant
Burdick School	Ann Goeden	$100.00	Carnival Donation
Clarke Street School	Katie Horrigan	$500.00	Donation for Healthy Kids
Douglas School	Target Corporation*	$1,000.00	Soccer Donation
Douglas School	LeadDog Marketing Group	$500.00	Kohl's Cares Field Trip Grant
Douglas School	LeadDog Marketing Group	$700.00	Kohl's Cares Field Trip Grant
Eighty-First Street School	LeadDog Marketing Group	$1,000.00	Kohl's Cares Field Trip Grant
Eighty-First Street School	LeadDog Marketing Group	$1,000.00	Kohl's Cares Field Trip Grant
Emerson School	Children's' Hospital of Wisconsin	$500.00	General School Supplies
Emerson School	LeadDog Marketing Group	$963.00	Kohl's Cares Field Trip Grant
Emerson School	LeadDog Marketing Group	$995.00	Kohl's Cares Field Trip Grant
Fernwood School	Safari Club International WI Chapter, Inc.	$1,000.00	Archery Club Donation
Fifty-Third Street School	LeadDog Marketing Group	$1,000.00	Kohl's Cares Field Trip Grant
Fifty-Third Street School	LeadDog Marketing Group	$996.00	Kohl's Cares Field Trip Grant
Forest Home Avenue School	LeadDog Marketing Group	$999.00	Kohl's Cares Field Trip Grant
Forest Home Avenue School	LeadDog Marketing Group	$1,000.00	Kohl's Cares Field Trip Grant
Forest Home Avenue School	LeadDog Marketing Group	$839.00	Kohl's Cares Field Trip Grant
Franklin School	General Mills/Box Tops for Education	$15.00	General School Supplies
Franklin School	LeadDog Marketing Group	$1,414.00	Kohl's Cares Field Trip Grant
French Immersion School	YourCause, LLC.	$30.00	General School Supplies
Gaenslen School	United Methodist Women	$25.00	General School Supplies
Garland School	American Transmission Company, LLC	$225.00	To Purchase 3 Trees
Garland School	LeadDog Marketing Group	$1,000.00	Kohl's Cares Field Trip Grant
German Immersion School	YourCause, LLC.	$50.00	General School Supplies
German Immersion School	YourCause, LLC.	$50.00	General School Supplies
German Immersion School	YourCause, LLC.	$8.24	General School Supplies
German Immersion School	LeadDog Marketing Group	$925.00	Kohl's Cares Field Trip Grant
German Immersion School	YourCause, LLC.	$8.24	General School Supplies
Grant School	LeadDog Marketing Group	$1,000.00	Kohl's Cares Field Trip Grant
Grant School	LeadDog Marketing Group	$1,000.00	Kohl's Cares Field Trip Grant
Grantosa Drive School	Meemic Insurance	$500.00	General School Supplies
Greenfield School	LeadDog Marketing Group	$915.00	Kohl's Cares Field Trip Grant
Greenfield School	LeadDog Marketing Group	$1,000.00	Kohl's Cares Field Trip Grant
Greenfield School	LeadDog Marketing Group	$920.00	Kohl's Cares Field Trip Grant
Gwen T. Jackson School	Sara & Amy W. Nolan	$150.00	Year-end Celebration Donation
Hamilton High School	Dunns Sporting Goods, Inc.	$150.00	Scholarship Donation
Hamilton High School	LeadDog Marketing Group	$1,000.00	Kohl's Cares Field Trip Grant
Hamilton High School	LeadDog Marketing Group	$1,000.00	Kohl's Cares Field Trip Grant
Hamilton High School	LeadDog Marketing Group	$1,000.00	Kohl's Cares Field Trip Grant

Location	Donor	Amount	Gift or Purpose
Hawley School	LeadDog Marketing Group	$700.00	Kohl's Cares Field Trip Grant
Hawley School	LeadDog Marketing Group	$1,000.00	Kohl's Cares Field Trip Grant
Hawley School	LeadDog Marketing Group	$700.00	Kohl's Cares Field Trip Grant
Hayes Bilingual School	LeadDog Marketing Group	$2,000.00	Kohl's Cares Field Trip Grant
Hi-Mount School	LeadDog Marketing Group	$2,950.00	Kohl's Cares Field Trip Grant
Holmes School	LeadDog Marketing Group	$2,000.00	Kohl's Cares Field Trip Grant
Howard Avenue Montessori	Anonymous Donor	$60.00	General School Supplies
Howard Avenue Montessori	Jennifer Ketz	$200.00	Nature's Classroom Donation
Howard Avenue Montessori	Arlington Park Cemetery	$100.00	Choir Donation
Howard Avenue Montessori	Conrad & Kham Ayala	$100.00	Nature's Classroom Donation
Howard Avenue Montessori	Ashley Pandhl	$100.00	Camp Donation
Keefe Avenue School	YourCause, LLC.	$240.00	General School Supplies
Keefe Avenue School	LeadDog Marketing Group	$816.00	Kohl's Cares Field Trip Grant
Kilbourn School	LeadDog Marketing Group	$997.00	Kohl's Cares Field Trip Grant
Lloyd Barbee Montessori	Maryland Avenue Montessori Fund	$1,000.00	Peace Summit Donation
MacDowell Montessori	MacDowell Montessori PTO*	$2,098.00	Bus Fees and Swim Donation
Maple Tree School	LeadDog Marketing Group	$1,000.00	Kohl's Cares Field Trip Grant
Maple Tree School	LeadDog Marketing Group	$1,000.00	Kohl's Cares Field Trip Grant
Maple Tree School	LeadDog Marketing Group	$900.00	Kohl's Cares Field Trip Grant
Marshall High School	Russel & Virginia Duris	$100.00	Library Donation
Meir School	LeadDog Marketing Group	$3,000.00	Kohl's Cares Field Trip Grant
Milw High Sch of Arts	Lowe's	$4,995.00	Toolbox for Education Grant
Milw High Sch of Arts	University of Wisconsin-Milwaukee	$400.00	Orchestra Donation
Milw. Sch. of Languages	General Mills/Box Tops for Education	$35.00	General School Supplies
Milw. Sch. of Languages	James M. Hays	$1,000.00	Scholarship Donation
Milw. Sch. of Languages	Wisconsin Masonic Foundation	$1,000.00	Scholarship Donation
Milw. Sch. of Languages	Stacie Bell	$1,000.00	Scholarship Donation
Milw. Sch. of Languages	Juneau Letterwinners Alumni Association	4,000.00	Gym Floor Donation
Mitchell School	General Mills/Box Tops for Education	$51.00	General School Supplies
Morse Middle School	Jason & Carrie Kelroy	$4,500.00	Chess Club Donation
Riverside High School	Tam Tomar, DBA McDonald's	$351.35	Track Donation
Riverwest Elementary	Mark Cergol	$800.00	Field Trip Donation
Rogers Street Academy	LeadDog Marketing Group	$1,000.00	Kohl's Cares Field Trip Grant
Rogers Street Academy	LeadDog Marketing Group	$850.00	Kohl's Cares Field Trip Grant
Rogers Street Academy	LeadDog Marketing Group	$1,000.00	Kohl's Cares Field Trip Grant
Ronald Reagan High School	MPS Cooper School	$50.00	DJ Program Donation
Ronald Reagan High School	The National Society of High School Scholars	$500.00	General School Supplies
Sherman School	Zeta Sigma Chi Sorority	$200.00	Art Donation
Sherman School	LeadDog Marketing Group	$2,000.00	Kohl's Cares Field Trip Grant
Siefert School	LeadDog Marketing Group	$1,000.00	Kohl's Cares Field Trip Grant
Siefert School	LeadDog Marketing Group	$1,000.00	Kohl's Cares Field Trip Grant
Siefert School	LeadDog Marketing Group	$950.00	Kohl's Cares Field Trip Grant
Spanish Immersion School	LeadDog Marketing Group	$2,000.00	Kohl's Cares Field Trip Grant
Spanish Immersion School	LeadDog Marketing Group	$2,000.00	Kohl's Cares Field Trip Grant
Starms Discovery School	Stanley L. Jackson	$60.00	8th-grade Field Trip Donation
Starms Early Childhood School	American Transmission Company, LLC	$225.00	Tree Purchase Donation
Starms Early Childhood School	Krissy N. Washington	$50.00	Playground Donation
Townsend School	Parklawn Assembly	$75.00	Empowerment Day Donation
Townsend School	Life Church	$200.00	Empowerment Day Donation
Townsend School	Gary & Ruby Brock	$100.00	Empowerment Day Donation
Townsend School	LeadDog Marketing Group	$1,451.00	Kohl's Cares Field Trip Grant
Trowbridge School	Jessica & Victor Maglio	$217.92	Field Trip Donation
Trowbridge School	LeadDog Marketing Group	$1,000.00	Kohl's Cares Field Trip Grant
Trowbridge School	LeadDog Marketing Group	$1,000.00	Kohl's Cares Field Trip Grant

Location	Donor	Amount	Gift or Purpose
Trowbridge School	LeadDog Marketing Group	$1,000.00	Kohl's Cares Field Trip Grant
Trowbridge School	The Benevity Community Impact Fund	$500.00	General School Supplies
Trowbridge School	Diane & Joseph Foley	$1,000.00	Diane & Joseph Drama Program
Victory School	LeadDog Marketing Group	$1,000.00	Kohl's Cares Field Trip Grant
Victory School	LeadDog Marketing Group	$1,000.00	Kohl's Cares Field Trip Grant
Victory School	LeadDog Marketing Group	$1,000.00	Kohl's Cares Field Trip Grant
Vincent School	American Transmission Company, LLC	$150.00	Tree Purchase Donation
Vincent School	National FFA Foundation, Inc.	$4,601.00	Vincent Agriculture Donation
Whitman School	American Transmission Company, LLC	$150.00	Tree Purchase Donation
Whitman School	LeadDog Marketing Group	$1,000.00	Kohl's Cares Field Trip Grant
Whitman School	LeadDog Marketing Group	$600.00	Kohl's Cares Field Trip Grant
Whitman School	LeadDog Marketing Group	$690.00	Kohl's Cares Field Trip Grant
Whitman School	DonateWell	$1,826.00	General School Supplies
Whittier School	Whittier PTO	$1,500.00	Mulch Donation
Whittier School	LeadDog Marketing Group	$876.00	Kohl's Cares Field Trip Grant
Wisconsin Conservatory	Cynthia R. Eastern	$50.00	Prom Donation
Zablocki School	General Mills/Box Tops for Education	$54.40	General School Supplies
Zablocki School	Eva & Jose Martinez	$100.00	Teacher Appreciation Donation
Zablocki School	Sixteenth Street Community Health Centers, Inc.	$132.00	Field Trip Donation
Zablocki School	LeadDog Marketing Group	$510.00	Kohl's Cares Field Trip Grant
Zablocki School	LeadDog Marketing Group	$1,000.00	Kohl's Cares Field Trip Grant
	Total Monetary Donations	*$108,035.00*	
Non-Monetary Donations			
Burbank School	Aleece Lair	$25.00	Boys Pants
Burbank School	Karen Ivory	$20.00	Clothes
Burbank School	Patrick & Amy Shields	$50.00	Clothes
Burbank School	Shara Byes	$20.00	Clothes
Burbank School	Aleece Lair	$20.00	Clothes
Burbank School	Martin Luther Lutheran Church	$1,000.00	Thanksgiving Baskets
Burbank School	Martin Luther Lutheran Church	$750.00	Holiday Gifts for Students
Doerfler School	Artists Working In Education, Inc.	$540.00	Field Trip Admission
Forest Home Avenue	Donors Choose	$385.02	PBIS Incentives
German Immersion School	Donors Choose	$645.60	Field Trip Donation
Honey Creek Elementary School	Donors Choose	$173.44	General School Supplies
Manitoba School	Midwest Educational Furnishings, Inc.	$400.00	Laminator
Maple Tree School	Donors Choose	$145.05	PBIS Incentives
Maple Tree School	Donors Choose	$89.98	General School Supplies
Maple Tree School	Donors Choose	$197.96	General School Supplies
Obama School of Career and Tech Ed	Linda A. Gianni	$30.00	New Jackets
Thurston Woods	Donors Choose	$578.06	Reading Supplies
Thurston Woods	Donors Choose	$510.69	General School Supplies
Thurston Woods	Donors Choose	$675.96	Social Emotional Learning Supplies
Whitman School	Adopt A Classroom	$1,541.07	General School Supplies
Whitman School	Donors Choose	$159.61	Books
Whitman School	Donors Choose	$554.44	Headphones
Whitman School	Donors Choose	$441.29	Field Trip Supplies
Whitman School	Donors Choose	$357.22	Dry Erase Paddles
Whitman School	Donors Choose	$627.54	Classroom Furniture
Whitman School	Donors Choose	$339.85	Manipulatives Supplies

Location	Donor	Amount	Gift or Purpose
	Total Non-Monetary Donations	*$10,277.78*	
	Total Value of Donations for July 2019	*$124,312.78*	
	**Donations from MPS Alumni*	*$3,098.00*	

Fiscal Impact Statement

This item authorizes expenditures as indicated in the attachments provided under separate cover.

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.

The gavel was passed to Director Báez at 8:49 PM and returned to President Miller at 8:50 PM.

Director Phillips moved to approve the Administration's recommendation. The motion passed, the vote being as follows:

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

* * * * *

(Item 15) Notification, with Possible Action, of a Partial Relocation of Several Grades from Hmong American Peace Academy, Ltd., for Hmong American Peace Academy (HAPA)

The Board received the following report from the Administration. Although this item had been noticed for possible action, no action was required.

Background

Hmong American Peace Academy (HAPA) was established as a non-instrumentality charter school beginning with the 2004-2005 school year. HAPA's current contract provides for service for 1,820 FTE pupils in the2019-20 school year, 1,900 FTE pupils in the 2020-21 school year, 1,960 FTE pupils in the 2021-22 school year, and 2,010 FTE pupils in the 2022-23 school year. HAPA currently has two campuses — HAPA main campus, located at 4601 N. 84th St., which serves grades 3 through 12, and HAPA Happy Hill, located at 7171 W. Brown Deer Rd., which serves grades K4 through 2.

HAPA's mission is to provide students with rigorous academics, character development, and Hmong cultural values, preparing them to excel in college, universities, and careers. HAPA envisions that students will enjoy college and career success, value Hmong culture and heritage, and exhibit responsible and peaceful leadership in local and global communities

On May 31, 2019, MPS received notification from HAPA indicating that HAPA is seeking to partially relocate several grades from HAPA's primary campus located at 4601 North 84th Street to a supporting campus located at 8200 W. Denver Avenue, Milwaukee, WI. HAPA's correspondence providing notice of this relocation has been provided under separate cover.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 9.12, Charter Schools

Fiscal Impact Statement

This item does not authorize expenditures.

* * * * *

(Item 16) Action on Request to Waive Administrative Policy 3.09(9)(e) and to Extend the Current Contract with Gallagher Bassett Services, Inc., for Third-Party Administration of the District's Self-insured Workers' Compensation Program

Background

The Administration is requesting authorization to waive the three-year term limits of Administrative Policy 3.09(9)(e) and to extend its current contract with Gallagher Bassett Services, Inc., ("Gallagher Bassett") for third-party administration of the district's workers' compensation program.

This vendor was chosen pursuant to RFP 926. On September 29, 2016, the Board approved the contract with Gallagher Bassett for an initial three-year term, with the option to renew for two successive one-year terms. The Board authorized the initial three-year term to commence on July 1, 2016, and to expire on June 30, 2019; however, the executed contract with Gallagher Bassett has the initial term commencing on October 1, 2016, and expiring on September 30, 2019. In the spirit of full transparency, the Administration is notifying the Board of this discrepancy and seeking authorization to extend the initial term of the contract with Gallagher Bassett through September 30, 2019, with the two optional one-year renewal terms to run October 1, 2019-September 30, 2020, and October 1, 2020-September 30, 2021. In the event the Administration seeks to exercise the renewal options, the Administration will return to the Board for authorization to do so.

When the Board approved the contract with Gallagher Bassett, it authorized expenditures up to $1,500,000.00. The Administration is not requesting any increase in the funds allocated to the initial term of this contract.

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

There will be no fiscal impact associated with this extension due to funds previously having been approved by the Board remaining on this contract.

Implementation and Assessment Plan

Upon approval by the Board, the extension will begin as indicated in this item.

Administration's Recommendation

The Administration recommends that the Board authorize the waiver of Administrative Policy 3.09(9)(e) and approve the extension with Gallagher Bassett Services, Inc., as set forth in this item.

Director Báez moved to approve the Administration's recommendation. The motion passed, the vote being as follows:

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

* * * * *

(Item 17) Action on Resolution 1920R-001 by Directors Miller and O'Halloran Regarding Restorative Practices

Background

On April 30, 2019, the Milwaukee Board of School Directors referred Resolution 1920R-001 by Directors Miller and O'Halloran regarding restorative practices to the Committee on Student Achievement and School Innovation.

WHEREAS, The Restorative Practices model teaches respect and gives common language and practice to resolving differences and to giving voice to students, communities, parents and guardians, and staff; and

WHEREAS, MPS has been engaged in Restorative Practices for a number of years, the best examples of which have shown very positive results that improve the culture of schools and classrooms; and

WHEREAS, All MPS staff, students, and families, as well as all MPS systems, can gain from implementing these justice-based positive behavioral supports; and

WHEREAS, Although MPS's Restorative "Justice" originally had been offered in collaboration with the Milwaukee County District Attorney's Office and was implemented by the late Assistant DA David Lerman, the "father" of restorative practices, Restorative Practices training and support was expanded through the Safe Schools Healthy Students Grant, and a regional School Social Worker Team was created that developed a Restorative Justice Guide; and

WHEREAS, Through the district's violence-prevention work, there has been a district Restorative Practices Coordinator position since 2013, support has been provided to Student Services in servicing students who have been expelled, and an eighth-grade promotional program has been established that integrates Restorative Practices into the program's humanities curriculum and offers training to staff; and

WHEREAS, In the Spring of 2015, an Restorative Practices curriculum-development cohort was created to assist teachers from MPS high schools that were implementing the Restorative Practices curriculum, a pilot of which was established with a research component to assess the effectiveness of the curriculum, and a Restorative Practices Guide was developed; and

WHEREAS, The district's Trauma-informed Care Training, which is focused on social-emotional learning, created two modules focused on Restorative Practices; and

WHEREAS, There are presently a full-time Restorative Practices Coordinator funded through Specialized Services; a full-time Restorative Practices Coach funded through the Project AWARE Grant; a full-time Restorative Practices Teacher Leader funded through the Black Lives Matters Resolution who supports WCLL and the Black and Latino Male Achievement Department and teachers; and an MPS Equity Specialist, one of whose tasks is to support the intersection of Restorative Practices and culturally-responsive teaching; and

WHEREAS, While the Restorative Practices work has proven successful in its fidelity of implementation, it is still scattered and lacks full coordination; now, therefore, be it

RESOLVED, That MPS shall train all staff and students over a four-year period in the use and application of Restorative Practices; and be it

FURTHER RESOLVED, That all administrative leadership, including principals, vice-principals, and school leaders, shall be trained in the first two years of the four-year implementation; and be it

FURTHER RESOLVED, That MPS shall develop a centrally located Restorative Practices Team, comprising three full-time Restorative Practitioners, to direct the work for collaboration across departments, to support a cohort of schools interested in implementing a whole-school approach in the first stage, and to provide training in the use of materials and resources; and be it

FURTHER RESOLVED, That this team shall collaborate with Student Services, OCR, parent coordinators, and PBIS coaches to develop progressive 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 be it

FURTHER RESOLVED, That this team shall train community partners, crisis teams, and police working in our schools in the implementation of Restorative Practices; and be it

FURTHER RESOLVED, That as this work grows over the four-year timeline, additional trained staffed are to be considered for fidelity of implementation; and be it

FURTHER RESOLVED, That the Administration will provide the Board with quarterly reports, through the appropriate committee of the Board, on the progress of this initiative.

The Administration is in agreement with the intent of the resolution and currently offers opportunities for staff to be trained in restorative practices. Administration recognizes that the implementation of restorative practices is a shift in mindset and, therefore, will require a significant amount of professional development, coaching, and support to benefit our students and to change school climate.

Administration is suggesting minor adjustments to the resolved portions of the resolution as detailed below. This includes a focus on training of the board members, centrally assigned staff, school staff, students, and community partners who work with our schools. In addition, the Administration is recommending that the Restorative Practice Coaches work in coordination with the Equity Specialist and the Violence Prevention Program to support schools so that our practices and message is consistent.

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

Administration's Recommendation

The Administration recommends that the Board adopt Resolution 1920R-001 by Directors Miller and O'Halloran as amended below:

RESOLVED, That MPS shall train ~~all~~ staff and students in selected cohort schools over a ~~four-~~ five-year period in restorative mindset and the use and application of Restorative Practices and that ongoing training will continue to be offered to other interested district staff; and be it

FURTHER RESOLVED, That ~~all administrative~~ district leadership, including the Board of School Directors, principals, ~~vice-~~ assistant principals, and school leaders, shall be trained in the first two years of the ~~four-~~ five-year implementation and be offered annual refreshers; and be it

FURTHER RESOLVED, That MPS shall develop a centrally located Restorative Practices Team, comprising ~~three~~ four full-time Restorative ~~Practitioners~~ Practice Coaches, ~~to direct the work for collaboration across departments,~~ who shall work in coordination with the Equity Specialist, the Violence Prevention Team, and the departments of Black and Latino Male Achievement, Curriculum and Instruction, Research, Assessment and Data, School Safety, Strategic Partnerships and Customer Service, and Student Services to support a cohort of schools ~~interested~~ in implementing a whole-school approach ~~in the first stage~~ and to provide training and coaching in the use of materials and resources; and be it

FURTHER RESOLVED, That this team shall collaborate with ~~Student Services, OCR, parent coordinators, and PBIS coaches~~ the Equity Specialist, the Violence Prevention Team, and the departments of Black and Latino Male Achievement, Curriculum and Instruction, Research, Assessment and Data, School Safety, Strategic Partnerships and Customer Service, and Student Services to review and develop ~~progressive~~ 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 be it

FURTHER RESOLVED, That this team shall ~~train~~ offer trainings for community partners~~, crisis teams, and police~~ working in our schools in the ~~implementation~~ restorative mindset and the use of Restorative Practices; and be it

FURTHER RESOLVED, That as this work grows over the ~~four-~~ five-year timeline, additional trained staffed are to be considered for fidelity of implementation; and be it

FURTHER RESOLVED, That the Administration will provide the Board with quarterly reports, through the appropriate committee of the Board, on the progress of this initiative.

At the request of President Miller, and by consensus, this item was discussed together with Item 18.

The gavel was passed to Director Báez at 9:02 and returned to President Miller at 9:13.

The gavel was passed to Director Báez at 9:35 and returned to President Miller at 9:38.

The gavel was passed to Director Báez at 9:46 and returned to President Miller at 9:49.

On Item 17, President Miller moved to approve the Resolution as amended and to direct the Administration to bring the equity document/guidebook in draft format to the Board within the August meeting cycle. The motion passed, the vote being as follows:

Ayes — Directors Báez, Herndon, O'Halloran, Peterson, Phillips, Siemsen, and President Miller — 7.
Noes — None.
Abstention — Director Woodward — 1.

* * * * *

(Item 18) Action on Resolution 1920R-005 by Directors Baéz and Miller Regarding Anti-Racism

Background

On May 29, 2019, the Milwaukee Board of School Directors referred Resolution 1920R-005 by Directors Baéz and Miller regarding anti-racism to the Committee on Student Achievement and School Innovation.

WHEREAS, The Milwaukee County Board adopted a resolution in May 2019 declaring that racism is a public health issue affecting Milwaukee County, with a goal of developing develop a Racial Equity Plan starting with the training of all 4,000 County employees in racial equity, calling on all levels of government in Milwaukee and Wisconsin to follow suit; and

WHEREAS, In 2015, the Board adopted Resolution 1516R-001, known as the Black Lives Matter resolution, which identified racism and white supremacy, affecting our students, as having deep systematic roots in America, both past and present; and

WHEREAS, In 2014, the Board adopted Resolution 1415R-003, which called for respect of multiculturalism and multi-language teaching for all; and

WHEREAS, In 2017, the Board adopted Resolution 1617R-007, known as the Safe Haven resolution, which, called for defending immigrant and undocumented students; and

WHEREAS, Racism, anti-immigrant xenophobia (including attacks on languages and cultures), anti-LGBT bias, Islamophobia and anti-Semitism have reached crisis proportions in America; and

WHEREAS, It is imperative that MPS teachers, staff and administrators work hard to divest themselves of all racial and ethnic biases, recognize the dangers that our students face and must believe in our students and have faith in their communities. They must trust them, and encourage them and defend them; and

WHEREAS, It is imperative for staff and students to understand biased actions and policies in the district, schools, and classrooms and that microaggressions, cultural ignorance, stereotyping, and toxic interactions must be confronted in all of our work; and

WHEREAS, Resolution 1920R-001 has been introduced to the Board, which calls on all staff and students to be trained in the use of Restorative Practices; and

WHEREAS, Racism and bias in MPS must be intentionally confronted, using an equity lens, meaning that that we acknowledge the disparities that impact historically marginalized groups and identify priorities based on areas of greatest needs; now, therefore, be it

RESOLVED, That MPS shall train all current staff and students over a four-year period in anti-racist and anti-bias practices along with restorative practices, and similarly train all new staff within a reasonable period after their hiring; and be it

FURTHER RESOLVED, That all administrative leadership, including principals, assistant principals, and school leaders, shall be trained in the first year of the four-year implementation; and be it

FURTHER RESOLVED, That each school will have a lead person trained in the first year who will then assist their school in implementing a school-based anti-racist, anti-bias plan; and be it

FURTHER RESOLVED, That the school-based plans address issues of racism, bias, culture, language, school and district climate, curriculum and culturally responsive teaching and be

developed by a collaboration of students, parents, staff and school leadership while, at the same time, engaging in anti-racist and anti-bias training; and be it

FURTHER RESOLVED, That this effort to eradicate racism and all forms of prejudice and to ensure equity in the Milwaukee Public Schools be widely promoted and discussed in the Milwaukee community and with all other institutions that affect the lives of our children and families; and be it

FURTHER RESOLVED, That this effort is not seen as a one-time training, but must be integrated into the whole of MPS, with on-going training beyond the first four years.

FURTHER RESOLVED, That the Administration shall present a plan and timeline for implementation of this effort in the July Board cycle.

The Administration is in agreement with the intent of the resolution and recognizes the critical importance of culturally-responsive practices within a system which is actively seeking to dismantle organizational practices that perpetuate racism. The Administration acknowledges the work that has already begun in these areas as well as the need for a sustained, integrated effort to promote culturally-responsive/anti-biased practices at all levels of the district.

The Administration is suggesting minor adjustments related to the timeline for implementation, specific individuals and groups to be trained, and the inclusion of input from the community.

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

Administration's Recommendation

The Administration recommends that the Board adopt Resolution 1920R-005 by Directors Baéz and Miller as amended below:

RESOLVED, That MPS shall annually train ~~all~~ current staff and students over a ~~four~~ five-year period in anti-racist and anti-bias practices along with restorative practices and similarly train ~~all~~ new staff within a reasonable period after their hiring; and be it

FURTHER RESOLVED, That ~~all administrative~~ district leadership, including the Board of School Directors, centrally assigned administrators, principals, assistant principals, and school leaders, shall be trained in the ~~first year~~ two years of the ~~four~~ five-year implementation; and be it

FURTHER RESOLVED, That each school will ~~have a lead person trained in the first year~~ annually train the Discipline Champion and SEL Champion, who will then assist their schools in implementing a school-based anti-racist, anti-bias plan; and be it

FURTHER RESOLVED, That the school-based plans address issues of racism, bias, culture, language, school and district climate, curriculum and culturally responsive teaching and be developed by a collaboration of students, parents, staff and school leadership while, at the same time, engaging in anti-racist and anti-bias training; and be it

FURTHER RESOLVED, That this effort to eradicate racism and all forms of prejudice and to ensure equity in the Milwaukee Public Schools be widely promoted and discussed in the Milwaukee community as topics during quarterly community conversations ~~and with all other institutions that affect the lives of our children and families~~; and be it

FURTHER RESOLVED, That this effort is not seen as a one-time training, but must be integrated into the whole of MPS, with on-going training beyond the first ~~four~~ five years.

FURTHER RESOLVED, That the Administration shall present a draft plan and timeline for implementation of this effort in the July Board cycle.

On Item 18, Director Báez moved to adopt the Resolution as amended by the Administration, with an additional amendment to the fifth "Further Resolved" statement, to read as follows:

FURTHER RESOLVED, That this effort is not to be seen as a one-time training, but must be integrated into the practices; policies and procedures; and the whole of MPS, with on-going training beyond the first ~~four~~ five years.

The motion passed, the vote being as follows:

Ayes — Directors Báez, Herndon, O'Halloran, Peterson, Phillips, Siemsen, and President Miller — 7.
Noes — None.
Abstention — Director Woodward — 1.

* * * * *

(Item 19) Action on a Follow-up to Resolution 1920R-003 by Directors O'Halloran and Siemsen on Teacher Prep Time

Background

Per Resolution 1920R-003, the Administration and the Milwaukee Teachers' Education Association (MTEA) have agreed to the following plan for implementation of the resolution:

1. The Administration will have four hours per month as school-based administrator-directed time. Each school-based administrator will work with school staff to determine the schedule of said time.
2. Teachers may arrive no later than five minutes prior to the start of the student day and leave no earlier than five minutes after the end of the student day. Teachers may not leave during their AMP or prep times. Teachers may leave during their scheduled lunch periods.
3. To allow for staff participation in districtwide professional learning related to districtwide initiatives (e.g.. restorative practices), districtwide professional learning may occur during teacher-directed time upom reasonable notice to the building representative(s) and with prior agreement of district administration and the MTEA.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 6.27, Time Schedules and Workloads: Certificated Staff

Fiscal Impact Statement

This item does not authorize expenses.

Implementation and Assessment Plan

Upon the Board's approval, the Administration will implement the plan for Resolution 1920R-003 in the FY20 school year.

Administration's Recommendation

The Administration recommends the Board approve the implementation plan for Resolution 1920R-003.

President Miller moved to approve the Administration's recommendation with a fourth point added to the implementation as follows:

4. That the safety of students is to be taken into account in the implementation of the Resolution.

The motion passed, the vote being as follows:

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

* * * * *

(Item 20) Action on the Award of Contracts for the Partnership for the Arts and Humanities

Background

The Milwaukee Public Schools Partnership for the Arts & Humanities (PAH) is an annual allocation of funds designed to support after-school, weekend, and summer arts- and humanities-related programs for City of Milwaukee children, youth, and families. The goals of the Partnership for the Arts & Humanities program are to:

1. increase access to arts and/or humanities experiences for all City of Milwaukee children, youth, and families;
2. strengthen existing and to establish new community partnerships that motivate students to higher levels of academic and social-emotional achievement;
3. 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 496 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:

1. Applicants complete an eligibility check and application form, which includes the following sections: needs assessment, demographic information, project's description, culturally-responsive practices, program's quality, staffing, partner's information, project's setting, expected outcome, budget, and matching funds.
2. Administration facilitates an application-review process by which a panel of MPS staff and community members with expertise in the arts, humanities, education, and youth development reviews and rates applications based on a detailed rubric. In 2018, student representation was added to the review panel to incorporate youth voice.

The Administration communicated application guidelines and eligibility criteria to schools, community organizations, and individuals via the Superintendent's Thursday Updates, local listservs, and a Constant Contact e-mail service. Information was also accessible online at www.MilwaukeeRecreation.net/ArtsAndHumanities. As additional support, the Administration offered informational sessions and a technical assistance workshop for prospective applicants. This year, 53 proposals were received requesting a total of $2,547,344.

In an effort to serve more youth and families, effective July 1, 2019, the PAH's funding budget has been increased by $330,000. These additional funds will be used to serve approximately 1,000 more individuals. The current budget totals $1.83 million dollars.

The Administration is making a recommendation to enter into contracts with 51 community-based organizations totaling $1,730,823. The programs led by these organizations will serve a projected 21,200 unduplicated children, youth, and family members between September 2019 and August 2020. Collectively, these organizations have secured over three million dollars in cash and in-kind matching support for the same or similar programming.

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 in the amount of $1,730,823 — budget code CSV-0-0-ART-RC-ECTS (Extension Funds — Arts and Humanities).

Implementation and Assessment Plan

Upon the Board's approval, the Administration will enter into contracts with 51 community-based organizations to provide arts and humanities programming throughout the city of Milwaukee

Administration's Recommendation

The Administration recommends that the Board approve the Partnership for the Arts and Humanities contracts as summarized below and as provided under separate cover:

Organization	Vendor #	Allocation
All Hands Boatworks, Inc.	V025010	$30,531
Alliance for Climate Education	V030412	$8,221
America SCORES Milwaukee dba Milwaukee Kickers Soccer Club, Inc.	V021619	$53,090
American Civil Liberties Union of WI Foundation	V006042	$47,175
Artists Working in Education, Inc.	V0771864	$63,612
Arts @ Large, Inc.	V011621	$48,719
ArtWorks for Milwaukee, Inc.	V014001	$43,456
Bembé Drum & Dance, Inc.	V029982	$68,284
Black Arts MKE, Inc.	V027386	$62,087
Boys & Girls Clubs of Greater Milwaukee, Inc.	V0285730	$81,995
Capita Productions, Inc.	V0812552	$9,900
Casa Romero Renewal Center	V023063	$17,472
COA Youth & Family Centers	V0843067	$49,829
Danceworks, Inc.	V0557064	$19,990
Express Yourself Milwaukee, Inc.	V006427	$85,000
First Stage Milwaukee, Inc.	V0456896	$85,000
Future Urban Leaders Foundation, Inc.	V030415	$13,225
Girl Scouts of Wisconsin Southeast, Inc.	V0610615	$42,500
H2O Milwaukee Music, LLC	V021758	$15,700
Hands in Harmony Piano Studio, LLC	V029630	$7,875
Hmong American Friendship Assn, Inc.	V0401269	$40,591
Keep Greater Milwaukee Beautiful	V0340170	$29,783
Lead2Change, Inc.	V026163	$37,252
Marcus Center for the Performing Arts, Inc.	V016054	$7,750
Milwaukee Art Museum, Inc.	V0132780	$28,148
Milwaukee Ballet Company, Inc.	V0196517	$38,381
Milwaukee Center for Children and Youth, Inc.	V026964	$9,439
Milwaukee Christian Center	V004238	$25,000
Milwaukee Film, Inc.	V023670	$2,968
Milwaukee Institute of Art and Design	V0664537	$10,500
Milwaukee Repertory Theater, Inc.	V0254746	$33,750
Milwaukee Youth Symphony Orchestra, Inc.	V000563	$42,500
Neighborhood House of Milwaukee, Inc.	V0351318	$12,000
Neu-Life Community Development	V011666	$10,000
Radio Milwaukee, Inc.	V016580	$7,500
Running Rebels Community Organization	V0649031	$36,786
SHARP Literacy, Inc.	V0854166	$5,098
Signature Dance Company	V011435	$12,164
Sixteenth Street Community Health Centers, Inc.	V022669	$25,973
Sojourner Foundation, Inc.	V0462292	$53,688

Organization	Vendor #	Allocation
TBEY Arts Center, Inc.	V025005	$42,500
Teens Grow Greens, Inc.	V027978	$54,810
Urban Ecology Center	V0761001	$8,000
University of Wisconsin - MILWAUKEE	V004186	$54,856
Victory Garden Initiative	V024590	$78,959
Walker's Point Center for the Arts	V0436038	$42,500
Wild Space Dance Company	V0597163	$10,370
Wisconsin Conservatory of Music	V0319716	$39,700
Wisconsin Humane Society	V0794007	$7,500
Woodland Pattern Book Center	V0352373	$58,696
Xalaat Africa Drum and Dance for Life, Inc.	V023264	$10,000
Contract Awards Total:		$1,730,823

The gavel was passed to President Miller at 10:34 PM.

The gavel was passed to Director Báez at 10:39 PM and returned to President Miller at 10:41 PM.

The gavel was passed to Director Báez at 10:47 PM.

President Miller moved to approve the Administration's recommendation. 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 gavel was returned to President Miller at 11:07 PM.

* * * * *

(Item 21) Action on the Award of a Contract for 21st Century Community Learning Centers

Background

The Administration is requesting authorization to enter in agreements with five community-based organizations (CBOs) to operate 35 Community Learning Centers (CLCs) during the 2019-20 school year. These community-based organizations were chosen pursuant to RFP 939: Before- and After-School Recreational Providers.

CLCs serve over 19,000 participants annually. Each CBO provides fiscal administration for its respective CLC sites, hires and evaluates CLC staff, and assists day schools in developing extended-day academic, recreational, and parent/family programming.

These agreements are funded by a combination of grant funds awarded to the District by the Wisconsin Department of Public Instruction (DPI), as well as district extension funds.

Each of the agreements presented for authorization will run from August 1, 2019, through June 30, 2020. The total cost of each contract and the associated budget codes are identified below:

Agency	Site		DPI Grant Funds RCC-X-X-XXX-XX-ECTS	Extension Funds CSV-0-0-XXX-XX-ECTS	Total	Contracted Agency's Total
Milwaukee Kickers Soccer Club, Inc.	Riley Elementary School (CLC)	RI	RCC-L-S-CL0-RI $137,750		$137,750	$137,750
Boys and Girls Club of Greater Milwaukee	Allen Field School	AF	RCC-P-S-DL0-AF $137,750		$137,750	

Agency	Site		DPI Grant Funds RCC-X-X-XXX-XX-ECTS		Extension Funds CSV-0-0-XXX-XX-ECTS	Total	Contracted Agency's Total
	Audubon Middle/High School	AD	RCC-M-S-DG0-AD	$123,500		$123,500	
	Bay View High School	BV	RCC-H-S-DG0-BV	$95,000		$95,000	
	Bethune Academy	37	RCC--P-S-2FO-37	$123,500		$123,500	
	Carson K-8 Academy	CA	RCC-P-S-2F0-CA	$137,750		$137,750	
	Cass Street K-8 School (Safe Place)	CS	RCC-P-S-DL0-CS	$137,750		$137,750	
	Clarke Street K-8 School	CK	RCC-P-S-2L0-CK	$137,750		$137,750	
	Eighty-first Street K-8 School	81	RCC-P-S-2L0-81	$137,750		$137,750	
	Engleburg Elementary School	EG	RCC-L-S-CL0-EG	$137,750		$137,750	
	Fifty-third Street K-8 School	53	RCC-P-S-2L0-53	$137,750		$137,750	
	Fratney Elementary School	FT	RCC-L-S-CL0-FT	$137,750		$137,750	
	Grantosa K-8 School	GT	RCC-P-S-DL0-GT	$109,250		$109,250	
	Greenfield Avenue K-8 School	GN	RCC-P-S-2L0-GN	$137,750		$137,750	
	Hayes Bilingual	HY	RCC-P-S-2K0-HY	$137,750		$137,750	
	Kluge Elementary School	KL	RCC-L-S-2Q0-KL	$99,000		$99,000	
	LaFollette K-8 School	LF	RCC-P-S-DL0-LF	$109,250		$109,250	
	Lincoln Elementary School	LI	RCC-L-S-2M0-LI	$137,750		$137,750	
	Maple Tree K-8 School	MP	RCC-L-S-DL0-MP	$109,250		$109,250	
	North Division High School	NO	RCC-H-S-DL0-NO	$137,750		$137,750	
	Obama School of Career & Tech Ed.	T6	RCC--H-S-2F0-T6	$109,250		$109,250	
	Riverwest Elementary School	PI	RCC-L-S-CL0-PI	$137,750		$137,750	
	Sherman K-8 School	SE	RCC-P-S-2H0-SE	$123,500		$123,500	
	Siefert Elementary School	SF	RCC-L-S-2M0-SF	$123,500		$123,500	
	Townsend K-8 School	TO	RCC-P-S-CL0-TO	$123,500		$123,500	

Agency	Site		DPI Grant Funds RCC-X-X-XXX-XX-ECTS		Extension Funds CSV-0-0-XXX-XX-ECTS	Total	Contracted Agency's Total
	Washington Campus High School	IT	RCC-H-S-CL0-IT	$109,250		$109,250	
	Wedgewood Park International School	BE	RCC-M-S-2L0-BE	$137,750		$137,750	
	Zablocki Elementary School	ZA	RCC-L-S-DG0-ZA	$137,750		$137,750	$3,424,000
Children Outing Association	Auer Avenue K-8 School	AU	RCC-P-S-2P0-AU	$50,000	$25,000	$75,000	
	Doerfler K-8 School	DF	RCC-P-S-2F0-DF	$123,500		$123,500	
	Hopkins-Lloyd Community School	HK	RCC-P-S-2L0-HK	$123,500		$123,500	
	Lincoln Center of the Arts	LN	RCC-M-S-DLO-LN	$123,500		$123,500	
	Westside I & II K-8 Academy	WE	RCC-P-S-DL0-WE	$123,500		$123,500	$569,000
Silver Spring Neighborhood Center, Inc.	Thurston Woods	TW	RCC-P-S-DG0-TW	$123,500		$123,500	$123,500
United Migrant Opportunity Services, Inc.	Vieau K-8 School	VU	RCC-P-S-DL0-VU	$123,500		$123,500	$123,500
Contract Totals:				*$4,352,750*	*$25,000*	*$4,377,750*	*$4,377,750*

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 in the amount of $4,377,750:

- DPI Grant Funding..... $4,352,750
- Extension Funds..... $25,000

Implementation and Assessment Plan

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.

Administration's Recommendation

The Administration recommends that the Board approve the 21st Century Community Learning Center contract as summarized above.

The gavel was passed to Director Báez at 11:09 PM and returned to President Miller at 11:09 PM.

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, Woodward, and President Miller — 8.
Noes — None.

* * * * *

(Item 22) Action on Request to Waive Administrative Policy 3.09(9)(e) and to Extend a Blanket Contract with Boelter, LLC, for Food-service Equipment

Background

The Administration is requesting authorization to waive the three-year term limit of Administrative Policy 3.09(9)(e) and to extend a blanket contract with Boelter, LLC, ("Boelter") to provide various types of food-service equipment to those school cafeterias determined by the School Nutrition Service Department to be in need of replacement equipment.

This extension will allow services to continue effective August 1, 2019, to align with the beginning of the 2019-20 school year while a new RFB is being completed. It is anticipated that the results of the new RFB will be presented to the Board in September.

Boelter was chosen pursuant to RFB 5721. The original blanket contract provided for a term of three years.

The waiver of Administrative Policy 3.09(9)(e) is being sought as a result of the three-year maximum contract term being surpassed by exercising a first, one-year option on the blanket contract.

The contract extension will run from August 1, 2019, through September 30, 2019. No additional funds will be extended for this extension.

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

There shall be no fiscal impact associated with this extension due to funds that were previously approved by the Board remaining on this contract.

Boelter, 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 extension will begin as indicated.

Administration's Recommendation

The Administration recommends that the Board authorize the waiver of Administrative Policy 3.09(9)(e) and approve the extension with Boelter, LLC, as set forth above.

Director Phillips moved to approve the Administration's recommendation. The motion passed, the vote being as follows:

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

* * * * *

(Item 23) Reports of the Board's Delegates

The Board received the reports of its delegates to the Milwaukee Public Library's Board of Trustees to the Milwaukee Education Partnership (MEP), and to the Library Board.

* * * * *

(Item 24) Monthly Report of the President of the Milwaukee Board of School Directors

The Board's President provided the Board with an update of his activities on behalf of the Board during the previous month. He concluded by reading the following statement of Director Taylor into the record:

> On July 18, 2019, from Washington, D.C., Congresswoman Moore introduced the Educational Opportunities and Success Act, H.R. 3800, to protect federal funds that help young people from low-income families to prepare for college.
>
> Grants from the Upward Bound program were rejected by the Education Department several years ago because of mistakes that consisted mostly of incorrect margins, the wrong font, or lack of double-spacing. The rejections triggered an outcry after they jeopardized programs that help thousands of high-school students each year. This bill prevents the Department of Education from rejecting applications for the federally-funded Upward Bound program for clerical errors.

The Board adjourned at 11:18 PM.

JACQUELINE M. MANN, Ph.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
AUGUST 13, 2019

Special meeting of the Board of School Directors called to order by President Miller at 5:41 PM.

Present — Directors Báez, Herndon, O'Halloran, Phillips, Siemsen, Taylor (6:02), Woodward, and President Miller — 8.
Absent and Excused —Director Peterson — 1.

The Board Clerk read the following call of the meeting:

August 8, 2019

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 Tuesday, August 13, 2019, in the Auditorium of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of conferring with legal counsel and receiving oral or written advice concerning strategy to be adopted by the Board with respect to litigation in which it is or is likely to become involved.

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

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

JACQUELINE M. MANN, Ph.D.
Board Clerk

Director Báez moved to retire to executive session. The motion passed, the vote being as follows:

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

The Board retired to executive session at 5:46 PM.

The Board adjourned from executive session at 6:53 PM.

JACQUELINE M. MANN, Ph.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
AUGUST 29, 2019

Regular meeting of the Board of School Directors called to order by President Miller at 6:33 PM.

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

Before proceeding with the agenda, President Miller asked for a moment of silence to commemorate the passing of the following persons:

- Mary Minkley, a retired principal, who passed away August 6, 2019;
- Sandra K. Burns, a retired school safety assistant for 26 years, who passed away August 10, 2019
- Kathleen Collin, a retired teacher, who passed away August 11, 2019;
- Marilyn Hanke, a retired teacher, who passed away August 11, 2019;
- Richard Paul Gousha, a former MPS Superintendent from 1967-1974, who passed away August 12, 2019;
- Francis Gordy, a retired school engineer, who passed away August 16, 2019;
- James Godwin, a retired assistant principal, who passed away August 18, 2019;
- Martha Washington, a building service helper, who passed away August 27, 2019.

AWARDS AND COMMENDATIONS

(Item 1) Excellence in Education Award — Chad Sperzel-Wuchterl

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

Chad Sperzel-Wuchterl

Milwaukee Public Schools recognizes Mr. Chad Sperzel-Wuchterl for his dedication to providing Milwaukee's youth with exceptional learning experiences. Mr. Sperzel-Wuchterl, who began teaching at Reagan College Preparatory High School in 2004, has developed an expansive visual-arts program. He holds both a bachelor's degree and a master's degree in visual arts from Cardinal Stritch University.

One of the ways in which Mr. Sperzel-Wuchterl infuses college experiences throughout the curriculum is by collaborating with professors from the Milwaukee Institute of Art and Design and the Minneapolis College of Art Design to provide lessons, workshops, and even professional critiques of students' work. In 2018, his visual-arts students earned $3 million in scholarships. His students also make annual visits to the University of Wisconsin-Stevens Point, where they participate in art workshops and learn about college options and scholarships from admissions staff.

A major tenet of Mr. Sperzel-Wuchterl's teaching practice is a focus on closing the achievement gap. He embeds literacy within his visual-arts classes and uses ACT data to better understand his students' literacy-related strengths and areas in need of improvement. He is then able to tailor literacy-infused art lessons to support students' reading about and analyzing art and art theory, describing their artistic processes, explaining their work to professors and other professional artists, listening to critiques, and writing their reflections. Students also develop valuable collaboration skills in many creative projects and work with diverse media to develop existing talents and to build new skills. Even while he works tirelessly to widen students' experiences and opportunities, Sperzel-Wuchterl's belief in education as a lifelong process remains at the center of his own development.

Mr. Sperzel-Wuchterl was presented with the 2018-19 Wisconsin High School Teacher of the Year Award, an honor for which only 175 educators have been chosen since 1956. He also was awarded a Herb Kohl Teacher Fellowship during 2018-19, and he received a 2015 Celebrate Teachers & Teaching Award.

The Milwaukee Board of School Directors recognizes and honors Chad Sperzel-Wuchterl for his dedication, outstanding leadership, and commitment to excellence on behalf of the students of the Milwaukee Public Schools.

* * * * *

APPROVAL OF MINUTES

The minutes of the special and regular board meetings of July 2019 were approved as printed.

* * * * *

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'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.

School Visits

School visits remain a priority and serve as an excellent mechanism for gathering feedback to support the District's improvement efforts. This month, I had the opportunity to visit Vincent High School to discuss the school's agriculture program and to meet with some of our partners providing support. In addition, I visited two summer recreation program sites: The first was the Girls of Summer All-Star softball game at Helfaer Field. There were eight MPS schools that participated: Fairview Summer Recreation Enrichment Camp, Fitzsimmons Boys and Girls Club, German Immersion Camp, Lincoln Avenue CLC, Mitchell Safe Place, Neeskara Summer Recreation Enrichment Camp, and Siefert CLC. The second recreation site visit was at the Express Yourself Art Internship Program.

Events/Programs/Announcements

Day 1 for Early-start Schools

On August 12, 2019, we celebrated Day One with students and staff on the early-start calendar at Golda Meir School. It was wonderful greeting the students and seeing the smiles on their faces as they started the 2019-20 school year! During the first week for early-start schools, I also visited Alliance, Groppi, Metcalfe, North Division, Roosevelt MacDowell, Milwaukee High School of the Arts, and WCLL.

Day 1 for Traditional-start Schools

We are looking forward to welcoming our students and staff on the traditional-start calendar on Tuesday, September 3, at Milwaukee Parkside School!

WISN Class Act Supply Drive Telethon

As the 2019-20 school year begins, MPS has been the beneficiary of many generous donors, including businesses and organizations that have held school-supply drives. We are grateful to all of these individuals and groups who went the extra mile to make certain our students have what they need to begin the school year. This year's efforts included the WISN Class Act Supply Drive Telethon. This fun and successful event included members of the MPS family who were able to staff the phones to take pledges. The funds raised during the phone bank will be used to provide school supplies to students at Andrew Douglas, Keefe Avenue, Benjamin Franklin, and Hayes Bilingual.

Milwaukee Recreation Celebrates Columbia Playfield's Grand Reopening

Milwaukee Recreation reopened its renovated Columbia Playfield on Saturday, August 17, to unveil the playfield's newly constructed basketball courts, play structures, splash pad, and walking path.

In addition to Superintendent Dr. Keith P. Posley, the celebration included MPS Mayor Tom Barrett, district officials, community stakeholders, and children from the surrounding neighborhood.

Last fall, Milwaukee Recreation began work to remodel and to rebuild its recreation playfields by breaking ground at the first three sites to be transformed: Columbia, Custer, and Southgate. Columbia is the first playfield to reopen.

Many of Milwaukee Recreation's playfields were built in the 1920s and 1930s. The existing outdoor recreation system comprises 52 active-use playfields encompassing more than 300 acres of programmed space. The majority of these sites serve as neighborhood-scale parks with traditional recreational facilities such as ballfields, tot lots, tennis courts, fieldhouses, and general open space.

In 2014, the Recreation Department retained a consultant to conduct a review of its existing facilities and to provide a roadmap for improvements to the playfields. The result was the Milwaukee Outdoor Recreation Facilities Master Plan. The plan rated 65 percent of the facilities from fair to poor and identified more than $25 million in needed improvements over a ten-year span. The Department then analyzed the neighborhood's and population's characteristics surrounding each playfield to create a priority list of projects that emphasized racial and economic equity.

Awards/Recognition

USA Track & Field Champion

Dezerea Bryant, a2011 Bradley Tech High School graduate, is a United States national champion! Dezerea, the greatest high-school sprinter in state history, won the 200-meter title on July 28 at the USA Track & Field Championships at Drake University. This victory earned her a spot on the U.S. National Team for the World Championships in Doha, Qatar, in the fall. Congratulations to Dezerea — she makes us MPS Proud!

Wisconsin State Fair Winners

Vincent High School students in the agriculture program represented Milwaukee Public Schools at the Wisconsin State Fair by presenting their lambs in class four of the Hampshire division in the Market Lamb Show. Tia Belle-Anderson placed eighth, Raynhia Robinson placed tenth, and Kristine Blackwell placed ninth. Vincent High School exposes students to six ag-related career pathways, from animal and environmental sciences to culinary arts. They resurrected the old barn, where students tend to livestock, including cows, pigs, sheep, goats, chickens, and more. It's not unusual to see students walking their animals on the streets around the school — a sight that prompts drivers to hit the brakes, roll down their windows, and snap photos. Outside the classrooms, students take part in the national convention, the World Food Prize Conference, leadership workshops, and more.

The popular agriculture program at Vincent continues to grow and offers benefits beyond spending time with farm animals each day. Students gain an understanding of where food comes from, the challenges in maintaining a food supply, and the day-to-day diligence needed to care for animals and food crops. They also learn patience, problem solving, compassion, and time management.

* * * * *

(Item 2) Update with Possible Action Regarding the Safe Haven Resolution

Background

Milwaukee Public Schools (MPS) stands firm in ensuring a welcoming and safe school environment for all students and families. In March 2017, the Milwaukee Board of School Directors approved a "Safe Haven" resolution (Resolution 1617R-007) in response to the Immigration and Customs Enforcement's (ICE's) targeting of undocumented immigrants. Milwaukee Public Schools is committed to the equitable and fair treatment of all students and families and will continue to play an important role in meeting the educational needs of an increasingly diverse student population. In this district, we are all valued, and no one is pushed aside as we preserve this safe haven of learning and support.

In the event that a student is either left at school or returns to school due to having no guardian or adult care, the following steps should be implemented:

1. schools will call all adults that are listed on the student's contact list;
2. if no one is available or can be reached, the Division of Milwaukee Child Protective Services will be contacted;
3. in the event that ICE has targeted undocumented immigrants, Milwaukee Public Schools would also attempt to work with other agencies to attempt to locate information regarding the students' guardians.

In the event that Immigration and Customs Enforcement enters a district school building, the following should be put into effect:

1. a designated school staff member at the school site shall immediately notify the Superintendent's Office or designee that ICE officials or other immigration-law-enforcement personnel are present at the school site;
2. the designated school staff member at the school site shall request the identification of officers or agents and make copies of any judicial warrants or documentation presented by ICE officials and promptly forward all copies to the Superintendent's office or designee;
3. the designated school staff member at the school site shall at no point disclose any information about any student or family member, including revealing whether a named student is present at the school, a student of the school, his or her class schedule, or family information;
4. the Superintendent or designee shall promptly contact MPS's legal counsel to review and provide consultation with regard to any legal document, warrant, or subpoena presented by ICE or other immigration-law-enforcement personnel prior to disclosing to ICE or other immigration-law-enforcement personnel any student's information or access to a school site;
5. because it is the general policy of MPS to not allow any individual or organization to enter a school site if the educational setting would be disrupted by the visit, the designated school staff member shall promptly inform ICE or other immigration-law-enforcement of such and that they must contact the Superintendent's Office or designee to make their request to obtain any student's information or access to a school site, in accordance with state and federal law, including, but not limited to, the Family Educational Rights and Privacy Act (FERPA) and Wisconsin State Statute, § 118.125, Pupil Records, and applicable MPS policy or procedure on disclosure of students' records rior to any ICE official's being granted access to the school site or to any student's records.

Milwaukee Immigration Resources for Students and Families

International Institute of Wisconsin

Areas of legal assistance:	Adjustment of status, consular processing, Deferred Action for Childhood Arrivals (DACA), family-based petitions,

	naturalization/citizenship, T visas, temporary protected status (TPS), U visas, Violence against Women Act (VAWA) petitions
Types of legal assistance:	Help completing forms, filings with USCIS
Location:	1110 N. Old World 3rd St., Suite 420, Milwaukee, WI, 53203
Contact:	(414) 225-6220; http://www.iiwisconsin.org, info@iiwisconsin.org

Centro Hispano Milwaukee (Council for the Spanish Speaking, Inc.)

Areas of legal assistance:	Adjustment of status, Deferred Action for Childhood Arrivals (DACA), family-based petitions, naturalization/citizenship
Types of legal assistance:	Help completing forms, filings with USCIS
Location:	614 W. National Avenue, Milwaukee, WI, 53204
Contact:	(414) 384-3700; http://www.centrohispanomke.org, kmackenzie@centrohispanomke.org

Catholic Charities of Milwaukee — Legal Services for Immigrants

Areas of legal assistance:	Adjustment of status, asylum applications, consular processing, Deferred Action for Childhood Arrivals (DACA), employment authorization, family-based petitions, NACARA, naturalization/citizenship, removal hearings, special immigrant juvenile status, T visas, Temporary Protected Status (TPS), U visas, Violence Against Women Act (VAWA) petitions
Types of legal assistance:	Help completing forms, filings with USCIS, representation at asylum interviews (credible fear interviews, reasonable fear interviews), representation before the Immigration Court, representation before the Board of Immigration Appeals (BIA)
Location:	St. Patrick Parish, 731 W. Washington St., Milwaukee, WI, 53204
Contact:	(414) 643-8570; http://www.ccmke.org

United Migrant Opportunity Services — Immigration Legal Services

Areas of legal assistance:	Adjustment of status, U visas, Violence Against Women Act (VAWA) petitions
Types of legal assistance:	Help completing forms, filings with USCIS
Location:	802 West Mitchell St, Milwaukee, WI, 53204
Contact:	(414) 389-6506; http://www.umos.org, damaris.becker@umos.org

James Place Immigration Services (Milwaukee Office)

Areas of legal assistance:	Adjustment of status, Deferred Action for Childhood Arrivals (DACA), employment authorization, family-based petitions, naturalization/citizenship, Violence Against Women Act (VAWA) petitions
Types of legal assistance:	Help completing forms, filings with USCIS
Location:	4204 S. Howell Avenue, Milwaukee, WI, 53207
Contact:	(414) 269-9952; jpismilwaukee@elmbrook.org

Consulate of Mexico in Milwaukee

Services Provided	Visas and passports, immigration and visa services, renewal of passports.
Location:	1443 N. Prospect Avenue, Milwaukee, WI, 53202
Contact:	(414) 944-7586

Additional information related to this update has been provided under separate cover.

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 1.03, Parent Empowerment

* * * * *

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

While it is true that, in 2018, the Milwaukee Board of School Directors, under the controls put in place by state law, approved a levy of $250.4 million, and while it would be understandable for property owners, therefore, to be under the impression that they paid $250.4 million to support that levy, they did not. Instead, the actual tax impact related to that MPS levy was $55.9 million less than the $250.4 million shown in the dollar graphic of the City of Milwaukee's "2018 Combined Property Tax Report" (see attachment to this item): As noted in that report, the $250.4 million "excludes the school tax credit." To be clear, the levy figure is correctly stated in that document due to the fact that, per state law, the tax credit is issued to the municipality by the state after the school District goes through the public process of setting the levy. At the end of that process, however, the actual property tax impact is lowered. After applying the tax credit, Milwaukee Property owners actually paid $194.5 million, not the $250.4 million that is so often reported as the top line number.

What is perhaps more confusing and more difficult to understand, given the opaque qualities of the laws applied to this issue, is that of that $194.5 million, fully $50.1 million of tax levy is raised to compensate for non-MPS programs that draw state aid away from Milwaukee Public Schools. This happens in other school Districts as well and is, therefore, a statewide issue.

In 2018, the MPS levy was increased by $36.3 million due to funding for the Milwaukee Parental Choice Program, $9.4 million due to funding for independent charter programs, and $4.4 million due to funding for the Special Needs Scholarship Program. The MPS Board does not have oversight related to any of those programs.

If MPS received the levy-credit funds as state aid, and if the District did not have its state aid drawn away from it in order to fund non-MPS programs, the figure for MPS on the City's, "2018 Combined Property Tax Report" would be $106 million lower. In that scenario, the Milwaukee Board of School Directors would have levied $144.4 million.

In his budget, Governor Evers proposed ending the shell game of the school levy tax credit by simply directing more state aid to schools at the front end of the process, rather than having an after-levy credit. Governor Evers also proposed policies that would allow the public to know that their tax dollars are going to support non-public school District programs that public school boards are in essence compelled to levy for. Those proposals were ultimately not enacted.

As it stands, property taxpayers will continue to be involved in a less-than-completely-transparent process concerning how much of their tax dollar goes to support public schools, and they will be left without a complete understanding that public school Districts are compelled to raise their levies in order to support programs that are not under their jurisdictions.

Strategic Plan 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.

* * * * *

REPORTS AND COMMUNICATIONS FROM THE OFFICE OF ACCOUNTABILITY AND EFFICIENCY

(Item 1) Action on a Request to Retire to Executive Session in Order to Confer with Legal Counsel Regarding Litigation in Which the Board Is or Is Likely to Become Involved

Background

The senior director of the Office of Accountability and Efficiency is requesting that the Board retire to executive session pursuant to Wisconsin Statutes, Section 19.85(g), to confer with legal counsel who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved.

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

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Board Governance Policy 2.01, General Governance Commitment

Fiscal Impact Statement

NA

Recommendation

The Office of Accountability and Efficiency recommends that the Board determine what how it wishes to proceed with this matter.

By consensus, this item was deferred to the end of the agenda.

* * * * *

REPORTS OF STANDING COMMITTEES

Separate consideration was requested of the following items:

- Item 2 of the report of the Committee on Accountability, Financ,e and Personnel —, Action on Recommended Administrative Appointments, Promotions, Reassignments and Reclassifications, Salary Increases/Decreases, Limited-Term Employment (LTE) Contracts Exceeding Sixty Days — was set aside at the request of the Administration;

- Item 3 of the report of the Committee on Legislation, Rules and Policies — Action on a Request to Make a Technical Amendment to Administrative Policy 7.32, Comprehensive School Counseling Program — was set aside as it had been forwarded to the Board without recommendation; and

- Item 2 of the report of of the Committee on Student Achievement and School Innovation — Update with Possible Action on Resolution 1920R-004 Regarding a Vision and Plan for Investing in Our Children's Future — 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.

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, and Affirmative Action Report

Classified Personnel Transactions

Ethnic Code	Name	Position	Salary	Date
		New Hires		
2	Johnny Allen	Building Service Helper I	$13.12/hr.	07/08/2019
2	Jermaine Blackmon	Building Service Helper I	$13.12/hr.	07/08/2019
2	January Childress	Building Service Helper I	$13.12/hr.	07/08/2019
2	Terrance Holliman	Building Service Helper I	$13.12/hr.	07/08/2019
2	Romell Jackson	Building Service Helper I	$13.12/hr.	07/22/2019
5	Jennifer Keizer	Building Service Helper I	$13.12/hr.	07/22/2019
2	Rashaunda McCain	Building Service Helper I	$13.12/hr.	07/08/2019
5	Theresa Placek	Building Service Helper I	$13.12/hr.	07/08/2019
4	Jose Roman	Building Service Helper I	$13.12/hr.	07/08/2019
2	Cazzie Smith	Building Service Helper I	$13.12/hr.	07/08/2019
2	Antwyan Toliver	Building Service Helper I	$13.12/hr.	07/08/2019
2	Trammell White	Building Service Helper I	$13.12/hr.	07/08/2019
2	Ricky Williams	Building Service Helper I	$13.12/hr.	07/22/2019
5	George Medrek	Boiler Attendant Trainee	$33,698.08	07/08/2019
4	Grabriel Burgos	IT Service Technician	$48,601.63	07/12/2019
3	Chakong Xiong	IT Service Technician	$48,601.63	07/12/2019
2	Michael Benson	School Safety Assistant	$22,819.92	07/23/2019
2	Brian Brooks	School Safety Assistant	$22,819.92	07/23/2019
2	Tatianna Collins	School Safety Assistant	$22,819.92	07/23/2019
2	Sharell Cook	School Safety Assistant	$22,819.92	07/23/2019
2	Danielle Davidson	School Safety Assistant	$22,819.92	07/23/2019
2	Adanike Eiland	School Safety Assistant	$22,819.92	07/23/2019

Ethnic Code	Name	Position	Salary	Date
2	Makayla Jones	School Safety Assistant	$22,819.92	07/23/2019
2	Terrence Lathan	School Safety Assistant	$22,819.92	07/23/2019
2	Joshua McClellan	School Safety Assistant	$22,819.92	07/23/2019
2	Tashia Sanders	School Safety Assistant	$22,819.92	07/23/2019
2	Troy Spears	School Safety Assistant	$22,819.92	07/23/2019
2	Asia Stewart	School Safety Assistant	$22,819.92	07/23/2019
2	Melinda Smyczek	School Secretary I — 10-month	$24,400.00	07/29/2019
2	Alicia Cosey	School Secretary I — 12-month	$30,160.00	07/01/2019
		Promotions		
5	Russell Fox	IT Service Technician II	$53,007.26	07/01/2019
2	Jeremy Harden	IT Service Technician II	$53,007.26	07/01/2019
5	Thomas Humpa	IT Service Technician II	$53,007.26	07/01/2019
2	Ronald Jenkins	IT Service Technician II	$60,565.15	07/01/2019
2	Christina Lopez	IT Service Technician II	$53,007.26	07/01/2019
5	Wesley Nyenhuis	IT Service Technician II	$53,007.26	07/01/2019
2	Eric O'Brien	IT Service Technician II	$53,007.26	07/01/2019
2	Nicholas Pfister	IT Service Technician II	$53,007.26	07/01/2019
2	Stephen Sanders	IT Service Technician II	$60,004.35	07/01/2019
5	Steven Stein	IT Service Technician II	$56,360.95	07/01/2019
5	Mike Walsh	IT Service Technician II	$58,441.29	07/01/2019
5	Nick Weber	IT Service Technician II	$57,861.36	07/01/2019
2	Nicholas Welytok	IT Service Technician II	$55,781.01	07/01/2019
2	Tonya Cooper	School Secretary I — 10-month	$27,792.42	07/29/2019
4	Oscar Echevarria	School Secretary I — 10-month	$29,896.33	07/01/2019
2	Felicia Smith	School Secretary I — 11-month	$29,902.40	07/26/2019
4	Milca Cortez Perez	School Secretary I — 11-month	$32,330.13	07/11/2019
4	Elizabeth Brown	School Bookkeeper — 12-month	$37,554.77	07/22/2019
5	Walter Schlueter	School Bookkeeper — 12-month	$37,554.77	07/22/2019
5	Victor Torkildson	School Bookkeeper — 12-month	$37,554.77	07/17/2019
2	Julius Brown	School Engineer I	$42,589.38	07/08/2019
1	Dawn Calvin	School Engineer I	$42,589.38	07/08/2019
5	Mollee Cleary	School Engineer I	$42,589.38	07/08/2019
4	Roberto Rodriguez	School Engineer I	$44,268.40	07/08/2019
5	Debra Dunn	Secretary II	$39,814.35	07/15/2019
2	Kimberly Foster	Secretary II	$33,966.40	07/01/2019
5	Laura Litwin	Secretary II	$41,118.00	07/01/2019
		Rehires		
2	Aisha Bey	Building Service Helper I	$13.12/hr.	07/15/2019
2	Kevin Walker	School Safety Assistant	$22,819.92	07/23/2019
2	Teresa Echols	School Secretary I — 10-month	$31,166.00	07/29/2019

Certificated Appointments

Teachers

Codes	Name	Position	Division	Salary	Date
5,nr	Ahola, David	Specialty Program Implementor	C	$64,018.98	8/5/2019
5,nr	Banach, Amanda	Special Ed Multicategorical	B	$51,117.68	8/26/2019
4,r	Borrero, Betsy	Bilingual Education	B	$43,537.00	8/26/2019
2,r	Burns, Terry	Special Ed Multicategorical	C	$51,117.68	8/26/2019
5,nr	Della, Penelope	Gen Elem & K8 All Grades	B	$44,500.00	8/26/2019
5,r	Gibbs, Jennifer	Early Childhood Special Ed	B	$43,537.00	8/26/2019
2,r	Greer, Ameshia	Gen Elem & K8 All Grades	B	$42,360.00	8/5/2019
5,r	Janicki, Jane	Gen Elem & K8 All Grades	C	$62,507.84	8/26/2019
2,r	Jolly, Jacqueline	Gen Elem & K8 All Grades	B	$56,113.41	8/26/2019
5,r	LaCrosse, Sara	SAGE	B	$49,762.73	8/26/2019
5,r	Nicholas, Kristina	SAGE	B	$42,500.00	8/26/2019
5,r	Oltesvig, Rachel	Gen Elem & K8 All Grades	B	$43,537.00	8/26/2019
5,nr	Thompson, Lauren	AMP Music	B	$46,061.37	8/26/2019

Permit Teachers

Codes	Name	Position	Division	Salary	Date
4,r	Balderas, Jasmine	Multicategorical Comp Sen	B	$43,393.59	8/26/2019
5,r	Bolinski, Lauren	Gen Elem & K8 All Grades	B	$54,613.41	8/26/2019
5,nr	Clough, Kayla	Multicategorical Comp Sen	B	$61,018.98	8/26/2019
2,r	Crape, Lydia	Multicategorical Comp Sen	B	$42,360.01	8/26/2019
2,r	Dallas, Kenneth	Multicategorical Comp Sen	B	$42,360.00	8/26/2019
4,r	Diez, Santiaago	Special Ed Multicategorical	B	$42,360.00	8/26/2019
5,nr	Doelle, Jenna	Gen Elem & K8 All Grades	B	$43,537.00	8/26/2019
2,r	Ference, LaBernadette	Gen Elem & K8 All Grades	B	$42,360.00	8/26/2019
5,r	Getz, Andrea	Kindergarten (4 YR Olds)	B	$43,388.17	8/26/2019
2,r	Mccaskill, Tajuanna	Art	B	$43,393.59	8/26/2019
2,r	Nolan, Cleveann	Reg (5 YR) Kindergarten	B	$42,360.00	8/26/2019
2,r	Pettigrew, Senora	Multicategorical Comp Sen	B	$42,360.00	8/26/2019
2,nr	Wagner, Mary	Kindergarten (4 YR Olds)	B	$61,018.98	8/26/2019
2,r	Young, Jeradine	AMP Music	B	$42,360.00	8/26/2019
3,r	Zinski, Zenaida	Special Ed Multicategorical	B	$42,360.00	8/26/2019

School Social Workers

Codes	Name	Position	Division	Salary	Date
5,nr	Kinnen, Martha	School Social Work	2A	$54,650.42	8/19/2019
5,r	Matti, Hannah	School Social Work	2A	$54,650.42	8/19/2019
4,nr	Ortiz Colon, Samaria	School Social Work	2A	$54,650.42	8/19/2019
2,r	Spencer, QuWanna	School Social Work	2A	$54,650.42	8/19/2019

Speech Pathologists

Codes	Name	Position	Division	Salary	Date
5,nr	Hughes, Kimberly	Speech Pathology	C	$67,220.00	8/26/2019
5,nr	Winters, Jennifer	Speech Pathology	B	$49,472.63	8/26/2019

Occupational Therapist

Codes	Name	Position	Division	Salary	Date
3,nr	Yang, Nancy	Therapist Occupational	C	$45,500.00	8/26/2019

School Social Workers, Early-start

Codes	Name	Position	Division	Salary	Date
5,r	Donohue, Joseph	School Social Work	2A	$54,650.42	7/29/2019
5,r	Kusch, Natalie	School Social Work	2A	$54,650.42	7/29/2019
5,nr	Malloy, Alyssa	School Social Work	2A	$54,650.42	7/29/2019
5,r	Manders, Katie	School Social Work	2A	$54,650.42	7/29/2019
3,r	Verrier, Hannah	School Social Work	2A	$54,650.42	7/29/2019

Teachers, Early-start

Codes	Name	Position	Division	Salary	Date
5,nr	Astorga Velasquez, Alfredo	Foreign Language	B	$65,518.98	8/5/2019
5,r	Bowie, Shawn	Special Ed Multicategorical	B	$49,472.63	8/5/2019
2,r	Canser, Sapphire	Social Studies	B	$47,561.37	8/5/2019
5,r	Carpenter Olney, Tami	Foreign Language	C	$64,018.98	8/5/2019
5,nr	Driscoll, Michael	Art	B	$55,006.32	8/5/2019
5,nr	Endries, Davis	Mathematics	B	$43,537.00	8/5/2019
5,r	Gillooley, Timothy	Mathematics	B	$43,537.00	8/5/2019
5,nr	Haftarski, Vincent	Mathematics	B	$42,500.00	8/5/2019
5,nr	Hansen, Erika	Mathematics	B	$42,500.00	8/5/2019
5,nr	Heigl, Savannah	Mathematics	B	$42,500.00	8/5/2019
2,r	Hodges, Abigail	Science	B	$44,888.17	8/5/2019
5,r	Kelly, Bridget	AMP Art	B	$43,388.17	8/5/2019
5,nr	Lawson, Danielle	Music	B	$42,500.00	8/5/2019
5,r	Lumpkins, Felicia	Mathematics	B	$46,061.37	8/5/2019
5,nr	Mattox, Brandon	School to Work	C	$65,507.84	8/5/2019
5,nr	Miller, Katie	Gen Elem & K8 All Grades	B	$43,573.00	8/5/2019

Codes	Name	Position	Division	Salary	Date
2,r	Morgan, Jason	Multicategorical Comp Sen	C	$54,613.41	8/5/2019
5,nr	Neidinger, Rebecca	SAGE	B	$43,537.00	8/5/2019
5,r	Nissen Davis, Blythe	Art	B	$42,500.00	8/5/2019
2,nr	Odom, Marchelle	English	B	$62,304.43	8/5/2019
5,nr	Pearl, Nashira	AMP Music	C	$54,262.73	8/5/2019
5,nr	Poznanski, Kathryn	Reg (5 YR) Kindergarten	C	$67,000.00	8/5/2019
5,nr	Ray, Joseph	Social Studies	B	$42,500.00	8/5/2019
5,nr	Sauer, Nicole	Gen Elem & K8 All Grades	B	$62,507.84	8/5/2019
2,r	Stewart, Samuel	Health & Phy Ed	C	$64,018.98	8/5/2019
2,r	Stovall, Lee	AMP Music	B	$55,006.32	8/5/2019
2,r	Thompson, Robin	SAGE	B	$42,360.00	8/5/2019
5,nr	Van Galen, Ashley	Science	B	$45,500.00	8/5/2019
5,nr	Vanasek, Meredith	Gen Elem & K8 All Grades	B	$42,500.00	8/5/2019
5,nr	Weismann, Kelsey	English as a Second Language	B	$43,537.00	8/5/2019
5,r	Wosika, Fawn	Science	C	$54,613.41	8/5/2019

Permit Teachers PMAC Early-start

Codes	Name	Position	Division	Salary	Date
2,r	Russell, Felicia	Special Ed Multicategorical	B	$42,360.00	8/5/2019

Permit Teachers, Early Start

Codes	Name	Position	Division	Salary	Date
5,nr	Bissen, Molly	Special Ed Multicategorical	B	$42,360.00	8/5/2019
5,r	Boggs, Colton	AMP HPE	B	$42,360.01	8/5/2019
2,r	Durham, Kelvin	Gen Elem & K8 All Grades	B	$42,360.00	8/5/2019
2,r	Edison Dunigan, Connie	Gen Elem & K8 All Grades	B	$42,360.00	8/5/2019
5,nr	Falk, Krystina	AMP HPE	B	$42,360.00	8/5/2019
2,r	Hall, Mariah	Foreign Language	B	$43,393.59	8/5/2019
2,nr	Hughes, Toya	Gen Elem & K8 All Grades	B	$43,393.59	8/5/2019
2,r	Johnson, Patrick	Social Studies	B	$43,537.00	8/5/2019
5,r	Johnston, Sinclair	Special Ed Multicategorical	B	$42,360.00	8/5/2019
2,r	Kadima, Kalombo	AMP HPE	B	$42,360.00	8/5/2019
2,r	Moore, Patrice	Gen Elem & K8 All Grades	B	$43,393.59	8/5/2019
5,nr	Oneill, Sarah	Special Ed Multicategorical	B	$42,360.00	8/5/2019
5,r	Peters, Alexander	Special Ed Multicategorical	B	$42,360.00	8/5/2019
4,nr	Rivera Ballesteros, Jose	Bilingual Ed	B	$42,360.00	8/5/2019
5,nr	Rodriguez Burgos, Wanda	Foreign Language	B	$43,393.59	8/5/2019
2,r	Segura Salome, Ivan	Foreign Language	B	$43,393.59	8/5/2019
5,r	Zaccone, Matthew	Special Ed Multicategorical	B	$42,360.00	8/5/2019

School Counselors, Early-start

Codes	Name	Position	Division	Salary	Date
5,r	Crossot, Caleb	Guidance	C	$46,537.00	8/5/2019
5,r	Eierman, Lauren	Guidance	C	$45,500.00	8/5/2019
2,r	Melton, Wanda	Guidance	C	$50,606.56	8/5/2019

Speech Pathologists, Early-start

Codes	Name	Position	Division	Salary	Date
5,nr	Chudada, Rebecca	Speech Pathology	C	$66,390.07	8/5/2019
5,r	Cronce, Jamie	Speech Pathology	B	$48,394.76	8/5/2019
5,r	Nelson, Keeley	Speech Pathology	B	$55,476.94	8/5/2019
5,r	Saunders, Emma	Speech Pathology	B	$45,500.00	8/5/2019
5,nr	Urbonya, Lisa	Speech Pathology	B	$54,117.68	8/5/2019

School Psychologists

Codes	Name	Position	Division	Salary	Date
5,nr	Brous, Rachel	C.S. Psychological Services	51C	$54,788.38	8/19/2019
5,r	Cross, Sara	C.S. Psychological Services	51C	$54,788.38	8/19/2019
4,nr	Durand, Vanessa	C.S. Psychological Services	51C	$62,288.38	8/19/2019

Codes	Name	Position	Division	Salary	Date
5,nr	Gutschenritter, Britta	C.S. Psychological Services	51C	$54,788.38	8/19/2019
4,r	Lopez, Abigail	C.S. Psychological Services	51C	$54,788.38	8/19/2019
5,nr	Schuh, Ashley	C.S. Psychological Services	51C	$54,788.38	8/19/2019
5,nr	Soik, Leah	C.S. Psychological Services	51C	$54,788.38	8/19/2019
5,r	Stevens, Samantha	C.S. Psychological Services	51C	$54,788.38	8/19/2019
5,nr	Swenson, Nicole	C.S. Psychological Services	51C	$54,788.38	8/19/2019

School Psychologists, Early-start

Codes	Name	Position	Division	Salary	Date
5,nr	Aspenson, Marla	School Psych Services	51C	$63,788.38	7/29/2019
5,r	Carse, Sara	School Psych Services	51C	$54,788.38	7/29/2019
4,r	Escobedo, Marisol	School Psych Services	51C	$54,788.38	7/29/2019
2,r	Johnson, Ericka	School Psych Services	51C	$65,288.38	7/29/2019
5,r	Klaas, Victoria	School Psych Services	51C	$54,788.38	7/29/2019
5,r	Lesch, Laura	School Psych Services	51C	$54,788.38	7/29/2019
5,r	Rugzie, Deanna	School Psych Services	51C	$65,288.38	7/29/2019

Codes and Counts

Code		Teachers	SSWs	Psychologists	Other	Total
B	Bachelor's Level — Teachers					
C	Master's Level — Teachers					
nr	Non-Residents					
r	Residents					
1	Native American	0	0	0	0	0
2	African American27	1	1	1	30	
3	Asian/Oriental/Pacific Islander	1	1	0	1	3
4	Hispanic	4	1	3	0	8
5	White	45	6	12	9	72
6	Other	0	0	0	0	0
7	Two or More Ethnic Codes	0	0	0	0	0
	Male	23	1	0	1	25
	Female	54	8	16	10	88

Leaves of Absence

	Present Assignment	Effective From
Illness Leave, April 2019		
Kellie Daniel	On Leave	04/23/2019
Illness Leave, May 2019		
Michelle Mittelstadt	Milw. Academy of Chinese Lang.	05/23/2019
Personal Leave, August 2019		
Katie Manders	Washington HS	08/07/2019
Marla Aspenson	Administration Bldg.	08/16/2019
Sarah Dosmann	Maryland Ave.	08/26/2019
Kim J. Schroeder	Administration Bldg.	08/26/2019

Certificated Resignations and Classified Retirements

Reason	Yrs Svc	Ethnic Code	Name	Position	Location	Effective Date
			Certificated Resignations			
Personal	2.9	5	Brooke Bernbeck	Teacher	Milw Sign Lang	06/26/2019
Other Work	10.4	5	Natalie Bishop	Coord II	Lancaster	06/14/2019
Other Work	6.9	5	Travis Brigham	Teacher	Vincent	06/06/2019
Other Work	2.9	6	Talesha Campbell	Teacher	Bay View	06/14/2019
Personal	5.0	5	Christine Clark	Teacher	Parkside	07/07/2019
Other Work	11.3	5	Brittany DeWindt	Teacher	Riverwest	06/14/2019
Personal	1.0	5	Madison Fant	Speech Path	Audubon	06/27/2019

Reason	Yrs Svc	Ethnic Code	Name	Position	Location	Effective Date
Other Work	5.0	5	Abigail Felten	Teacher	Ronald Reagan	07/26/2019
Personal	0.4	3	Ryan Frye	Teacher	MacDowell	07/02/2019
Personal	5.0	5	Katlyn Galonski	Teacher	Parkside	06/26/2019
Retire	24.0	5	Diana Gastrow	Teacher	Hartford	08/16/2019
Other Work	5.6	4	Ana Gilmond	Teacher	Forest Home	06/14/2019
Other Work	5.9	5	Jessica Graesser	Nurse	Central Svcs	06/14/2019
Retire	23.2	5	Anne Hagan	Teacher	Honey Creek	05/31/2019
Other Work	6.4	5	Tyler Harwood	Teacher	Greenfield	07/02/2019
Personal	4.9	5	Rochelle Hefel	Teacher	Whitman	06/14/2019
Retire	37.8	4	Luz Hernandez	Teacher	Vieau	08/05/2019
Other Work	0.1	2	Kevin Johnikin	Teacher in Charge	Vincent Acc Acad	08/05/2019
Other Work	4.9	5	Ashley Jors	Counselor	Clement Ave	07/09/2019
Other Work	10.9	5	Megan Karabon	Teacher	MSL	05/31/2019
Other Work	1.0	5	Jack Klebsadel	Teacher	Marshall	06/18/2019
Other Work	6.0	5	Chad Langer	Teacher	Kluge	06/30/2019
Retire	18.8	1	Willa Lee	Teacher	Neeskara	06/14/2019
Personal	20.9	5	Lisa Litzsey	Mentor	Central Svcs	06/14/2019
Personal	1.0	4	Carlos Marcial Resto	Teacher	Allen Field	07/01/2019
Personal	9.5	2	LaCretia McGee	Teacher	Rufus King MS	06/14/2019
Other Work	2.9	5	Rebecca McLees	Teacher	Bruce	06/14/2019
Personal	3.9	5	Andrew Richter	Teacher	Lincoln MS	05/28/2019
Retire	26.0	5	Karen Rinka	Teacher	Trowbridge	08/02/2019
Other Work	3.7	6	Ishmael Simmons	Teacher	Vincent	05/30/2019
Retire	25.7	5	Katharine Sprouse	Teacher	Rufus King MS	06/27/2019
Retire	20.0	5	Susan Sturn	Teacher	South Acc Acad	07/29/2019
Other Work	1.0	5	Holly Sutherland	Teacher	Manitoba	07/02/2019
Other Work	2.0	5	Jeanne Vidrine	Teacher	Auer	06/28/2019
Other Work	11.9	4	Natalie Villegas	Teacher	Hamilton	06/10/2019
Personal	12.0	6	LaTonya Winfrey Walls	Social Worker	Central Svcs	07/19/2019
Other Work	1.0	5	Calire Zagar	Counselor	Vincent	07/02/2019
Personal	19.2	5	Lesley Zylstra	Teacher	Hawley	06/26/2019
			Classified Retirements			
Retire	9.8	5	Myra Grabowski	Secretary I	Garland	06/26/2019
Retire	29.5	4	Cynthia Gutierrez	Secretary I	Pulaski	07/09/2019
Retire	22.1	5	Connie Hagler	Para	Milw Sign Lang	06/30/2019
Retire	28.5	2	Michele Hickman	Secretary I	Rufus King HS	07/02/2019
Retire	17.0	2	Ronald Hill	Boiler Attendent	South Division	06/28/2019
Retire	27.3	2	Tammie Wesley	Safety Asst	School Safety	07/18/2019

Affirmative Action Report

The Affirmative Action monthly personnel transaction report for July 2019 is attached to the minutes of your Committee's meeting. This is an informational report, 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.

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 and Decreases, and Limited-Term Employment (LTE) Contracts Exceeding Sixty Days

Recommended Appointments

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

				Salary		
Codes	Name	Position	Location	Sched	Range	Amount
(4)(r)	Jesus Castillo	Payroll Supervisor II	Office of the Chief of Finance	03	10A	$102,267
(5)(r)	Denise Fields	Grants Specialist I	Office of the Chief of Finance	03	08A	$97,258
(5)(r)	Katherine Polace	Account and Efficiency Manager I	Office of Accountability and Efficiency	03	11A	$95,138
(5)(r)	Terisa Folaron	Supervisor II, Academic Program Chair	Office of the Chief of Academics	03	10A	$93,599
(5)(nr)	Jonathan Jagemann	Manager I, Student Discipline	Office of the Chief of School Administration	03	11A	$87,556
(4)(r)	Doreen Badillo	Assistant Principal III — Milwaukee School of Languages	Office of the Chief of School Administration	03	12C	$87,201
(5)(nr)	Abigail Rausch	Coordinator III, Montessori Education	Office of the Chief of Academics	03	08A	$85,990
(5)(r)	Benjamin Bannier	Supervisor I, Network Administration	Office of the Chief of Human Resources	03	09A	$83,588
(2)(r)	Winifred Wilks	Manager I, Financial Reporting	Office of the Chief of Finance	03	11A	$77,381
(3)(r)	Seemi Daniel	Financial Planning & Budget Coordinator III	Office of the Chief of Finance	03	08A	$75,011
(5)(r)	Christine Cowan	Recreation Supervising Associate II	Office of the Chief of School Administration	03	04A	$70,712
(3)(nr)	Laiho Leong-Ho	Financial and Planning Budget Analyst I	Office of the Chief of Finance	03	05A	$70,237
(5)(r)	Ruzica Drca	Financial Planning & Budget Coordinator III	Office of the Chief of Finance	03	08A	$69,695
(5)(r)	Ryan Broderick	Recreation Supervising Associate II	Office of the Chief of School Administration	03	04A	$57,647
(2)(r)	Marcus Montgomery	Planning Assistant III	Office of the Chief of Academics	03	02A	$55,156
(5)(nr)	Kasey Ripper	Analyst I, School Nutrition	Office of the Chief of Finance	03	05A	$54,220
(6)(r)	Gazelle DeWerff	Recreation Supervising Associate II	Office of the Chief of School Administration	03	04A	$52,906
(5)(r)	Brian Foley	Recreation Supervising Associate II	Office of the Chief of School Administration	03	04A	$50,387
(6)(r)	Lisa Mitchell	Recreation Supervising Associate II	Office of the Chief of School Administration	03	04A	$50,387
(2)(r)	Danielle James	Absence Management System Technician I	Office of the Chief of Human Resources	03	03A	$46,769
(2)(r)	Stella Nathan	Planning Assistant III	Office of the Chief of Academics	03	02A	$44,972

Recommended Reassignments

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

Codes	Name	Position	Location	Salary Sched	Range	Amount
(2)(nr)	Candice Overton Hoze	Specialist I, MPSU Development	Office of the Chief of Academics	03	08A	$97,258
(2)(nr)	Latish Reed	Specialist I, MPSU Development	Office of the Chief of Academics	03	08A	$97,258
(2)(r)	Patricia Perry Wright	Specialist I, MPSU Development	Office of the Chief of Academics	03	08A	$95,941
(2)(r)	Jacqueline Spence	Assistant Principal — Grantosa	Office of the Chief of School Administration	03	10C	$86,530

Recommended Reclassifications

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

Codes	Name	Position	Location	Salary Sched	Range	Amount
(2)(nr)	Tracy Christopher	Administrative Assistant I	Office of the Chief of School Administration	03	01A	$43,300

Recommended LTE Contracts *(to be effective upon the Board's approval)*

Your Committe recommends that the Board review and approve the following LTE Contracts exceeding sixty days, pursuant to Administrative Policies 6.23(4)(b) and 6.37(5).

Codes	Name	Position	Localtion	Hourly Wage	Dates From	To
(5)(r)	Jennifer Maederer	School Psychologist	Office of the Chief of Academics	$45.00	08/05/19	12/20/19
(2)(nr)	Karen Bradley	Principal Assessment Assessor	Office of the Chief of School Administration	$40.00	07/01/19	12/31/19
(5)(nr)	Doreen Britton Lange	Principal Assessment Assessor	Office of the Chief of School Administration	$40.00	07/01/19	12/31/19
(5)(r)	Jordan Fishman	Assistant Principal Coaching	Office of the Chief of School Administration	$40.00	08/01/19	02/01/20
(5)(r)	Jennifer Guenthner	Special Education Supervisor	Office of the Chief of Academics	$40.00	08/05/19	12/20/19
(5)(r)	Barbara Hart	Building Coordinator	Office of the Chief of Academics	$40.00	08/05/19	12/20/19
(2)(r)	Virginia McFadden	Principal Assessment Assessor	Office of the Chief of School Administration	$40.00	07/01/19	12/31/19
(5)(nr)	Nancy McLure	Principal Assessment Assessor	Office of the Chief of School Administration	$40.00	07/01/19	12/31/19
(5)(nr)	Christine Millay	Principal Assessment Assessor	Office of the Chief of School Administration	$40.00	07/01/19	12/31/19
(4)(r)	Lourdes Ocampo-Lewis	Educator Effectiveness Implementation Coach	Office of the Chief of Academics	$40.00	07/15/19	12/31/19
(5)(r)	Debra Ortiz	Principal Assessment Assessor	Office of the Chief of School Administration	$40.00	07/01/19	12/31/19
(2)(r)	Bettye Washington	Principal Assessment Assessor	Office of the Chief of School Administration	$40.00	07/01/19	12/31/19
(4)(r)	Tatiana Joseph	District Multilingual Liaison	Office of the Chief of Academics	$35.00	06/01/19	11/30/19
(2)(nr)	Earl Wyatt	Sr. Programmer Analyst I	Office of the Chief of Human Resources	$34.72	07/18/19	01/18/20
(6)(r)	Jessica Votava	Science Teacher Leader	Office of the Chief of Academics	$34.41	05/24/19	07/31/19
(4)(r)	Mari Ornelas	Student Services Secretary	Office of the Chief of School Administration	$31.76	08/01/19	01/31/20

Codes	Name	Position	Localtion	Hourly Wage	Dates From	Dates To
(5)(nr)	Mae Beard	Induction Specialist	Office of the Chief of Academics	$30.00	07/01/19	12/30/19
(5)(nr)	Walter Boyer	Temporary Vocal Music Support	Office of the Chief of School Administration	$30.00	08/05/19	12/23/19
(5)(r)	Heidi Bukowski	Induction Specialist	Office of the Chief of Academics	$30.00	07/01/19	12/30/19
(6)(r)	Adam Carr	Radio Club Advisor	Office of the Chief of School Administration	$30.00	08/05/19	12/23/19
(5)(r)	Geoffrey Carter	Induction Specialist	Office of the Chief of Academics	$30.00	07/01/19	12/30/19
(5)(r)	Amy Craig-Salmon	Fine Arts Assistant/Art Teacher Coach	Office of the Chief of Academics	$30.00	07/01/19	12/31/19
(5)(nr)	Sheryl Dufek	Induction Specialist	Office of the Chief of Academics	$30.00	07/01/19	12/30/19
(2)(r)	Heather Harper	Induction Specialist	Office of the Chief of Academics	$30.00	07/01/19	12/30/19
(2)(r)	Justine Hutchins	Induction Specialist	Office of the Chief of Academics	$30.00	07/01/19	12/30/19
(4)(r)	Maria Jenkins	Bilingual Grow-Your-Own Initiative	Office of the Superintendent	$30.00	08/01/19	01/31/20
(5)(r)	Nicholas Lang	Percussion Support	Office of the Chief of School Administration	$30.00	08/05/19	12/23/19
(2)(nr)	Phillip Scott	Youth Apprenticeship Employer Development Liaison	Office of the Chief of Academics	$30.00	07/01/19	12/31/19
(2)(r)	Linda Smith	Induction Specialist	Office of the Chief of Academics	$30.00	07/01/19	12/30/19
(5)(r)	James Tomasello	Co-Advisor/Artist in Residence	Office of the Chief of School Administration	$30.00	08/01/19	12/31/19
(5)(r)	John Zablocki	Induction Specialist	Office of the Chief of Academics	$30.00	07/01/19	12/30/19
(2)(r)	Annette Fayne	Administrative Assistant III	Office of Board Governance	$27.86	07/28/19	1/29/20
(5)(r)	Jeannette Norwood	Payroll Transition Support	Office of the Chief of Finance	$22.42	09/09/19	11/29/19
(2)(nr)	Lillie Mayes	Student Services Secretary	Office of the Chief of School Administration	$18.04	08/01/19	01/31/19
(4)(r)	Michael Bruno	Summer College Canvasser	Office of the Chief of School Administration	$12.50	06/03/19	08/30/19
(2)(r)	Kaelin Graham	Summer College Canvasser	Office of the Chief of School Administration	$12.50	06/03/19	08/30/19

Codes

1	Native American
2	African American
3	Asian/Oriental/Pacific Islander
4	Hispanic
5	White
6	Other
r	Resident
nr	Non-resident

The Administration requested that the administrative appointments below be amended as follows:

Codes	Name	Position	Location	Salary Sched	Range	Amount
(5)(r)	Ryan Broderick	Recreation Supervising Associate II	Office of the Chief of ~~School Administration~~ Finance	03	04A	$57,647
~~(6)(r)~~	~~Gazelle DeWerff~~	~~Recreation Supervising Associate II~~	~~Office of the Chief of School Administration~~	~~03~~	~~04A~~	~~$52,906~~
(5)(r)	Brian Foley	Recreation Supervising Associate II	Office of the Chief of ~~School Administration~~ Finance	03	04A	$50,387
(6)(r)	Lisa Mitchell	Recreation Supervising Associate II	Office of the Chief of ~~School Administration~~ Finance	03	04A	$50,387

Director Báez moved approval of the Committee's recommendations, with the administrative appointments to be amended as requested by 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 3) Action on Monthly Finance Matters: Report on Cumulative Purchases in Excess of $50,000; 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

Routine Monthly Reports

The report on informational report on purchases in excess of $50,000 and cumulative total, the report on administrative and school fund transfers, the monthly 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 reports, and no action is required.

Donations

Location	Donor	Amount	Gift or Purpose
Monetary Donations over $5,000			
Gwen T. Jackson School	Northwestern Mutual	$10,000.00	STEM Donation
MacDowell Montessori	MPS Foundation	$25,000.00	Gym Floor
	Total Monetary Donations over $5,000	*$35,000.00*	
Monetary Donations			
Alliance High School	Susan Hylland & Kirk Hylland	$400.00	General School Supplies
Alliance High School	John R. Boyle	$200.00	General School Supplies
Alliance High School	Juan & Manuel Carrasquillo	$125.00	General School Supplies
Alliance High School	David Stowe & Gene C. Webb	$200.00	General School Supplies
Alliance High School	Joseph R. Pabst	$100.00	General School Supplies
Alliance High School	Carlos Rodriguez & Christopher Leichliter	$200.00	General School Supplies
Alliance High School	Daniel R. Taylor	$300.00	General School Supplies
Alliance High School	Hoa Anh Phan	$125.00	General School Supplies
Alliance High School	Leifker CFO Services, LLC/Dale A. Leifker	$100.00	General School Supplies
Alliance High School	Barbara L. Stollenwerk	$300.00	General School Supplies
Alliance High School	Jeffrey M. Goldberg	$250.00	General School Supplies
Alliance High School	Daniel Riedl	$200.00	General School Supplies
Alliance High School	Peter Burgelis	$150.00	General School Supplies
Alliance High School	Patrick Mutsune	$300.00	General School Supplies

Location	Donor	Amount	Gift or Purpose
Alliance High School	Henry M. Faust	$100.00	General School Supplies
Alliance High School	Susan C. Haertel	$100.00	General School Supplies
Alliance High School	Anne Marie Peterson	$100.00	General School Supplies
Alliance High School	Audrey L. Potter & Santa M. Consiglio	$300.00	General School Supplies
Alliance High School	Daniel P. Lagerman	$200.00	General School Supplies
Alliance High School	Cream City Foundation	$250.00	General School Supplies
Alliance High School	April Calvert	$150.00	General School Supplies
Alliance High School	Salvatore M. Zizzo	$250.00	General School Supplies
Alliance High School	Dan Sawall	$500.00	General School Supplies
Alliance High School	Marianne Burish & Nicole M. Mantyh	$500.00	General School Supplies
Bay View High School	LeadDog Marketing Group	$1,000.00	Kohl's Cares Field Trip Grant
Bay View High School	LeadDog Marketing Group	$1,000.00	Kohl's Cares Field Trip Grant
Bay View High School	Project Lead The Way	$500.00	Engineering Competition
Clemens School	LuLaRoe Inc.	$167.00	Autism Awareness & Classroom Materials
Clemens School	Benevity Community Impact Fund	$1,000.00	Field Trip Donation
Location	Donor	Amount	Gift or Purpose
Fratney Street School	Lynden Sculpture Garden	$484.00	Field Trip Donation
Fratney Street School	La Escuela Fratney PTA	$3,724.93	General School Supplies
Fratney Street School	La Escuela Fratney PTA	$798.50	General School Supplies
Fratney Street School	La Escuela Fratney PTA	$500.00	General School Supplies
Fratney Street School	Wells Fargo Financial Services	$550.00	General School Supplies
Gaenslen School	LeadDog Marketing Group	$1,343.00	Kohl's Cares Field Trip Grant
German Immersion School	YourCause, LLC.	$8.24	General School Supplies
German Immersion School	German Immersion Foundation	$210.64	Curriculum Alignment
King Elem School	LeadDog Marketing Group	$1,000.00	Kohl's Cares Field Trip Grant
King Elem School	LeadDog Marketing Group	$1,000.00	Kohl's Cares Field Trip Grant
King High School	Wisconsin Football Coaches Association	$3,000.00	Boys Football Donation
King High School	Inventory Trading Company	$40.00	Boys Football Donation
Lafollette School	LeadDog Marketing Group	$2,000.00	Kohl's Cares Field Trip Grant
MacDowell Montessori	La Cena, LLC.	$65.00	General School Supplies
MacDowell Montessori	Denson's Catering	$50.00	General School Supplies
Maryland Avenue School	LeadDog Marketing Group	$1,000.00	Kohl's Cares Field Trip Grant
Maryland Avenue School	LeadDog Marketing Group	$1,000.00	Kohl's Cares Field Trip Grant
Maryland Avenue School	LeadDog Marketing Group	$1,000.00	Kohl's Cares Field Trip Grant
Mitchell School	Kiwanis Club of Milwaukee	$300.00	General School Supplies
Parkside School	Lowe's	$2,000.00	Parent Center Project
Story School	Neighborhood House of Milwaukee	$1,500.00	Garden Donation
Thoreau School	Brown Deer United Methodist Church	$1,000.00	Camp Donation
Washington High School Of I.T.	Gruber Law Offices, LLC.	$500.00	Driving Support
Washington High School Of I.T.	First Stage Learning Center Inc.	$500.00	Football Donation
Washington High School Of I.T.	LeadDog Marketing Group	$2,000.00	Kohl's Cares Field Trip Grant
	Total Monetary Donations	*$34,641.31*	
Non-Monetary Donations			
Doerfler School	Bluestone Landscape LLC	$699.00	Garden Preparation
German Immersion School	Linda's Kids Inc.	$50.00	Shoes & Flash Card Material
German Immersion School	Linda's Kids Inc.	$10.00	Kids Pants
Goodrich School	Donors Choose	$763.67	Classroom Art Supplies
Goodrich School	Donors Choose	$496.35	Books For Classroom Library
Goodrich School	Donors Choose	$477.93	3D Printer For Makerspace Room
Location	Donor	Amount	Gift or Purpose

Location	Donor	Amount	Gift or Purpose
Grantosa Drive School	Donors Choose	$274.06	Math Materials
Grantosa Drive School	Donors Choose	$385.49	Sports Equipment
Hi-Mount School	Berean Family Worship Center Inc	$814.25	8th-Grade Graduation
Kilbourn School	Donors Choose	$277.59	Math Manipulatives
Kilbourn School	Donors Choose	$883.93	iPads
Kilbourn School	Donors Choose	$173.74	General School Supplies
Kilbourn School	Donors Choose	$263.96	Board Books
Kilbourn School	Donors Choose	$637.45	Art Supplies
Kilbourn School	Donors Choose	$357.65	General School Supplies
Kilbourn School	Donors Choose	$314.61	Flexible Seating
Kilbourn School	Donors Choose	$390.98	General School Supplies
Kilbourn School	Donors Choose	$853.07	General School Supplies
Kilbourn School	Donors Choose	$518.00	Reading Supplies
Kilbourn School	Donors Choose	$447.00	General School Supplies
Kilbourn School	Donors Choose	$143.25	Science Supplies
Kilbourn School	Donors Choose	$96.84	General School Supplies
Kilbourn School	Donors Choose	$332.02	General School Supplies
Kilbourn School	Donors Choose	$466.20	General School Supplies
Kilbourn School	Donors Choose	$457.83	General School Supplies
Kilbourn School	Donors Choose	$393.87	General School Supplies
Kilbourn School	Donors Choose	$484.32	General School Supplies
Kilbourn School	Donors Choose	$337.00	General School Supplies
Kilbourn School	Donors Choose	$434.00	Headphones
Kilbourn School	Donors Choose	$159.61	General School Supplies
Kilbourn School	Donors Choose	$263.40	General School Supplies
Lloyd Barbee Montessori	Donors Choose	$774.00	General School Supplies
Lloyd Barbee Montessori	Donors Choose	$479.00	General School Supplies
MacDowell Montessori	Donors Choose	$477.12	Graphing Calculator
Manitoba School	Donors Choose	$844.67	Games, Legos & Books
Manitoba School	Donors Choose	$454.70	Games, Legos & Books
Manitoba School	Donors Choose	$405.92	Markers, Paint, Paper & Punchers
Manitoba School	Donors Choose	$148.76	Professional Development
Manitoba School	Donors Choose	$313.13	Paper, Markers, Stickers & Squigz
Manitoba School	Donors Choose	$428.92	Legos, Rolad Builder & Sort Kits
Manitoba School	Donors Choose	$254.50	Asus Chromebook & Talk Set
Manitoba School	Donors Choose	$234.74	Music Box & Fidget Grabbers
Manitoba School	Donors Choose	$339.07	Crayons, Ziploc's, Snacks & Tape
Manitoba School	Donors Choose	$546.56	Math Manipulatives
Manitoba School	Donors Choose	$147.14	Books
Manitoba School	Donors Choose	$652.45	Clothing
Manitoba School	Donors Choose	$190.88	Paper
Manitoba School	Donors Choose	$1,694.61	Rest Mats & Snacks
Manitoba School	Donors Choose	$608.55	STEM Items
Manitoba School	Donors Choose	$399.32	Sweatshirts
Manitoba School	Donors Choose	$364.32	Ink For Printer
Manitoba School	Donors Choose	$261.36	Dolls, Ramp Toy & Treehouse
Manitoba School	Donors Choose	$357.54	Duple Shelf
Manitoba School	Donors Choose	$333.48	Rug
Manitoba School	Donors Choose	$168.85	Playground Balls
Manitoba School	Donors Choose	$489.14	Bubble Kit
Manitoba School	Donors Choose	$288.31	Block Machines & Sand
Manitoba School	Donors Choose	$591.64	Games
Manitoba School	Donors Choose	$740.50	Professional Development
Manitoba School	Donors Choose	$809.80	STEM Materials
Manitoba School	Donors Choose	$304.05	Food Expenses
Manitoba School	Donors Choose	$493.30	Sensory, Time & Calendar
Manitoba School	Donors Choose	$274.71	Vet Set, Animal Counters & Puzzle
Manitoba School	Donors Choose	$687.60	Duplo Blocks & Magnetic Blocks

Location	Donor	Amount	Gift or Purpose
Manitoba School	Donors Choose	$231.98	Online Assessment Tool
Manitoba School	Donors Choose	$230.90	Rug & Alphabet Activities
Manitoba School	Donors Choose	$198.36	Legos, Learning Center & Paper
Manitoba School	Donors Choose	$3,023.24	Professional Development
Maple Tree School	Donors Choose	$131.01	Play-Doh
Maple Tree School	Donors Choose	$173.71	Scissors
Maple Tree School	Donors Choose	$350.72	Books
Maple Tree School	West Granville Presbyterian Church	$659.51	General School Supplies
Thoreau School	Linda A. Gianni	$20.00	Socks For Students
Thurston Woods	John Brannon	$497.00	Food Supplies
Townsend School	Blessings In a Backpack	$409.93	Food Donation
Townsend School	Blessings In a Backpack	$364.21	Food Donation
Whitman School	Donors Choose	$591.12	Fidget & Adaption Toys
Whitman School	Donors Choose	$476.28	Seating Supplies
Whitman School	Donors Choose	$319.99	Books & Snacks
Whitman School	Donors Choose	$167.16	Cleaning Supplies
Whitman School	Donors Choose	$425.09	Scholastic News Magazines
	Total Non-Monetary Donations	*$36,485.92*	
Total Value of Donations for August 2019		$106,127.23	

Committee's Recommendation

Your Committee recommends that the Board accept the donations as listed above, 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 Resolution 1819R-002 by Director Phillips and Director Báez Regarding Equitable Nutrition Opportunities for All Students

Background

At its meeting on May 30, 2019, the Milwaukee Board of School Directors referred Resolution 1920R-002 by Directors Phillip and Báez to the Accountability, Finance and Personnel Committee. (Subsequent to the resolution being referred and it being heard by the full Board, one Whereas clause was corrected, as indicated in the attachments to your Committee's meeting.) The Resolved portion of the resolution reads:

RESOLVED, that the Milwaukee Board of School Directors directs that:

1. the Superintendent or designee require 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" program; and
2. no later than the last day of school for the 2018-19 school year, MPS Nutrition shall present a Nutrition Equity Plan for establishment of a "breakfast after the bell" (BATB) program for all grades at each school in the District that is required to establish such a program, the Plan to include:
   a. a list of available breakfast grants in order for schools to maximize participation in school breakfast;
   b. a plan to notify and train MPS employees in advance of the BATB's implementation;
   c. promotion and notification of BATB to parents/guardians and to students in advance of the start date and regularly until the participation goal is met;
   d. input from MPS educators, administrators, food service staff, parents and students, and community partners prior to full implementation;
3. no later than the first full school year following the passage of the MPS Nutrition Equity Plan, MPS shall establish a "breakfast after the bell" program in each of its schools which are subject to the requirements of this resolution; and

5. each year thereafter, prior to the regular July meeting of the Board, the Department of Nutrition shall submit to the Board the name of each MPS school within MPS that falls short of the national benchmark of 70% of children who eat free or reduced-priced (F/R) lunch and also receive school breakfast so that the Board may monitor compliance with this policy.

Since the Board's adoption fo the Resolution, the Administration has had the opportunity to communicate with the authors of the Resolution to gain additional insight. Based on this, the Administration is providing information regarding current efforts in these areas:

- expanding the extension of breakfast opportunities after the bell;
- expanding breakfast offerings;
- improving food quality; and,
- collecting and using data to positively impact access and communication.

The Administration recognizes the important role of meal service, including breakfast and dinner. In February 2019, Food Research & Action Center (FRAC), a national organization working to eradicate domestic hunger, issued the "School Breakfast: Making it Work in Large School Districts". This report ranks Milwaukee Public Schools as 29th for breakfast participation of students eating lunch. During the 2018-19 school year, MPS provided after-school snacks or dinners at 116 schools.

The Administration also recognizes and strives to achieve FRAC's goal of 70% breakfast participation of students who eat lunch for schools with a Free and Reduced Application Management (FRAM) exceeding 70%. When considering schools with a FRAM exceeding 70%, as indicated in the resolution, MPS has already reached the resolution goal of 70% breakfast participation of the students who ate lunch for the 2018-19 school year.

Even with having achieved the 70% breakfast participation, the Administration continues to revise and to expand after-the-bell breakfast options, including breakfast in the classroom, food carts, and breakfast in the cafeteria, as well as a blend of multiple options. The Administration's goal remains to ensure that all students have access to breakfast.

The Administration is expanding breakfast menus to provide more variety to students such as hot breakfast in the classroom and varied cold-breakfast options with less sugar and more protein. To accommodate the expanded after-the-bell breakfast menu options, the Administration has purchased additional freezers and refrigerators for use throughout the District.

The District continues to improve the overall nutritional value of the food that it provides to students. This includes a request for proposal (RFP) for breakfast kits with items with lower sugar and cleaner labels.

The Department of Nutrition Services continues to expand communication: This year the Parent/Student Handbook includes notification to parents about the availability of free breakfast and lunch. In addition, DNS provided information to principals at their resource fair this summer. DNS staff works with principals and teachers to provide trainings for launch of breakfast in the classroom, along with ongoing meetings with principals as necessary.

The Administration recommends that the Board hold Resolution 1920R-002 by Directors Phillips and Báez regarding Equitable Nutrition Opportunities for All Students in committee until after the next regularly scheduled Quarterly Nutrition Report.

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 4.05, School Nutrition Management

Committee's Recommendation

Your Committee recommends that:

1. the Board accept the Administration's recommendation and that the Board direct the Administration to establish, by September 16, 2019, a hotline or other communication method for students to report when they are denied breakfast;
2. the Board meet with community members to collect data on the nutrition program , including but not limited to, participation, the type of program provided, a breakdown of choice relative to breakfast options, and a map of the program options be provided in the data provided to the Board; and

3. the information on the nutrition program be brought back to the Board by the October board cycle.

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

* * * * *

(Item 5) Action on Request to Waive Administrative Policy 3.09(9)(e) and to Enter into Contracts Related to Employee Benefits

Background

The Administration is requesting authorization to waive the three-year term limits of Administrative Policy 3.09(9)(e) and to enter into the following contracts related to employee benefits:

RFP 1008 Authorization to Contract with United Healthcare Services, Inc., (UHC) for Administration of the District's Health Plans

The Administration is requesting authorization to enter into a contract with United Healthcare Services, Inc., (UHC) for the administration of the District's self-funded health plans. The District partnered with Hays (Benefit Consultants) to develop and evaluate RFP 1008 for the administration of the self-funded Exclusive Provider Organization (EPO), Preferred Provider Organization (PPO), and High-Deductible Health Plan (HDHP). UHC's proposal offered the lowest claims cost and provider discounts with no disruption to employees and their dependents. UHC also provided competitive costs for the administration and disease-management programs.

The estimated savings by implementing the disease-management programs is $1,475,831. The estimated savings for the disease management will vary, depending on participation in the programs. There are annual maximum performance guarantees that range from $208,000 to $720,000 that could be paid to MPS by UHC.

Contractor was chosen pursuant to RFP 1008, which closed on March 21, 2019. The contract will run from January 1, 2020, through December 31, 2022, (the "Initial Term") with an option of two one-year to extend if certain performance metrics incorporated into the contracts are met.

The total cost of the contract in the Initial Term will not exceed $14,000,000.

Budget Code: DWC-00-EMB-DW-EMDI (Employee Benefits Medical Insurance).....$14,000,000

UnitedHealthcare Services, Inc.

Prime Contractor Information
- Certified HUB Contractor?.....No
- Total # of Employees.....270,000
- Total # of Minorities.....26,393
- Total # of Women.....52,759

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

RFP 1009 Authorization to Contract with United Healthcare Services, Inc., (through OptumRx) for Prescription Drug Administration

The Administration is requesting authorization to enter into a contract with United Healthcare Services, Inc., (UHC) (through OptumRx) for prescription drug administration. The District partnered with Hays (benefit consultants) to develop and evaluate RFP 1009 for the administration of the prescription drug plan for

employees enrolled in the EPO, PPO, and HDHP. UHC submitted the lowest bid with minimal disruption to employees and dependents.

This contract has a carve-in approach, which means that it will be incorporated into the contract for health-plan administration. This will result in a positive member experience in that the UHC's claims representative/clinical disease-management team will be able to view all the employees' medical and pharmacy claims information within the same system.

The UHC's proposal includes an estimated savings of $9,085,000 over a three-year period. The estimated savings was based on 2018 use, so actual savings will vary based on actual prescription drug use. Included in the $9.0 million above is an estimated savings of $502,250 over a three-year period for an implementation credit and an annual pharmacy-management allowance.

Contractor was chosen pursuant to RFP 1009, which closed on March 28, 2019. The contract will run from January 1, 2020, through December 31, 2022, (the "Initial Term") with one two-year option to extend if certain performance metrics incorporated into the contract are met.

The total cost of the contract in the Initial Term will not exceed $800,000.

Budget Code: DWC-00-EMB-DW-EMDI (Employee Benefits Medical Insurance).....$800,000

UnitedHealthcare Services, Inc.

Prime Contractor Information
- Certified HUB Contractor?.....No
- Total # of Employees.....270,000
- Total # of Minorities.....26,393
- Total # of Women.....52,759

HUB Participation
- Required..... 0%
- 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 1019 Authorization to Contract with The Standard Insurance Company for Life and Disability Insurance

The Administration is requesting authorization to enter into a contract with The Standard Insurance Company (The Standard) for life insurance, accidental death and dismemberment (AD&D) insurance, voluntary supplemental life insurance, voluntary short-term disability (STD) insurance, and voluntary long-term disability (LTD) insurance. The District partnered with Hays (Benefit Consultants) to develop and evaluate RFP 1019 for the administration of these insurance plans.

The insurance policies provided by The Standard will enable the District to continue to offer benefit plans to staff and to provide increased financial-security opportunities to employees and their families in the event of unfortunate life circumstances. The Standard's supplemental life, short-term, and long-term disability policies are employee-paid and offered on a voluntary basis. This contract will provide simplification and consistent administration of these benefits.

Contractor was chosen pursuant to RFP 1019, which closed on June 27, 2019. The contract for life, AD&D, and voluntary STD insurance will run from January 1, 2020, through December 31, 2022, with an additional one-year option to extend, while the contract for voluntary LTD insurance will run from January 1, 2020, through December 31, 2021, (the "Initial Term") with an additional two one-year options to extend if certain performance metrics incorporated into the contract are met.

The total cost of the contract in the Initial Term will not exceed $11,000,000.

Budget Code: DWC-00-EMB-DW-EGLI (Group Life Insurance).....$11,000,000

The Standard Insurance Company

Prime Contractor Information
- Certified HUB Contractor? ..... No
- Total # of Employees 3,083
- Total # of Minorities 653
- Total # of Women 1,788

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

Student Engagement (hours per 12-month contract)
- Paid Student Employment-hour Commitment 600
- Student Career-awareness Commitment 10

RFP 1019 Authorization to Contract with York Risk Services Group, Inc., for Family Medical Leave Act (FMLA) Administration

The Administration is requesting authorization to enter into contracts with York Risk Services Group, Inc., to provide Family Medical Leave Act (FMLA) administration and accommodation support under the American with Disabilities Amendments Act in compliance with federal and state regulations. The District partnered with Hays (Benefit Consultants) to develop and evaluate RFP 1019 for the FMLA administration. This contract will provide continuity for employees and efficiency for the District, since York is the current vendor and is familiar with MPS's leave plans and policies.

Contractor was chosen pursuant to RFP 1019, which closed on June 27, 2019. The contract will run from January 1, 2020, through December 31, 2022, (the "Initial Term") with an additional one-year option to extend if certain performance metrics incorporated into the contracts are met.

The total cost of the York Risk Services Group, Inc. contract in the Initial Term will not exceed $825,000.

Budget Code: DWC-00-EMB-DW-ECTS (FMLA Administration) York Risk $825,000

Prime Contractor Information
- Certified HUB Vendor? ..... No
- Total # of Employees 4,986
- Total # of Minorities 848
- Total # of Women 3,398

HUB PARTICIPATION Required 0
- Proposed ..... N/A
- $ Value ..... N/A

Student Engagement (hours per 12-month contract)
- Paid Student Employment-hour Commitment 600
- 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 to the minutes of your Committee's meeting.

Committee's Recommendation

Your Committee recommends that the Board authorize the waiver of Administrative Policy 3.09(9)(e) and approve the contracts, 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 the Award of Professional Services Contracts

Background

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

RFP 988 Authorization to Extend a Contract with Drive USA, Inc., d/b/a Arcade Drivers School, for Driver Education Program

The Administration is requesting authorization to extend the contract with Drive USA, Inc., d/b/a Arcade Drivers School, for the driver 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 drivers' licenses. In an effort to eliminate potential barriers to obtaining a driver's license, the MPS Drive program was developed to offer free driver education to all age-eligible MPS students. Paired with the community-based driver education program, young people throughout Milwaukee now have multiple access points to obtaining drivers' licenses.

Contractor was chosen pursuant to RFP 988, which closed on July 10, 2018. The original contract provided for two one-year options to extend if certain performance metrics were met. Drive USA, Inc., d/b/a Arcade Drivers School, has met the performance metrics codified in the contract; therefore, MPS is exercising the first option year for the contract.

This contract extension will run from September 1, 2019, through August 31, 2020. The total cost of the contract in this 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

Drive USA, Inc., d/b/a Arcade Drivers School

Prime 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., dba 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., dba 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-lesson programs.

Milwaukee Public Schools 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, Milwaukee Public Schools will be able to provide quality and convenient repair and maintenance of musical instruments during the school year.

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 contractors have met the performance metrics codified in the contracts, therefore, MPS is exercising the first extension options for the contracts.

The contract extensions will run from October 1, 2019, through September 30, 2020 ("Year 2"). The total cost of the contract extensions in Year 2 will not exceed $150,000.00.

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 Inst 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 Enter a Contract with Wheaton Franciscan Healthcare — Southeast Wisconsin, Inc., and Columbia St. Mary's, Inc., on behalf of Themselves and Their Affiliates for Licensed Athletic Trainer Services

The Administration is requesting authorization to enter a contract with Wheaton Franciscan Healthcare — Southeast Wisconsin, Inc., and Columbia St. Mary's, Inc., on behalf of themselves and their affiliates ("Wheaton") for licensed athletic trainer (LAT) services for various interscholastic athletic sports.

The provision of LAT services is imperative to maintain the health and safety of our student athletes. MPS must have this form of specialized care at several sporting events, including football, basketball, soccer, and wrestling.

This vendor was chosen pursuant to RFP 998, which closed on March 15, 2019. The contract will run from September 1, 2019, through August 31, 2020, (the "Initial Term") with two additional one-year options to extend if certain performance metrics incorporated into the contract are met.

The total cost of the contract in the Initial Term 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

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 987 Authorization to Contract with Maxim Healthcare Services, Inc., and Sunbelt Staffing, LLC, 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, which is 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 eight-ten RNs and five-six 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 has met the performance metrics codified in its contract; therefore, MPS is exercising the second option year for the contracts.

These contract extensions will run from September 1, 2019, through August 31, 2020. The total cost of Maxim's contract in this extension will not exceed $442,206. The total cost of Sunbelt's contract in this extension will not exceed $440,000.

Budget Code: NRR-0-0-BDN-DW-ECTS (Nursing — Contract Services) $882,206

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

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 3.09, Purchasing and Bidding Requirements

Fiscal Impact Statement

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

Implementation and Assessment Plan

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

Committee's Recommendation

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

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

* * * * *

(Item 7) Action on the Award of Exception-to-Bid Contracts

Background

The Administration is requesting authorization to purchase from News 2 You Products ("n2Y") the Unique Learning System, a comprehensive, modified curriculum for students with significant intellectual disabilities who participate in a curriculum based on Wisconsin Essential Elements. This curriculum encompasses all academic areas for grades 1 through 12: literacy, math, science, and social studies.

The Unique Learning System provides differentiated learning materials with adapted methods for instruction so students participate in rigorous daily classroom instruction similar to that of their non-disabled peers. The activities include 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 nine years. RFP 921 was issued in May 2016 to test the marketplace, but did not result in an award. As such, the Administration seeks to continue to use n2Y based on continuity and the familiarity with the curriculum throughout the District for the period of September 1, 2019, through August 31, 2020.

The total cost of the goods purchased will not exceed $161,122.50.

Budget Code: SSU-0-A-IF0-DW-ECTS (IDEA — Contracted Services) $161,122.50

News 2 You Products
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

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 3.09, Purchasing and Bidding Requirements

Fiscal Impact Statement

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

Implementation and Assessment Plan

Upon approval by the Board, the purchase will made 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 8) Action on Monthly Facilities Matters: FMS Award of Construction Contracts, Professional Services Contracts, and Change Orders

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

Construction Contracts

Playfield Improvments

Clovernook Playfield

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

Low Bidder, Base Bid of $1,388,318.00, plus $51,872.00 for Mandatory Alternate Bid #1 to remove all concrete stoops and replace them, for a total cost of ..... $1,440,190.00.

Prime Contractor Information
Certified HUB Vendor? ..... No
Total # of Employees 160
Total # of Minorities 58
Total # of Women 9

HUB Participation
Required 20%
Submitted 22.29%
$ Value $309,612.00

COIN Participation
Required 10%

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

Funds are available for the Playfield Improvements project from account code STS 00 RFI RC ECNC (Project No. 4056). The project's start date is scheduled for August 30, 2019, and completion date is July 3, 2020.

Franklin Square Playground

Prime Contractor
Platt Construction, Inc.
7407 South 27th Street
Franklin, WI

Low Bidder, Base Bid of Base Bid of $1,703,196.00, plus $23,894.00 for Mandatory Alternate Bid #1 to remove chain link fence and replace it with ornamental metal fencing for a total cost of $1,727,090.00

Prime Contractor Informatio
Certified HUB Vendor? ..... Yes
Total # of Employees 53
Total # of Minorities 13
Total # of Women 11

HUB Participation
Required 20%
Submitted 20%
$ Value $340,639.20

COIN Participation
Required 10%

Student Engagement (hours per 12-month contract)
Paid Student Employment-hour Commitment 600
Student Career-awareness Commitment 10

Funds are available for the Playfield Improvements project from account code STS 00 RFI RC ECTS (Project No. 5449). The project's start date is scheduled for August 30, 2019, and completion date is July 3, 2020.

Summary — Construction Contracts

Total construction contract dollars awarded $3,167,280.00
Total dollars HUB participation $650,251.20
% of HUB participation 21.03%
% Minority employees within company 29.85%
% Women employees within company 13.72%

Professional Services Contract

The Administration requests that the Board approve the following professional services contract.

RFP #388029 Authorization to Approve a Contract for Supplemental Cleaning Services at All MPS Sites

A request for Proposal (RFP) was issued by Facilities and Maintenance Services to obtain a firm to provide supplemental Cleaning Services for All MPS Sites. The firms selected are:

- ABM Industry Groups, LLC
- Aloysius Janitorial Services, LLC
- CleanPower, LLC

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

Requested Expenditure Authority: Not to exceed $2,000,000.00/contract year

Contract Period: August 30, 2019-August 29, 2022

Budget Code: BLD 00 BLO DW ECTS

Report on Change Orders

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

Athletic Facilities Upgrade — Pulaski Stadium

Prime Contractor
Rams Contracting, Ltd.
20079 West Main Street
Lannon, WI 53046

Total amount of change order.....$72,082.00

Reason for Change Order: In the scope of work for the athletic-facilities upgrade for Pulaski Stadium, select sections of the track were identified for application of a new rubber surface. Upon further engineering review during construction, it has been determined that resurfacing the entire track is necessary in order to ensure the integrity and longevity of the track surface. This additional work will not jeopardize the completion date.

The change order will be funded from Major Maintenance QSCB Funds, account code FAR 00 MMQ PD ECNC GND8 (Project No. 3424, Work Order Number 211075)

Playfield Renovation — Columbia Playfield

Prime Contractor
Platt Construction, Inc.
7407 South 27th Street
Franklin, WI 53132

Total amount of change order.....$109,741.63

Reason for Change Order: As part of the contract with Platt Construction, Inc., for the playfield-renovation project at Columbia Playfield, testing of the soil was required. The test results indicated the presence of hazardous materials. Remediation measures required by the Wisconsin DNR were implemented, which resulted in the need to authorize this change order to remove contaminated soil from the site and to provide additional new soil in its place.

The change order will be funded from Extension General Funds, account code STS 00 RFI CB ECNC (Project No. 4000, Work Order Number 351816)

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:

- Total Construction Contracts Requested.....$3,167,280.00
- Total Professional Services Contracts Requested — $2,000,000.00/contract year, for a total over a three-year term of.....$6,000,000.00
- Total Amount of Change Orders.....$181,823.63

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, and change orders 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, and change orders.

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

* * * * *

(Item 9) Report with Possible Action Regarding Optimizing FY21 Student Transportation

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

Background

Milwaukee Public Schools annually provides transportation services to approximately 54,000 district, suburban, and private-school students who live in the city of Milwaukee or who 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, GED, interscholastic athletics, the Community Assessment and Training Program (CATP), Learning Journeys, and Special Olympics.

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

The Administration is exploring possible transportation modifications for FY21 that will optimize a Regional Transportation System that supports bus use to maximize efficiency. The Administration has put together for consideration a transportation-restructure alternative that includes several limited-service-reductions scenarios to support its implementation. These scenarios, which vary in scope, range from adjusting service types and models while maintaining existing transportation eligibility to considering rethinking administrative policy to mitigate high-distance, low-utilization transportation:

Currently the District uses a two-tier model in which the tiers are the pick-up and drop-off periods. This model costs approximately $58,000,000, uses 1,000 buses serving 2,000 routes, and requires approximately 1,500 drivers. The average route is 17 miles and takes about an hour to complete.

One model currently under exploration is a three-tiered model. Such a model is projected to save $2-4 million in the short term and up to $6-10 million in the long term. It would require only 700-900 buses and 1,100 drivers by adding 200 routes. This would shorten the routes to 10.92 miles and about 38 minutes.

Beyond possible cost savings, other considerations must be made such as the needs of athletic teams, the logistics of field trips, the needs of homeless and special education students, inflationary costs, and the possible need to adjust school times. Next steps and ongoing work include:

1. Pupil Transportation Service's long-term restructure plan to consider moving towards a three-tier school bell schedule
2. reevaluation of the neighborhood and citywide specialty school transportation status and revision of select schools' transportation policies after identified
3. combination of transportation for K-12 or 6-12 school sites
4. revision of transportation region for traditional middle schools to a seven-mile zone
5. revision of the service type to county bus for any transportation-eligible high-school student over seven miles from his/her enrolled school
6. revision of all district neighborhood specialty schools' transportation regions to mirror a Montessori's region at five-mile zone.

A fuller discussion of this subject has been provided in the attachments to the minutes of your Committee's meeting.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 4.04, Student Transportation Services

* * * * *

(Item 10) Report with Possible Action on Limited-Term Employees January-June 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

In accordance with Administrative Policy 6.37, the Administration, on a semi-annual basis in August and February, shall present a report on all limited-term employees (LTEs) active during that period, their life-to-date earnings as LTEs, and an indicator of how long each individual has served as an LTE.

The current list of LTEs active during January-June 2019 is attached to the minutes of your Committee's meeting.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 6.37, Limited-term Employment Positions

Fiscal Impact Statement

This item does not authorize expenditures.

* * * * *

(Item 11) Report with Possible Action on a Local Purchasing 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

In January 2019, the Milwaukee Board of School Directors adopted Resolution 1819R-011 to explore the feasibility of instituting a local purchasing program modeled after the City of Milwaukee's program.

The presentation attached to the minutes of your Committee's meeting details the output of this work to date, providing an analysis and summary of the application of local bid and proposal incentives by reviewing contract awards over a three-year period utilizing a competitive procurement process.

The purpose of a local purchasing program is to increase local business participation in the award of competitive procurements in order to address job creation and circulation of money in the local economy and to alleviate unemployment.

A "what-if" analysis was conducted of requests for proposal, whereby an incentive of 5% additional points would be awarded for local business enterprises and a 10% additional point incentive would be given for local business enterprises that are historically underutilized businesses (HUBs). The analysis showed that local business enterprises would have resulted in 23 firms receiving the 5% additional points; however, there would be no change to the award outcome. Local and HUB enterprises would have resulted in five firms receiving the 10% additional points, while only one would have resulted in a different award outcome.

A similar analysis was conducted of MPS bids, whereby a 5% bid incentive, capped at $25,000, would be given to local businesses. A 10% bid incentive, capped at $30,000, would be given to HUBs. The analysis showed that a result of one local business receiving the 5% incentive and one HUB receiving the 10% incentive would not change the award's outcome.

The City of Madison had similar results, showing little change in award outcomes when a local business incentive is offered. Additionally, state law prohibits local requirements on public-works projects, and federally-funded projects are also exempt.

The analysis found that a successful program would require consistent participation of local bidders whose capacity may be a limitation. The fiscal impact would be minimal. The Office of Accountability and Efficiency will continue to monitor best practices in this regard.

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

No Fiscal Impact

* * * * *

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 the Reaffirmation of Certain Administrative Policies

Background

Board Governance Policy 2.11, District Policies: Development, Adoption, and Evaluation, requires that each fifth year, the Board and its designee shall revisit all of its policies, rules, and procedures to determine their coherence and appropriateness to the present mission of the District.

The following policies have been reviewed by the Administration, the Office of Accountability and Efficiency, and the Office of Board Governance:

Adm. Pol. 2.09, Loaned Executives
Adm. Pol. 2.13, Relations with Other Schools and School Districts
Adm. Pol. 4.02, Buildings and Grounds
Adm. Pol. 5.03, Wireless Communication Facilities
Adm. Pol. 7.42, Inter-Library Loan

After careful review, it has been determined that these policies continue to be relevant to the present mission of the District and that they may be reaffirmed.

Statute, Administrative Policy, or Board Rule Statement

Board Governance Policy 2.11, District Policies: Development, Adoption, and Evaluation

Fiscal Impact Statement

No fiscal impact.

Implementation and Assessment Plan

Upon action by the Board, the Office of Board Governance will make and publish any modifications to these policies, including the date of reaffirmation.

Committee's Recommendation

Your Committee recommends the reaffirmation of Administrative Policies 2.09, 2.13, 4.02, 5.03, and 7.42, as presented 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 2) Action on a Request to Make Technical Amendments to Administrative Policy 2.07, Temporary Administrative Arrangements

Background

In order to align the current organizational structure and corresponding titles to administrative policy, technical amendments are necessary. The proposed technical amendments are non-substantive and reflect current job titles. The excerpted sections that show the proposed changes is as follows:

(1) In the absence of the superintendent, the duties and powers of the office shall be performed and exercised first by the deputy superintendents, followed by a designated ~~department director~~ chief.

(2) The Board president shall be advised if the superintendent and the deputy superintendents plan to be absent from duty at the same time.

(3) In the event of the death of the superintendent while in the service of the Board, ~~the~~ a deputy superintendent or ~~director in charge~~ chief shall have the title of acting superintendent until a successor is elected by the Board and takes office.

The proposed technical amendments are also indicated 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 2.07, Temporary Administrative Arrangements

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.

Committee's Recommendation

Your Committee recommends that the Board approve the technical amendments to Administrative Policy 2.07, Temporary Administrative Assignments.

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

* * * * *

(Item 3) Action on a Request to Make a Technical Amendment to Administrative Policy 7.32, Comprehensive School Counseling Program

Background

In order to align current practice to Administrative Policy 7.32, Comprehensive School Counseling Program, a technical amendment is necessary. To accomplish this alignment, the position of manager should replace the position of curriculum specialist in paragraph (1)(b).

The proposed technical amendment is also indicated 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 7.32, Comprehensive School Counseling Program

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

Upon approval of the Board, the Office of Board Governance will make the technical amendment to Administrative Policy 7.32, Comprehensive School Counseling Program.

Committee's Recommendation

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

Director Báez moved approval of the technical amendment to Administrative Policy 7.32, as indicated in the amended attachments 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.

* * * * *

(Item 4) Action on a Request to Revise Administrative Policy 1.05, Recognition for Accomplishment

Background

In December 2018, the Board adopted Resolution 1819R-006 by former Director Voss regarding staff recognition.

The Board's action directed that Administrative Policy 1.05, Recognition for Accomplishment, be amended to include an annual report to the Board's regular meeting as part of the Awards and Commendations section. The purpose of the report is to recognize staff for years of service, outstanding attendance, and special achievements, contributions, and service.

The proposed revisions to the policy are as follows:

Administrative Policy 1.05
Recognition for Accomplishment

(1) Staff Recognition

(a) The Milwaukee Public Schools shall appropriately recognize the achievements, contributions, and service of its staff members. Special recognition shall be extended for length of

service, outstanding attendance, and performance contributions in keeping with the following policies:

(b) It is entirely appropriate that additional recognition be bestowed for length of service by the Administration and the Board at appropriate intervals during an employee's service. Accordingly, the ~~Department~~ Office of Human Resources shall cause Milwaukee Public Schools employees to be identified and recognized for longevity of service with the District at the following intervals in their careers in the following manner:

3 years	Letter of commendation from the superintendent
5 years	Letter of commendation from the superintendent
10 years	Letter of commendation from the superintendent
15 years	Letter of commendation from the superintendent
20 years	Letter of commendation from the superintendent
25 years	An engraved lapel pin as determined by the superintendent
Retirement	An engraved plaque for those staff members retiring after 15 years of service with the District.

(c) Outstanding attendance records, specifically absence of three or fewer days chargeable to sick leave, exclusive of absences due to religious observance or death in the family, shall be recognized at the school or other work location, with a copy of the recognition to be placed in the employee's personnel file.

(d) The special performance contributions of staff members shall be recognized annually in ~~accordance with plans developed by the superintendent and approved by the Board~~ the Awards and Commendations section of the agenda for the Board's regular meeting.

(2) Community Personage and Group Recognition

The Milwaukee Public Schools shall appropriately recognize the achievements, contributions, and service of individuals and groups in the community.

(3) Flag Displays

To honor various persons, the following statements shall serve as guidelines for flying the United States flag at half-staff at the facilities of the Milwaukee Public Schools:

(a) United States flags on buildings under the jurisdiction of the Board shall be lowered to half-staff following appropriate proclamations issued by the President of the United States, the Governor of Wisconsin, the Mayor of Milwaukee, and the County Executive.

(b) United States flags on buildings under the jurisdiction of the Board shall be lowered to half-staff on all regular working days from the date of death to the date of interment of a Board member or superintendent.

(c) The United States flag shall be lowered to half-staff on all regular working days from the date of death to the date of interment of a staff member or student at the building to which the individual was currently assigned.

(d) Principals shall have the prerogative of ordering the building flag flown at half-staff on regular working days following the death of a person closely associated with the school (a member of the school's wall of fame, for example).

In accordance with the Board's action, the Administration will work with the Office of Board Governance to develop a companion procedure further outlining implementation.

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 1.05, Recognition for Accomplishment

Fiscal Impact Statement

This item does not authorize expenditures. The FY20 proposed budget will include funds to fully implement the Board's action relative to employee recognition.

Implementation and Assessment Plan

Upon approval by the Board, the Administration will begin the employee-recognition plan and corresponding reporting.

Committee's Recommendation

Your Committee recommends that the Board approve the proposed revisions to Administrative Policy 1.05, Recognition for Accomplishment.

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

* * * * *

(Item 5) Consideration of a Request by the Wausau Board of Education to Support a Resolution Recommending Legislation Requiring School Districts to Retire Native American Mascots

Background

Tricia Zunker, President of the Wausau Board of Education, has notified the President of the Milwaukee Board of School Directors that, on a 9-0 vote, the Wausau Board of Education has authorized the submission to the Wisconsin Association of School Boards (WASB) of the attached resolution recommending legislation to require that school Districts retire Native American mascots. Ms. Zunker has requested that Milwaukee Board of School Directors, along with other Wisconsin school boards, either co-sponsor or support the resolution before the WASB's Policy and Resolutions Committee. Resolutions adopted by WASB's annual Delegate Assembly in January set the policy direction for the WASB and its lobbying efforts.

The deadline for submission is mid-September 15, 2019. Board Rule 1.10(1), however, requires that all resolutions be "…referred without action to the appropriate committee for consideration and report to the Board." Under this rule, co-sponsorship of this resolution would require that it be submitted to the Board for referral at its regular monthly meeting on August 29. As a result, the Committee on Legislation, Rules and Policies would not be able to give hearing and take action on the resolution until sometime in early to mid-September and then would have to report its action to the Board for final approval at the Board's regular meeting on September 26. This, of course, would not meet WASB's September 15 deadline.

In light of this, if it is in support of the resolution, the Committee on Legislation, Rules and Policies may wish to recommend to the Board that, rather than formally co-sponsoring the resolution, it develop a statement of support for the resolution, to be signed by the Board's president on behalf of the Board, and that the Board authorize its delegates to present this statement to WASB's Policy and Resolutions Committee in September.

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 1.06, Equity in MPS

Fiscal Impact Statement

None.

Committee's Recommendation

Your Committee recommends that the Board support the school District of Wausau in its effort to lobby the WASB to support statewide legislation to require school districts to retire Native American mascots and that the Administration bring to the Board revisions to appropriate policies that codify a prohibition on the use of Native American mascots within MPS.

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

* * * * *

(Item 6) Action on Resolution 1819R-001 by Director Woodward Regarding Board Districts

Background

At the Board's annual organization meeting on April 24, 2018, Resolution 1819R-001 by Director Woodward, regarding the Board's Districts, was introduced and referred to the Committee on Legislation, Rules and Policies (LRP). The Resolved portion of the resolution reads as follows:

RESOLVED, That all members of the Milwaukee Board of School Directors shall follow the Code of Ethics and be respectful of those who have been elected to represent their respective Districts on the Board; and be it

FURTHER RESOLVED, That, when a member of the Board is made aware of an issue that has arisen in another member's District, rather than attempting to address that issue him- or herself, the member shall make the director of the District in question aware of the issue; and be it

FURTHER RESOLVED, That being respectful of each other's responsibilities shall not preclude one board member from being able to offer advice or assistance, if appropriate, to another board member in resolving any issue.

The Committee considered the resolution on May 15, 2018, and recommended its approval; however, on May 31, 2018, the Board sent the resolution back to Committee.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Statement

Board Rule 3.01, Code of Ethics — Board of School Directors

Fiscal Impact Statement

This item has no fiscal impact.

Committee's Recommendation

Your Committee recommends that the resolution not be adopted.

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

* * * * *

COMMITTEE ON PARENT AND COMMUNITY ENGAGEMENT

Director Woodward 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 a Draft 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. The Resolved portion of the resolution reads:

> RESOLVED, That the Board direct the Administration to develop and bring back to the Board for its approval by May 2017 an administrative policy addressing equity in education in the Milwaukee Public Schools; and be it
>
> FURTHER RESOLVED, That this new educational equity policy is to incorporate, but not necessarily be limited to, the following components:
>
> - the use of data, disaggregated by race, ethnicity, language, special educational needs, gender, sexual orientation, socioeconomic background, and mobility rates (when available), to inform all decision making within the District;
> - the creation and nurturing of an inclusive and welcoming environment for all students, families, and staff;
> - the equitable provision of access to high-quality curricula, effective teachers and principals, adequate facilities, and relevant support services, to include any necessary differentiation of resource allocations;
> - the recruitment, hiring, and retention of high-quality personnel who reflect student demographics at all levels of the District;
> - the assignment of personnel at all levels of the District to support and to promote culturally responsive practices and delivery of services;
> - the identification of culturally biased instructional materials, assessments, and pedagogies that result in achievement disparities;
> - the incorporation into decision making of the voices and perspectives of students, families, and communities that reflect student demographics; and
> - the assurance that the District's Strategic Plan embraces the principle of equity as a key feature of the District's mission and goals and defines measureable outcomes in achieving the goal of ensuring that students are prepared for college and careers; and be
>
> FURTHER RESOLVED, That, in developing this educational equity policy, the Administration seek the input of a broad spectrum of stakeholders, including — but not necessarily limited to — school leadership, community-based and faith-based organizations, special needs advocates, student-advocacy groups, parent groups, minority rights advocates, LTGB rights organizations, and legal experts in the area of equity.

As follow up to the Board's action, Administrative Policy and Procedure 1.06, Equity in MPS, were adopted by the Board on August 31, 2017. The Administration has worked with numerous stakeholders to provide a guidebook to accompany Administrative Policy & Procedure 1.06, Equity in MPS.

The draft guidebook is attached to the minutes of your Committee's meeting. It was a collaborative effort that included stakeholders across all MPS offices and departments. This collective guidance, which is intended to create more-equitable support for traditionally marginalized students, families, and communities, is meant to be adaptable in nature to accommodate issues of equity.

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 1.06, Equity in MPS

Fiscal Impact Statement

None

* * * * *

(Item 2) Report with Possible Action on Student Restraint and Seclusion

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

Background

In 2012, the State of Wisconsin passed Wisconsin Act 125, which provided directives on the use of seclusion and restraint with students in public schools. Act 125 has several key components, including:

- conditions for the use of seclusion;
- conditions for the use of physical restraint;
- notification and reporting requirements following the use of seclusion or restraint; and
- training in the use of seclusion and physical restraint.

Act 125 also established additional requirements for the use of seclusion and restraint on students with disabilities.

To ensure compliance with Act 125, 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 Act 125.
- The District's mechanism for recording incidents of seclusion and restraint has been significantly enhanced by the Infinite Campus Student Information System.

During the 2018-2019 school year, the Administration directed schools to submit restraint-and-seclusion data in accordance with Act 125. A total of 650 students, including 404 with disabilities, were involved in 1,021 incidents of restraint/seclusion during the 2018-2019 school year. In 2017-18, 2,036 students were restrained and/or secluded, which translated in reduction of 1,015 students that had to be restrained or secluded during the 2018-19 school year. Additional information is provided in the table below:

School	Total # of Restraints & Seclusions	Total # of Students Restrained or Secluded	Total # of IEP Students Restrained or Secluded
ALBA	2	2	2
Alcott School	1	1	0
Allen-Field School	16	10	7
Alliance School	9	8	7
Assata HS	3	2	0
Audubon HS	2	2	2
Audubon Tech & Comm Ctr MS	9	4	2
Auer Avenue School	7	6	3
Banner Prep School of Milw	7	4	1
Barbee Montessori School	3	3	2
Barton School	1	1	1
Bay View HS	2	2	2
Bethune Academy	16	13	3
Bradley Technology and Trade	14	12	7
Brown Street School	5	4	3
Browning School	2	2	2
Bruce School	5	3	2
Bryant School	3	3	3
Burbank School	23	13	6
Burdick School	13	5	3
Carmen Northwest Campus	2	2	2
Carson Academy	4	4	2
Carver Academy	4	4	1
Cass Street School	42	29	17
Clarke Street School	4	4	3
Clemens School	2	2	2
Congress School	8	6	3
Cooper School	3	1	1
Craig Montessori School	7	5	3

School	Total # of Restraints & Seclusions	Total # of Students Restrained or Secluded	Total # of IEP Students Restrained or Secluded
Curtin Leadership Academy	56	9	5
Doerfler School	14	12	4
Douglas School	1	1	1
Eighty-First Street School	34	12	6
Elm Creative Arts School	2	2	1
Emerson School	2	1	0
Fairview School	17	6	6
Fernwood Montessori School	2	1	1
Fifty-Third Street School	13	10	6
Forest Home Avenue School	35	11	5
Franklin School	2	2	2
Fratney School	11	7	4
Gaenslen School	3	3	0
Garland School	6	2	1
Goodrich School	4	4	2
Grandview HS	1	1	1
Grantosa Drive School	3	3	1
Greenfield School	9	7	6
Groppi HS	1	1	0
Hamilton HS	6	6	2
Hartford University School	4	2	2
Hawley Environmental School	16	12	4
Hi-Mount School	11	7	4
Holmes School	4	4	4
Hopkins-Lloyd School	3	3	2
Humboldt Park School	21	4	4
I.D.E.A.L	3	3	2
Kagel School	2	2	2
Keefe Avenue School	4	4	4
Kilbourn School	2	2	1
King ES	4	3	1
King IB HS	4	4	3
King IB MS	7	6	6
Kluge School	1	1	1
La Causa Charter School	5	4	4
Lafollette School	9	7	5
Lancaster School	3	3	3
Lincoln Avenue School	14	10	8
Lincoln Center of the Arts	10	10	6
Longfellow School	9	5	3
Lowell School	3	1	1
Macdowell Montessori School	27	12	10
Madison Academic HS	8	7	5
Manitoba School	15	7	3
Marshall HS	10	6	5
Maryland Av Montessori	2	2	2
Meir School	22	8	4
Metcalfe School	6	5	3
Milw Acad of Chinese Lang	2	2	1
Milw Environmental Sciences	4	3	0
Milw French Imm School	2	2	0
Milw German Imm School	4	2	1
Milw HS - Arts	3	3	1
Milw Parkside School	43	8	8
Milw School of Languages	12	6	5

School	Total # of Restraints & Seclusions	Total # of Students Restrained or Secluded	Total # of IEP Students Restrained or Secluded
Milw Sign Language School	1	1	0
Milw Spanish Imm School	6	4	2
Mitchell School	13	11	10
Morgandale School	4	4	1
Morse MS	13	12	10
Neeskara School	14	7	5
Ninety-Fifth Street School	11	5	3
North HS	12	12	8
Nova HS	13	10	8
Obama Scte	4	4	2
Parkview School	1	1	1
Pratt School	1	1	0
Pulaski HS	8	6	3
Reagan HS	7	6	4
River Trail School	3	3	1
Riverside University HS	12	12	10
Riverwest School	18	9	8
Rogers Street Academy	4	4	2
Roosevelt MS	5	3	3
Sherman School	3	3	1
Siefert School	1	1	0
South Division HS	34	31	16
Starms Discovery School	4	4	3
Story School	5	4	2
Stuart School	2	2	0
Thoreau School	3	3	2
Thurston Woods School	4	4	3
Transition HS	1	1	0
Victory School	1	1	0
Vieau School	8	3	3
Vincent HS	9	9	4
Webster Secondary School	6	6	1
Wedgewood Park School	6	6	5
Whitman School	2	1	1
WHS of Information Technology	7	6	3
Wis Conservatory Lifelong Lrng	9	9	5
Zablocki School	26	13	10
Grand Total	1,021	650	404

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 8.28, Student Discipline

Fiscal Impact Statement

No fiscal Impact.

* * * * *

(Item 3) Report with Possible Action Regarding the Milwaukee Education Partnership

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

Background

The Milwaukee Education Partnership (MEP) — formerly the Milwaukee Partnership Academy (MPA) — is a PK-16 council consisting of education, labor, business, government, university, foundation, and parent and community groups. The mission of the MEP is to improve academic achievement and college access and to provide teacher professional development. The Executive Partners provide the ongoing direction and overarching goals and objectives for the work of the MEP.

The MEP has many ongoing initiatives, including work in literacy, small-schools math literacy, GEAR UP, reducing the achievement gap among students of color, workforce development, and college access through collaboration.

Projects over the last six years include attaining 501(c)3 status, the Historically Black Colleges and Universities Initiative, the Campaign for Grade-Level Reading, the MPS/UW-Milwaukee Basketball Fellowship Open, Project METRO, the Layola SOE Experience, and the Fresh Coast Classic College Fair.

Ongoing projects include the Carver Elementary STEM Initiative and the Leading Men Fellows Initiative.

The MEP has received grants from the Potawatomi Foundation, the Costigan Family Foundation, the Helfaer Foundation, the Department of Workforce Development/Department of Public Instruction, and the Greater Milwaukee Funders Collaborative.

Milwaukee Education Partnership's Executive Director, Gerard Randall, will provide an overview of the work and recent accomplishments of the MEP — particularly to highlight those efforts which seek to improve the academic achievement of Milwaukee Public Schools students as well as efforts to improve their access to institutions of higher education. Further, the MEP will provide examples of its sponsored programs that improve the quality of teaching among MPS faculty. The overview 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 9.04 - Community Involvement in Decision Making

Fiscal Impact Statement

N/A

* * * * *

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 MPS Head Start Class-size Waiver for 2019-20 School Year

Background

The Milwaukee Public Schools Head Start Program is seeking approval to repurpose seats into schools located in the north and south sides of the city for 2019-2020 school year. MPS is projected to serve 1,580 students in 33 federal and two state sites at which three-year-old, half-, and full-day programming is provided. Additionally, four-year-old full-day programming is also offered in these sites.

For the 2019-2020 school year, ALBA and Kagel have chosen to provide different programming for students, thus providing the Head Start Program 60 seats to repurpose within the existing Head Start sites. The same quality services and seat allocation will continue to be provided for Head Start students in the upcoming school year. In order to maintain these services and seat allocations, the Administration is requesting approval to submit the attached Class Size Waiver narrative, which seeks a waiver from the Head Start Performance Standards' requirement of a class size of 17 in a center-based option, 1302.21(b)(3).

Equitable access to educational opportunities is a guiding principle of MPS. The requested waiver, based on the Community Assessment, is to increase the number of seats in each of our bilingual and monolingual classrooms to 20 students, which will allow families to keep siblings together. The available seats will be repurposed into full-day three-year-old programming at the following schools: Kagel, ALBA, Longfellow, and Hayes located on the South side of the city in which bilingual programming is an option, and at Bethune, Kluge, Bruce, and Franklin on the North side that historically has maintained a waitlist.

MPS is committed to a standard of care for all children and by providing additional seats, specifically in areas with waitlists for full-day programming, demonstrates the District's responsiveness to the community's needs.

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.

Committee's Recommendation

Your Committee recommends that the Board approve the submission of the 2019-2020 Head Start Class Size Waiver as found 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 2) Update with Possible Action on Resolution 1920R-004 Regarding a Vision and Plan for Investing in Our Children's Future

Your 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 May 30, 2019, the Milwaukee Board of School Directors referred Resolution 1920R-004, regarding a vision and plan for the schools our students deserve, to the Committee on Student Achievement and School Innovation. The Resolved portion of the resolution reads:

RESOLVED, That the Administration is hereby directed to develop a plan to engage stakeholders including student, parent, civic, community, religious, and labor (including all MPS unions) organizations in creating a robust outline of a vision of what it would take to ensure that all students get the public schools that they deserve; and, be it

FURTHER RESOLVED, That after stakeholder input is received and synthesized, a financial analysis be done to accurately cost out the components of this vision of the schools our students deserve; and, be it

FURTHER RESOLVED, That the Administration is to present its plan for engaging stakeholders in the next Board cycle.

At its meeting on June 27, 2019, the Milwaukee Board of School Directors adopted the resolution and directed the Administration to develop and present a plan to engage stakeholders and gather their feedback regarding what it would take to ensure all MPS students get the schools they deserve. The stakeholders are to include students, parents, guardians; organizations including civic, community, religious; and all MPS unions.

The Administration recognizes the important role of two entities with which it has contracted in order to assist with this process: The Donovan Group, LLC, will provide assistance with community engagement in anticipation of a possible referendum. Robert W. Baird & Co. will build and analyze the District's current budget forecast, assist the Administration in identifying potential revenue and expenditure reductions/enhancements, and conduct a referendum analysis.

At this time, the Administration's plan is based on a multi-faceted approach that includes in-person and face-to-face facilitated sessions at locations throughout the city; online/social media outreach. including a dedicated email address for those unable to attend sessions; inclusion on School Engagement Council agendas; meetings of school leaders; meetings of Parent Coordinators; meetings of the District Advisory Council (DAC); meetings of the District Multicultural Multilingual Advisory Council (DMMAC), etc., and collaboration with our partners such as M^3, Arts@Large, WYMS Radio 88.9, etc. in order to reach a wider audience. Ideally, the feedback process would take place during September 2019.

In preparation for these sessions and opportunities to gather stakeholders' feedback, the Administration will consult national education standards and resources from local and national dstricts and organizations to inform our efforts in this process. This will allow us to prepare a preliminary list with fiscal impacts aligned to the vision of what Milwaukee Public School students deserve as a catalyst for gathering feedback from our stakeholders through this process.

These varied approaches to gather feedback from stakeholders will be consistent in design and implementation so as to provide a fair and equitable opportunity to engage as many individuals as possible to participate.

As suggested in the resolution, feedback from the engagement process will be synthesized and a cost analysis will be completed. This information will inform development of the robust outline of a vision of what it would take to ensure that all MPS students get the schools they deserve. Upon completion of this information, it will be shared with the Board for its consideration.

Strategic Plan 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

Director Peterson moved support of the Administration's efforts in regard to this item, with reference to any referendum to be removed. 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 3) Report with Possible Action on Resolution 1819R-016 Regarding a Plan for Commemorative Observances

Your 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 January 24, 2019, the Board referred Resolution 1819R-016 regarding commemorative observances to the Committee on Student Achievement and School Innovation (SASI). The Resolved portion of the resolution reads:

> RESOLVED, That the Board hereby directs the Administration to research the origins and intent of each of the national commemorative months listed above; and be it
> FURTHER RESOLVED, That Administration is to work with representative organizations of the respective nationalities or ethnicities to develop a plan to celebrate appropriately each of these commemorative months by bringing to our students, staff, and community an awareness of the contributions made to this country by the respective peoples to be celebrated; and be it
> FURTHER RESOLVED, That the Administration is directed to bring this plan to the Board for its approval no later than 90 days after the adoption of this resolution.

At its meeting on February 28, 2019, the Board adopted Resolution 1819R-016 and directed the Administration to develop a plan to celebrate the rich diversity in our District.

Since the Board's action, the Administration has been working to develop the plan and had the opportunity to share it with the resolution's author. It was determined to be in alignment with the resolution and the Board's action.

The plan includes a number of avenues to communicate with school communities the dates and resources available in order to celebrate the diverse ethnicities and races within our District. These include sharing via mConnect, Thursday Updates, parent coordinators, and the social studies listservs. In addition, the Office of School Administration will develop a yearly compilation of what schools have planned and have carried out relative to celebrating the District's rich diversity. This plan will allow the District to amplify and elevate information that already exists in order to further build upon resources.

The Administration will continue and expand current efforts in alignment with the Board's action, commencing with the 2019-20 school year.

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

* * * * *

(Item 4) Report with Possible Action on Spring 2019 Assessment Data

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

Background

This presentation is aligned to the Board's action in February 2018 to review the District's assessment data regularly throughout the school year. This report will review the student performance results on STAR and the Phonological Awareness Literacy Screening (PALS) from spring 2019.

- STAR is the District's universal screener that is used to assess students' performance and growth in early literacy, reading, and math. STAR data are used to help predict performance on the Wisconsin Student Assessment System's exams. All students in K5 through grade 10 take the STAR screener.

- The Phonological Awareness Literacy Screening (PALS) is the foundational reading assessment chosen by MPS to meet the requirement of Wisconsin Statutes, section 118.016 (1)(a). PALS is administered to all K4 through grade 2 students in the District. Immersion schools may use an approved screener in the language of instruction. A comparison of spring-to-spring data is included in the attachments to this item, which compares the results from 2015 through 2019 and the results of English and Spanish speakers.
- Both assessments are given in English and Spanish.

The District's 2018-19 goal for STAR was to have an increase of "on-target" percentage by 5% from spring to spring and a decrease in "below basic" by 10% points from spring to spring. The number of schools meeting those goals is as follows:

	Increased "On Target" by 5% Points or More	Decreased "Below Basic" by 10% Points or More
Early Literacy	30	16
Reading	18	7
Math	17	9

These data have been integral to school-improvement planning. District professional development for teachers will be available as part of the Ambitious Instruction Plan training.

The full presentation of data is included in the attachments to the minutes of your Committee's meeting.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 7.38, Balanced Assessment Systems

* * * * *

REGULAR ITEMS OF BUSINESS

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

In an effort to support the goals that have been identified by the Board as essential to the accomplishment of the MPS Vision and Mission, the President's activities during the months of June, July, and August 2019 included the following:

Academic Achievement

- In June, attended a meeting regarding community schools
- On July 29, addressed the principals' opening school meeting
- On July 30, was interviewed by WTMJ about a possible referendum
- On August 2, addressed the early-start schools' New Teacher Institute
- On August 20, addressed the New Teacher Institute for traditional-start schools
- On August 8, met the new principals in District 5
- Was sworn in at City Hall for the Common Council's Black Male Achievement Committee
- On August 29, attended a meeting of the Milwaukee Succeed's Steering Committee
- Met with Denae Davis, Executive Director of Milwaukee Succeeds

- Met with representatives of Governor Ever's office

Student, Family, and Community Engagement

- In June, attended a meeting of a committee of the Library Board
- In June, met with Ashanti Hamilton, President of the Milwaukee Common Council
- Met with Ms. Brookshire, County Equity Specialist
- In July, met with Mayor Barrett
- On July 22, attended a rally at Red Arrow Park in support of Puerto Rican democracy
- Celebrated the 50th anniversary of the Ko Thi Dance Company
- On August 17, participated in the dedication of the revamped Columbia Playfield
- Met with the League of Women Voters

Effective and Efficient Operations

- Met weekly with Dr. Posley

* * * * *

COMMUNICATIONS AND PETITIONS

(Item 1) Referral of Communication 1920C-001 Regarding a Proposed Administrative Policy and Procedure to Require Music Education for All MPS Students

Background

On August 27, 2019, a communication proposing a new administrative policy and procedure to "...require Milwaukee Public Schools ('MPS') to deliver music education to all students across the District" was delivered to the Office of Board Governance. The communication is attached to the minutes of this meeting.

In accordance with Board Rule 1.10, the Board Clerk/Chief Officer, Office of Board Governance, is forwarding this communication to the Board for referral to the appropriate committee of the Board for public hearing and consideration.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Board Rule 1.10, Communications, Petitions, Resolutions for Referral

Fiscal Impact Statement

Referral of this communication entails no fiscal impact to the District.

Implementation and Assessment Plan

Once the Board has referred this communication to committee, the Office of Board Governance will work with the committee's chair and the Office of the Superintendent to place this on the committee's agenda.

The Office of Board Governance will notify the author of the communication when the communication has been scheduled for hearing.

This communication was referred to the Superintendent.

* * * * *

(Item 2) Referral of Communication 1920C-002 Requesting a Hearing Regarding Army Recruitment and MPS Students

Background

On August 27, 2019, the Office of Board Governance received a communication requesting a public hearing regarding, among other items, "the most numerous educational benefits, programs and opportunities the Army affords, and the various ways [the Army is] able to help support the MPS." A copy of the communication is attached to the minutes of this meeting.

In accordance with Board Rule 1.10, the Board Clerk/Chief Officer, Office of Board Governance, is forwarding this communication to the Board for referral to the appropriate committee of the Board for public hearing and consideration.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Board Rule 1.10, Communications, Petitions, Resolutions for Referral

Fiscal Impact Statement

Referral of this communication entails no fiscal impact to the District.

Implementation and Assessment Plan

Once the Board has referred this communication to committee, the Office of Board Governance will work with the committee's chair and the Office of the Superintendent to place this on the committee's agenda.

The Office of Board Governance will notify the author of the communication when the communication has been scheduled for hearing.

This communication was referred to the Superintendent.

* * * * *

ITEMS DEFERRED

Having been previously deferred, consideration was given to the Report of the Office of Accountability and Efficiency, Action on a Request to Retire to Executive Session in Order to Confer with Legal Counsel Regarding Litigation in Which the Board Is or Is Likely to Become Involved.

Director Báez moved to retire to executive session, pursuant to Wisconsin Statute19.85(1)(g), in order to confer with legal counsel who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved. The motion passed, the vote being as follows:

Ayes — Directors Báez, Herndon, O'Halloran, Phillips, Siemsen, Taylor, Woodward, and President Miller — 9.
Noes — None — 1.

The Board retired to Executive Session at 7:44 PM.

The Board adjourned from Executive Session at 8:51 PM.

JACQUELINE M. MANN, Ph.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
SEPTEMBER 12, 2019

Special meeting of the Board of School Directors called to order by President Miller at 5:30 P.M.

Present — Directors Báez, Herndon, Peterson, Siemsen, Taylor (5:33), Woodward, and President Miller — 7.
Absent and Excused — Director O'Halloran, Phillips — 2.

The Board Clerk read the following call of the meeting:

September 10, 2019

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, September 12, 2019, in the Auditorium of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of conferring with legal counsel and receiving oral or written advice concerning strategy to be adopted by the Board with respect to litigation in which it is or is likely to become involved.

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

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

JACQUELINE M. MANN, Ph.D.
Board Clerk

Director Peterson moved to retire to executive session, pursuant to Wis. Stat. 19.85(1)(g). The motion passed, the vote being as follows:

Ayes — Directors Báez, Herndon, Peterson, Siemsen, Taylor, Woodward, and President Miller — 7.
Noes — None — 0.

The Board retired to executive session at 5:36 P.M.

The Board adjourned from executive session at 6:36 P.M.

JACQUELINE M. MANN, Ph.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
SEPTEMBER 24, 2019

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, Siemsen, Taylor (6:00 P.M.), Woodward, and President Miller — 8.
Absent and Excused — Director Phillips — 1.

The Board Clerk read the following call of the meeting:

September 19, 2019

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 Tuesday, September 24, 2019, in the Auditorium of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, pursuant to Wisconsin Statutes, §19.85(1)(f), for the purpose of conferring with legal counsel and receiving oral or written advice concerning strategy to be adopted by the Board with respect to litigation in which it is or is likely to become involved, and [pursuant] to Wisconsin Statutes, §19.85(1)(g), which allows a governing body to consider 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.

The Board may retire to closed session pursuant to Wisconsin Statutes, §19.85(1)(f), and Wisconsin Statutes, §19.85(1)(g).

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

JACQUELINE M. MANN, Ph.D.
Board Clerk

Director Báez moved to retire to Executive Session, pursuant to Wis. Stats. §§19.85 (1)(f) and (g). The motion prevailed, the vote being as follows:

Ayes — Directors Báez, Herndon, O'Halloran, Peterson, Siemsen, Woodward, and President Miller — 7.
Noes — None — 1.

The Board retired to Executive Session at 5:44 P.M.

Director Taylor joined the executive session at 6:00 P.M. and left the session at 6:32 P.M.

The Board adjourned from executive session at 6:59 P.M.

JACQUELINE M. MANN, Ph.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
SEPTEMBER 26, 2019

Regular meeting of the Board of School Directors called to order by President Miller at 6:42 P.M.

Present — Directors Báez, Herndon, O'Halloran, Peterson, Siemsen, Woodward, and President Miller — 7.
Absent and Excused — Directors Phillips and Taylor — 2.

Before proceeding with the agenda, President Miller asked for a moment of silence to commemorate the passing of:

- Patricia L. Colloton-Walsh, a former MPS teacher at Fratney, who passed away on August 7, 2019;
- Quanita Jackson, a recent Vincent graduate and community advocate, who passed away on August 25, 2019;
- Janet Louise Herring, a former MPS staff member, who passed away on August 27, 2019;
- Ava Forney, an MPS nursing associate, who passed away on September 8, 2019;
- Shawn Vang, a student at Reagan High School, who passed away on September 17, 2019; and
- Quadafi Khalid, a student at Milwaukee High School of the Arts.

AWARDS AND COMMENDATIONS

(Item 1) Excellence in Education Award — Dr. Richard P. Gousha (Posthumous)

Each month, the Milwaukee Board of School Directors recognizes an outstanding school, student, staff member, parent, or community member for a display of excellence, achievement, and innovation that may serve as an example to our school district and the entire Milwaukee community. This month, the Milwaukee Board of School Directors is pleased to posthumously present the "Excellence in Education Award" to:

Dr. Richard P. Gousha

Dr. Richard Paul Gousha was a World War II veteran and distinguished educator. He was awarded the Bronze Star for Meritorious Achievement for his service. After the war, he completed his undergraduate degree in history.

At the age of 24, Dr. Gousha became a high-school teacher in Bettsville, Ohio, and was just 25 when he became superintendent of schools in Gilboa, Ohio. During this time, he also received his master's degree from Case Western Reserve University in Cleveland. In 1959, after having served as superintendent in several Ohio school districts, he returned to college and earned his doctorate in education at Indiana University in Bloomington.

Dr. Gousha served as superintendent of Milwaukee Public Schools for seven years, from 1967 to 1974. Dr. Gousha's time as superintendent included construction of new schools and improvements in academic outcomes.

Dr. Gousha became superintendent of schools in the summer of Milwaukee's 1967 racial unrest, and he left 19 months before federal Judge John W. Reynolds ordered desegregation of MPS schools. When he arrived in MPS in 1967, there was only one African American school administrator. When he left in 1974 for a position as dean of the School of Education at Indiana University, there were nearly 100.

The Milwaukee Board of School Directors posthumously recognizes and honors Dr. Richard P. Gousha for his dedication, outstanding leadership, and commitment to excellence on behalf of the students of the Milwaukee Public Schools.

* * * * *

APPROVAL OF MINUTES

The minutes of the special and regular board meetings of August 2019 were approved as printed.

* * * * *

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'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

School visits remain a priority and serve as an excellent mechanism for gathering feedback to support the District's improvement efforts. This month, I had the opportunity to visit Vincent High School, Parkside School of the Arts, Siefert Elementary, Lee Learning Center, Project Stay, Milwaukee College Prep, Reagan, and Bradley Tech High School.

Events/Programs/Announcements

Run Back to School Kick-Starts The 2019-20 School Year

MPS alumni, teachers, administrators, parents, students, and members of the community attended the 5K run/1.5- mile walk to support MPS's growth and to kick off the new school year on August 24. Proceeds from the event are used to support school-based athletic programs and youth recreation scholarships so all students have an opportunity to succeed in and out of the classroom.

Not only does the run bring together thousands of community members each year, bur it has a lasting impact well into each school year. This year, 14 school community groups rallied teams with at least 20 participants, making them eligible for a $500 grant to support a sport or wellness in their schools. The eligible teams were Academy of Accelerated Learning, Burdick, Fernwood Montessori, Highland Community School, Longfellow, MacDowell Montessori, Milwaukee German Immersion, Morgandale, Washington, and Whittier.

Day One for Traditional School Students

With the drumline from Reagan High School beating an energetic cadence, students at Parkside School of the Arts walked the red carpet to make their way into school for the start of the new year. Governor Tony Evers, Lt. Governor Mandela Barnes, State Superintendent Carolyn Stanford Taylor, Milwaukee Police Chief Alfonso Morales, MTEA President Amy Mizialko, the Milwaukee Board of School Directors, and others joined me to kicked off the new school year at Parkside School of the Arts. Students received cheers and high-fives as they returned to school, ready for a busy year of learning.

Stadium Ribbon-Cutting Ceremonies and Playfield Grand Reopening

Milwaukee Public Schools continues its commitment to improving athletic facilities for its students and surrounding community. This month, the District officially reopened Pulaski Stadium, which received synthetic turf, new goal posts, new soccer goals, and a scoreboard thanks in part to $250,000 in funding

provided by the Green Bay Packers, the NFL Foundation, and Local Initiatives Support Corporation (LISC) Milwaukee.

The newly renovated Vincent Stadium also reopened this month with synthetic turf, new seating, team rooms, a concession stand, restrooms, and an eight-lane track. These events follow upgrades made to the Custer and South Stadiums in 2017.

In addition, the Custer Playfield held its grand reopening to unveil the its newly-constructed basketball courts, age-appropriate play structures, and walking path as part of Recreation's multi-year effort to renovate 52 playfields across the city.

Last fall, Milwaukee Recreation began work to remodel and rebuild its recreation playfields by breaking ground at the first three sites to be transformed: Columbia, Custer, and Southgate. Columbia Playfield reopened in August. Custer is the second playfield to reopen.

Public Listening Sessions

For generations, Milwaukee Public Schools has been the educational home to millions of Milwaukee children and their families. Over the years, our graduates have gone on to achieve amazing success in a variety of fields.

The vision of Milwaukee Public Schools is to provide an equitable educational environment that is child-centered, supports achievement, and respects and embraces diversity. During September, the District conducted a community survey to gather input about important education topics from students, families, educators, staff, and all community members. The results of the district survey will be used to determine how we can strengthen our students' academic experiences and enrich opportunities for them.

A series of four feedback sessions designed for the community to provide feedback and help guide our efforts to ensure our vision becomes a reality were scheduled for September:

- Wisconsin Conservatory of Lifelong Learning, 1017 North 12th Street, on September 19, 2019
- Reagan High School, 4965 South 20th Street, on September 21, 2019
- North Division High School, 1011 West Center Street, on September 23, 2019
- Vincent High School, 7501 North Granville Road, on September 25, 2019.

2019 MPS Combined Giving Campaign

Once again, the District is gearing up to participate in the Combined Giving Campaign. Thanks to the leadership efforts and generosity of employees in 2018, we raised more than $188,000 for the Combined Giving Campaign! This effort provides health and human services to those in need from over 200 non-profit agencies throughout the Milwaukee area and the country. This year's campaign begins on October 14 and runs through November 15, 2019. Our fundraising goal is $200,000, and I encourage everyone to contribute at any level.

* * * * *

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

Assembly Bill 67, which currently is working its way through the legislative process, while a well-intentioned piece of legislation promoted by a well-intentioned group of educators, perhaps unintentionally reflects the core of what is wrong with the state's fiscal relationship with its education system — namely, most people involved can identify the solutions needed to improve educational performance, but the funding necessary to power those solutions is too often left out of the discussion.

AB 67 requires the Department of Public Instruction to include in the annual school-district report cards the percentage of pupils participating in music, dance, drama, and visual arts. Under the bill, DPI must include this information for each high school and school district and must also include the statewide percentage of pupils participating in each subject. The bill specifies that this information may not be used to evaluate a school's performance or a school district's improvement.

The reality is that school districts will be judged through the use of this new metric. The reality is that every educator in the state knows that the arts are crucial to a student's overall development. The tough reality is that districts across the state have had to make the difficult decision to cut or limit these very programs because state-allowed funding has failed to even keep pace with the rate of inflation.

There is nothing in the bill that provides funding for the state's new standard. If school districts are to perform well under this new report-card standard, they will be compelled to secure funds from some other source.

Unfortunately, as recently observed by reporter and columnist Alan Borsuk, there is a pattern at work here. While reflecting on the most recent set of state test data, Mr. Borsuk, who was reminded of the many possible solutions found within the report of the Speaker's Blue Ribbon Task Force on K-12 Education, wrote the following (*Milwaukee Journal Sentinel,* September 13, 2019, "Borsuk: What the latest batch of standardized test scores tell us about educational progress in Wisconsin"):

> Assembly Speaker Robin Vos questioned how schools are spending money, given the new results.
>
> But I can't avoid thinking of the broad-based task force created by Vos that made a substantial set of recommendations in 2018 on what could be done in school funding to address big issues. Hardly anything resulted when it came to action on the state budget in 2019.
>
> There is ample history of the status quo prevailing on education issues, amid lots of politicking and not much probing and less-partisan discussion. Thoughtful, bold change? Not so common around here.
>
> What would make this time any different? Maybe that's a question for a test for Wisconsin adults rather than for school children.

The goal of AB 67 is laudable — those supporting it want to make sure that all students have access to the arts. Parents and educators across the state want the same for the children in their classrooms. It is also clear that resources will be needed for the goal to be met and that there are no new state resources married to the bill to ensure that the goal can be achieved.

Strategic Plan Compatibility Statement

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

Statute, Board Rules, or Administrative Policy Statement

BG 2.13, Board Legislation Program

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

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

* * * * *

REPORTS AND COMMUNICATIONS FROM THE OFFICE OF ACCOUNTABILITY AND EFFICIENCY

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

Background

The 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 August through mid-September.

The Office of Accountability and Efficiency (OAE) was established in 2010 to enhance transparency, oversight, and accountability of the District's financial operations; to evaluate fiscal performance; and to recommend solutions in furtherance of fiscal stewardship of Milwaukee Public Schools.

With the OAE approaching 10 years in operation, a broad strategic-0planning process will be conducted during FY20 to ensure that the Office continues to provide the highest level of service to the District and its constituents. The goals of the strategic-planning process are as follows:

- Goal One: Evaluate the work conducted by OAE since its inception, evaluate the Office's capacity used for recurring work and required for non-recurring work, and review relevant policies and procedures
- Goal Two: Reaffirm or revise the mission, vision, and responsibilities of the Office, reaffirm or revise relevant policies and procedures, and establish future priorities
- Goal Three: Introduce an annual plan of work, including metrics for evaluation of the plan.

The process, which began with the Board's action on July 25, 2019, will be completed in five phases:

- structuring and staffing
- strategic alignment
- development of a work-plan
- development of a budget
- development of a metrics.

Work will be completed by June 30, 2020, with regular updates and reports to be provided to the Board throughout the process. Current work within the Office will not be interrupted or delayed during the strategic-planning process.

Accountability and Efficiency Services

Pending the Board's action on recommended administrative appointments, structuring and staffing of Accountability and Efficiency Services will be complete, in alignment with the OAE's strategic-planning process. Through this work, an equity review has been conducted, two vacancies have been filled, and the service area has been structured to increase efficiency within the Office.

Moving forward, Accountability and Efficiency Services will take the lead on phase two of the strategic-planning process: strategic alignment. Through this process, the team will analyze the Board's initiatives and priorities while considering the District's most significant challenges and opportunities. The output of this process will be work plan recommendations for the Board's consideration and approval.

Contract Compliance Services

Pending the Board's action on recommended administrative appointments, structuring and staffing of Contract Compliance Services (CCS) will be complete, in alignment with the OAE's strategic-planning process. Through this work, an equity review has been conducted, and the service area has been reaffirmed to continue implementing the District's Historically Underutilized Business (HUB) program, Communities in Need Initiative (COIN), and student employment and engagement efforts, as set forth in Administrative Policies 3.10 and 3.13.

Johnson Controls International Student Engagement Event

Next month, Johnson Controls International (JCI) will host its annual meeting in Milwaukee. To promote this year's conference theme, "Tomorrow Needs You," CCS will facilitate JCI's visits of its North America and Latin America teams to MPS high schools, where representatives will engage motivated MPS students and school leaders in a dialogue about the future of technical training in our communities. Visits will take place on October 21, 2019, from 12:00 noon to 2:00 p,m, at the following schools:

- Casimir Pulaski High School
- Barack Obama School of Career and Technical Education
- Bay View High School
- North Division High School
- South Division High School
- James Madison Academic Campus (JMAC)
- Lynde and Harry Bradley Technology and Trade School.

Conversations will focus on the heating, ventilation, and air-conditioning (HVAC) industry, use of sustainable energy, and work values which we can share.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Board Rules, or Administrative Policy Statement

BG 3.08, Role of the Management of the Office of Accountability and Efficiency

* * * * *

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

Background

The Senior Director of the Office of Accountability and Efficiency is requesting that the Board retire to executive session pursuant to Wisconsin Statutes, Section 19.85(1)(g), to confer with legal counsel who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved.

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

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Board Rules, or Administrative Policy Statement

BG 2.01, General Governance Commitment

Fiscal Impact Statement

NA

Recommendation

The Office of Accountability and Efficiency recommends that the Board determine how it wishes to proceed with this matter.

Consideration of this item was deferred to the end of the agenda.

* * * * *

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

The Board Clerk presented 10 expulsion orders from the Independent Hearing Officers of the Milwaukee Board of School Directors.

Director Báez moved to accept the reports of the Independent Hearing Officers of September 5, 9, 18, 20, 23, and 24, 2019.

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

Ayes — Directors Báez, Herndon, Peterson, Siemsen, Woodward, and President Miller — 6.
Abstention — Director O'Halloran — 1
Noes — None —0.

* * * * *

REPORTS OF STANDING COMMITTEES

Separate consideration was requested of the following items:

From the Committee on Accountability, Finance and Personnel

- Item One, Action on Monthly Personnel Matters: Acton on Classified Personnel Transactions, Action on Certificated Appointments, Action on Leaves of Absence, Report on Certificated Resignations and Classified Retirements, Affirmative Action Report, was set aside at the request of the Office of Accountability and Efficiency.

- Item Two, Action on Recommended Administrative Appointments, Promotions, Reassignments, and Reclassifications, Salary Increases/Decreases, Limited-Term Emplo0yees (LTE) Contracts Exceeding Sixty Days, was set aside at the request of the Office of Accountability and Efficiency.

- Item Three, Action on Monthly Finance Matters: Authorization to Make Purchases; Report on Change Orders in Excess of $25,000; 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, was set aside at the request of the Office of Accountability and Efficiency.

- Item Eleven, Action on a Request to Waive Administrative Policy 3.09(9)(e) and to Enter into a Contract with ADANI Systems, Inc., for Provision of X-Ray Machines and Maintenance Services, was set aside at the request of Director Báez.

From the Committee on Legislation, Rules and Policies

- Item Two, Action on Communication 1920C-001 Regarding a Proposed Administrative Policy and Procedure to Require Music Education for All MPS Students, was set aside as it was forwarded to the Board without recommendation.

From the Committee on Student Achievement and School Innovation

- Item 4, Update with Possible Action Regarding Resolution 1920R-004 on Schools Our Students Deserve, was set aside at the request of Director Peterson.

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, Siemsen, Woodward, and President Miller — 7.
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, and Affirmative Action Report

Classified Personnel Transactions

Code	Name	Position	Salary	Start Date
		New Hires		
2	Antares Smith	Building Service Helper I	$13.12/hr.	08/12/2019
2	Stephanie Coman	Children's Health Assistant	$15,599.68	08/16/2019
2	Shacoda Erby	Children's Health Assistant	$15,599.68	08/05/2019
2	Kim Harris	Children's Health Assistant	$15,599.68	08/20/2019
2	Lafushia King	Children's Health Assistant	$15,599.68	08/05/2019
4	Vanessa Mendez	Children's Health Assistant	$15,599.68	08/12/2019
2	Anisha Ransom	Children's Health Assistant	$15,599.68	08/20/2019
2	Quintesha Wadlington	Children's Health Assistant	$15,599.68	08/16/2019
2	Shonterria Wren	Children's Health Assistant	$15,599.68	08/02/2019
5	Blaise Ailey	Food Service Assistant	$12.94/hr.	08/12/2019
3	Shondraya Andraski	Food Service Assistant	$12.94/hr.	08/12/2019
2	Steven Bailey	Food Service Assistant	$12.94/hr.	08/12/2019
4	Dalitza Casiano Pacheco	Food Service Assistant	$12.94/hr.	08/12/2019
2	Denise Cromwell	Food Service Assistant	$12.94/hr.	08/12/2019
4	Hadeejah Dunlap	Food Service Assistant	$12.94/hr.	08/12/2019
2	Desnae Harmon	Food Service Assistant	$12.94/hr.	08/12/2019
2	Andre Holly	Food Service Assistant	$12.94/hr.	08/12/2019
2	Myisha Jude	Food Service Assistant	$12.94/hr.	08/12/2019
2	Cheryl King	Food Service Assistant	$12.94/hr.	08/12/2019
5	Kristine Klingbeil	Food Service Assistant	$12.94/hr.	08/12/2019
4	Gloria Martinez	Food Service Assistant	$12.94/hr.	08/12/2019
2	Latasha Mayes	Food Service Assistant	$12.94/hr.	08/12/2019
4	Giselle Morales	Food Service Assistant	$12.94/hr.	08/19/2019
2	Tonya Moss	Food Service Assistant	$12.94/hr.	08/12/2019
2	Rolkeisha Price	Food Service Assistant	$12.94/hr.	08/12/2019
2	Kendia Reeves	Food Service Assistant	$12.94/hr.	08/12/2019
4	Amarilys Rios Gonzalez	Food Service Assistant	$12.94/hr.	08/12/2019
5	Donna Roberts	Food Service Assistant	$12.94/hr.	08/12/2019

Code	Name	Position	Salary	Start Date
2	Shantaria Spears Bell	Food Service Assistant	$12.94/hr.	08/20/2019
2	Victoria Truss	Food Service Assistant	$12.94/hr.	08/12/2019
4	Yadira Vazquez	Food Service Assistant	$12.94/hr.	08/07/2019
2	Laquanda Early	Para — Parent Involvement	$18,311.04	08/12/2019
2	Cosea Headd Copeland	Para — Parent Involvement	$18,311.04	08/12/2019
2	Kennaye Lewis	Para Ed Assistant	$18,311.04	08/19/2019
5	Bridget Lyons	Para Ed Assistant	$18,311.04	08/13/2019
2	Akira Matlock	Para Ed Assistant	$18,311.04	08/05/2019
2	Tanza Newson	Para Ed Assistant	$18,311.04	08/19/2019
5	Carmen Ramirez Carillo	Para Ed Assistant	$18,311.04	08/16/2019
3	Daniel Rivera	Para Ed Assistant	$18,311.04	08/05/2019
4	Kristina Rodriguez	Para Ed Assistant	$18,311.04	08/12/2019
2	Philip Rouse	Para Ed Assistant	$18,311.04	08/05/2019
4	Brenda Sanchez Tiscareno	Para Ed Assistant	$18,311.04	08/05/2019
4	Jeniffer Serrano Rivera	Para Ed Assistant	$18,311.04	08/13/2019
2	Sharell Sisk	Para Ed Assistant	$18,311.04	08/19/2019
5	Kellie Stacey Arrona	Para Ed Assistant	$18,311.04	08/05/2019
4	Akemi Walker	School Bookkeeper — 10-month	$31,409.78	08/21/2019
4	Beatriz Florez	School Secretary I — 10-month	$24,400.00	08/13/2019
4	Cinthya Frias	School Secretary I — 10-month	$24,400.00	08/05/2019
2	Andrea Pirtle	School Secretary I — 10-month	$24,400.00	08/05/2019
4	Angelica Ruvalcaba	School Secretary I — 10-month	$24,400.00	08/19/2019
5	Christopher Bory	School Kitchen Manager I	$25,670.40	08/12/2019
5	Esmeralda Martinez	Social Work Aide II	$17,651.50	08/05/2019
		Promotions		
1	Pamela Prince	Boiler Attendant	$39,787.27	08/05/2019
5	Donna Verhagen	Boiler Attendant	$39,787.27	08/05/2019
2	Victoria Jacocks	Para — Parent Involvement	$18,311.04	08/05/2019
2	Kenyatta Bell	Para Ed Assistant	$18,311.04	08/05/2019
2	Patrick Chatman	Para Ed Assistant	$19,298.40	08/19/2019
2	Jeremy Rankin	Para Ed Assistant	$19,433.04	08/19/2019
2	Shante Crawford	School Bookkeeper — 10-month	$31,409.78	08/21/2019
5	Joleen Fraser	School Bookkeeper — 10-month	$31,409.78	08/21/2019
4	Mary Martinez	School Bookkeeper — 10-month	$31,409.78	08/21/2019
5	Vicky Jandegian	School Secretary I — 11-month	$36,027.20	08/12/2019
5	Kenyetta Maclin	School Bookkeeper — 12-month	$37,692.33	08/05/2019
5	Janell Kostka	School Kitchen Manager III	$30,636.40	08/12/2019
5	Kelley Werra Buechner	Secretary II	$39,749.58	08/05/2019
		Rehires		
2	Cassu Green	Building Service Helper I	$13.12/hr.	08/12/2019
2	Nicole James	Children's Health Assistant	$17,599.68	08/05/2019
2	Kimberly Watson	Para — Parent Involvement	$20,409.18	08/05/2019
5	Greta Johansen	Para Ed Assistant	$21,979.18	08/05/2019
5	Douglas Maierhafer	Para Ed Assistant	$20,409.24	08/05/2019
5	Lynne Malsack	Para Ed Assistant	$18,311.04	08/05/2019
2	Vanese Moore Russell	Para Ed Assistant	$18,311.04	08/19/2019
2	Tyler Odeneal	Para Ed Assistant	$18,311.04	08/05/2019
2	Chiri Patrick	Para Ed Assistant	$21,362.88	08/05/2019
4	Iris Reyes	Para Ed Assistant	$18,311.04	08/19/2019
2	Sharon Owens	School Secretary I — 10-month	$30,240.00	08/12/2019
2	Zina Webb	School Secretary I — 11-month	$26,840.00	08/06/2019

Certificated Appointments

Codes	Name	Position	Salary	Start Date
Teachers				
5, r, B	Anderson, Andrea	School Support Teacher	$62,507.84	8/26/2019
5, nr, B	Bolen, Laura	Gen Elem & K8 — All Grades	$43,537.00	8/26/2019
2, r, B	Bonds, Beverly	Special Ed Multicategorical	$43,537.00	8/26/2019

Codes	Name	Position	Salary	Start Date
4, nr, C	Briones, Patricia	Gen Elem & K8 — All Grades	$60,848.48	8/26/2019
5, r, C	Brody, Deborah	Special Ed Multicategorical	$65,507.84	8/26/2019
5, r, B	Dolphin, Kylie	SAGE	$43,537.00	8/26/2019
2, r, B	Dye, Angela	Gen Elem & K8 — All Grades	$43,537.00	8/26/2019
5, nr, B	Fischer, Alexandra	Day-to-Day Teacher	$43,537.00	8/26/2019
5, r, C	Fons, Michelle	Title I Schoolwide	$46,537.00	8/26/2019
5, r, C	Glasemeyer, Kathleen	SAGE	$54,613.41	8/26/2019
5, r, B	Golec, Allyssa	Gen Elem & K8 — All Grades	$43,537.00	8/26/2019
2, nr, B	Greuel, Casondra	Kindergarten (four-year-old)	$43,537.00	8/26/2019
5, r, B	Grzanna, Michelle	AMP Music	$49,421.75	8/26/2019
5, nr, B	Haim, Tyler	AMP HPE	$43,537.00	8/26/2019
2, r, B	Hall, Timothy	Title I Schoolwide	$62,507.84	8/26/2019
5, r, B	Herber, Elizabeth	Bilingual Education	$43,537.00	8/26/2019
2, r, B	Houston, Raelynn	Gen Elem & K8 — All Grades	$43,537.00	8/26/2019
5, nr, B	Judnic, Megan	Gen Elem & K8 — All Grades	$43,537.00	8/26/2019
5, nr, B	Kloss, Nichole	Gen Elem & K8 — All Grades	$43,920.00	8/26/2019
5, nr, B	Kuehn, Zulay	Bilingual Education	$50,791.75	8/26/2019
5, r, B	Lehr, Paige	Kindergarten (four-year-old)	$47,313.51	8/26/2019
5, r, B	Littlefair, Thomas	Gen Elem & K8 — All Grades	$57,452.64	8/26/2019
5, nr, B	Marquez, Justin	AMP Music	$43,537.00	8/26/2019
5, r, B	Martin, Tiller	AMP Music	$43,920.22	8/26/2019
2, r, B	Maxon, Earnestine	SAGE	$43,537.00	8/5/2019
5, nr, B	Moore, Casey	Day-to-Day Teacher	$43,537.00	8/26/2019
5, nr, B	Nielsen, Kayley	Fed Head Start - E.C.	$43,537.00	8/26/2019
5, nr, B	Olson, Stacy	Music	$46,061.37	8/26/2019
5, nr, B	Olson, Tiffany	SAGE	$43,537.00	8/26/2019
5, nr, B	Olszewski, Emily	Day-to-Day Teacher	$43,537.00	8/26/2019
5, nr, B	Przybylski, Matthew	Early Childhood Special Ed	$43,537.00	8/26/2019
5, r, B	Racey, Lauren	Title I Schoolwide	$43,537.00	8/26/2019
4, r, B	Rivas, Lizett	Gen Elem & K8 — All Grades	$43,537.00	8/26/2019
5, nr, C	Russo, Anna	Reg (five-year-old) Kindergarten	$64,018.98	8/26/2019
4, nr, B	Salameh, Ramzi	Gen Elem & K8 — All Grades	$43,537.00	8/26/2019
4, r, B	Santiago, Alexsa	Special Ed Multicategorical	$43,537.00	8/26/2019
5, r, B	Schultz, Brendan	Music	$47,185.27	8/26/2019
5, nr, B	Schwartz, Natalie	Gen Elem & K8 — All Grades	$43,537.00	8/26/2019
5, nr, B	Scott, Sarah	Early Childhood Special Ed	$43,537.00	8/26/2019
5, r, B	Seeger, Danielle	Gen Elem & K8 — All Grades	$43,537.00	8/26/2019
4, r, B	Silva Leber, Martin	Gen Elem & K8 — All Grades	$43,537.00	8/26/2019
2, nr, B	Sims, Michelle	SAGE	$60,848.48	8/26/2019
3, nr, B	Smrz, Lauren	AMP Music	$43,537.00	8/26/2019
5, nr, B	Snell, Amy	Gen Elem & K8 — All Grades	$51,492.00	8/26/2019
5, r, B	Spingola, Angela	Gen Elem & K8 — All Grades	$43,537.00	8/26/2019
3, nr, B	Thao, Mai Bao	Kindergarten (four-year-old)	$46,894.76	8/26/2019
5, nr, C	Timm, Joseph	SAGE	$53,976.94	8/26/2019
5, nr, B	Uselding, Meghan	Gen Elem & K8 — All Grades	$43,537.00	8/26/2019
5, nr, B	Veeder, Mandilyn	Early Childhood Special Ed	$43,537.00	8/26/2019
5, r, B	Wagner, Sydney	Gen Elem & K8 — All Grades	$43,537.00	8/26/2019
5, nr, C	Wallsworth, Drew	Gen Elem & K8 — All Grades	$47,313.51	8/26/2019
5, r, B	Wenstadt, Andrea	Gen Elem & K8 — All Grades	$43,537.00	8/26/2019
2, nr, B	Whitaker, Joyce	Gen Elem & K8 — All Grades	$43,537.00	8/26/2019
Permit Teachers				
2, r, B	Aldridge, Jazzmen	Kindergarten (four-year-old)	$43,537.00	8/5/2019
6, r, B	Anderson, Kevin	AMP HPE	$43,537.00	8/26/2019
5, nr, B	Annunziato, James	Gen Elem & K8 — All Grades,	$43,537.00	8/5/2019
2, r, B	Ashley, Anthony	Multicategorical Comp Sen	$43,537.00	8/26/2019
2, r, B	Baggett, Deshondria	Special Ed Multicategorical	$43,537.00	8/26/2019
2, r, B	Bond, Alando	Special Ed Multicategorical	$43,537.00	8/26/2019
2, r, B	Bowens, Dennetta	Reg (five-year-old) Kindergarten	$43,537.00	8/26/2019
5, nr, B	Brunn, Rachel	AMP Art	$43,537.00	8/26/2019

Codes	Name	Position	Salary	Start Date
2, r, B	Burns, Antoine	Special Ed Multicategorical	$43,537.00	8/26/2019
2, r, B	Caldwell, Dakota	Special Ed Multicategorical	$43,537.00	8/26/2019
5, r, B	Cipov, Matthew	AMP Art	$43,537.00	8/26/2019
2, r, B	Colbert, Angela	AMP Art	$43,537.00	8/26/2019
2, r, B	Crowley, Mahogany	AMP Art	$43,537.00	8/26/2019
2, r, B	Crumpton, Rachel	Special Ed Multicategorical	$43,537.00	8/26/2019
2, r, B	Cunningham, Deiondre	Special Ed Multicategorical	$43,537.00	8/26/2019
2, nr, B	Daniels, Sheneda	Special Ed Multicategorical	$43,537.00	8/26/2019
2, r, B	Davis, Pamela	Gen Elem & K8 — All Grades	$43,537.00	8/26/2019
5, nr, B	Eisenberg, Helene	Gen Elem & K8 — All Grades	$43,537.00	8/26/2019
2, r, B	Eubanks, Ann	Gen Elem & K8 — All Grades	$43,537.00	8/26/2019
4, r, B	Feliciano, Virginia	Gen Elem & K8 — All Grades	$43,537.00	8/26/2019
5, nr, B	Feltz, Renee	Special Ed Multicategorical	$43,537.00	8/26/2019
4, r, B	Garcia, Alondra	Bilingual Education	$43,537.00	8/26/2019
4, r, B	Garcia, Mercedes	Reg (five-year-old) Kindergarten	$43,537.00	8/26/2019
2, r, B	Herron, Dominica	Multicategorical Comp Sen	$44,446.84	8/26/2019
5, r, B	Hilgen, Nicole	Special Ed Multicategorical	$43,537.00	8/26/2019
2, r, B	Johnson, Denise	Special Ed Multicategorical	$43,537.00	8/26/2019
2, r, B	Jones, Gwendolyn	Special Ed Multicategorical	$43,537.00	8/26/2019
5, nr, B	Knapp, Andrew	AMP Art	$43,537.00	8/26/2019
5, r, B	Leggett, James	Gen Elem & K8 — All Grades	$43,537.00	8/26/2019
4, r, B	Maldonado, Xavier	Special Ed Multicategorical	$43,537.00	8/26/2019
2, r, B	Marion, Kimberly	Special Ed Multicategorical	$43,537.00	8/26/2019
2, r, B	Martin, TreQuan	Special Ed Multicategorical	$43,537.00	8/26/2019
2, r, B	Mayweather, Angela	Special Ed Multicategorical	$43,537.00	8/26/2019
5, nr, B	Mazur, Crystal	Reg (five-year-old) Kindergarten	$43,537.00	8/26/2019
5, nr, B	McCarthy, Sydney	Gen Elem & K8 — All Grades	$43,537.00	8/26/2019
2, r, B	Meekins, Kristina	Multicategorical Comp Sen	$43,537.00	8/26/2019
4, r, B	Montanez, Thaimarie	Special Ed Multicategorical	$43,537.00	8/26/2019
5, nr, B	Morin, Rebekah	Special Ed Multicategorical	$43,537.00	8/26/2019
5, r, B	Nwagbaraocha, Ed	AMP HPE	$43,537.00	8/26/2019
2, r, B	Owens, Gwendolyn	Kindergarten (four-year-old)	$43,537.00	8/26/2019
2, r, B	Palmer, Charcora	Special Ed Multicategorical	$43,537.00	8/26/2019
6, r, B	Parchia, Mellody	Kindergarten (four-year-old)	$43,537.00	8/26/2019
5, r, B	Patton, Ali	AMP Music	$43,537.00	8/26/2019
4, nr, B	Rackers, Clara	Reg (five-year-old) Kindergarten	$43,537.00	8/26/2019
5, nr, B	Reigner, Christine	Special Ed Multicategorical	$43,537.00	8/26/2019
2, nr, B	Robinson, Theresa	Special Ed Multicategorical	$43,537.00	8/26/2019
2, r, B	Rowe, Sierra	AMP Music	$43,537.00	8/26/2019
5, r, B	Rowley, Jillian	AMP Art	$43,537.00	8/26/2019
7, r, B	Ryan, Shaun	AMP HPE	$43,537.00	8/26/2019
2, r, B	Sa-eed, Ayesha	Multicategorical Comp Sen	$43,537.00	8/26/2019
1, r, B	Schliegh, Melissa	Bilingual Education	$43,537.00	8/26/2019
2, nr, B	Shaw, Tiffany	Art	$43,537.00	8/26/2019
2, r, B	Stacker, Chalon	AMP Art	$43,537.00	8/26/2019
7, nr, B	Szabo, Christine	Special Ed Multicategorical	$43,537.00	8/26/2019
2, r, B	Thomas, Rickeia	Multicategorical Comp Sen	$43,537.00	8/26/2019
5, nr, B	Thuemler, Kayla	Reg (five-year-old) Kindergarten	$43,537.00	8/26/2019
5, nr, B	Viduski, Sara	Special Ed Multicategorical	$43,537.00	8/26/2019
2, r, B	West, Yvonne	Special Ed Multicategorical	$43,537.00	8/26/2019
2, r, B	White, Samara	AMP HPE	$43,537.00	8/26/2019
2, nr, B	Windom, Bobby	AMP Art	$43,537.00	8/26/2019
Intern Teacher — TFA				
5, nr, 4W2	Peiffer, Angela	Special Ed Multicategorical	$43,537.00	8/26/2019
Intern Teachers — MTEC				
2, nr, 4W2	Lawal, Memunat	Special Ed Multicategorical	$43,537.00	8/26/2019
2, r, 4W2	Schienke, Denise	Special Ed Multicategorical	$43,537.00	8/26/2019

Codes	Name	Position	Salary	Start Date
School Social Worker				
5, nr, 2A	Charles, Madeline	School Social Work	$54,650.42	8/19/2019
Speech Pathologists				
5, nr, B	Matz, Kelly	Speech Pathology	$46,920.22	8/26/2019
5, nr, B	Mollenhauer, Ann	Speech Pathology	$65,518.98	8/26/2019
Occupational Therapists				
5, r, E	Blauvelt, Patricia	Therapist Occupational	$46,537.00	8/26/2019
5, r, E	Zurowski, Lauren	Therapist Occupational	$46,537.00	8/26/2019
School Counselors				
5, r, C	Andrew, Emily	Guidance	$46,537.00	8/26/2019
2, r, C	Jones, Brianna	Guidance	$46,537.00	8/26/2019
2, r, C	Phipps, Dorothy	Guidance	$46,537.00	8/26/2019
Teachers, Early-start				
4, r, B	Alvarado, Sally	AMP Music	$43,537.00	8/5/2019
5, r, C	Asad, Amani	English	$52,762.73	8/5/2019
5, nr, B	Atkin, James	Mathematics	$43,537.00	8/5/2019
5, r, B	Baxter, Sarah	Mathematics	$43,537.00	8/5/2019
4, nr, B	Berrios Rosario, Luis	AMP HPE	$47,606.56	8/6/2019
5, nr, B	Brazzoni, Armando	Special Ed Multicategorical	$53,207.00	8/15/2019
5, nr, B	Buczak, Katey	Fed Head Start — E.C.	$45,394.76	8/19/2019
5, nr, B	Bundra, Daniel	Social Studies	$44,446.84	8/5/2019
5, r, B	Carvalho, Amanda	Multicategorical Comp Sen	$43,537.00	8/12/2019
5, r, B	Chambers, Grace	Science	$43,537.00	8/9/2019
6, r, B	Champion, Brandt	Special Ed Multicategorical	$43,537.00	8/19/2019
5, r, B	Chiarelli, Stephannie	Special Ed Multicategorical	$65,507.84	8/9/2019
5, r, B	Christensen, Cassandra	English	$62,507.84	8/5/2019
2, r, B	Cunningham, Davonte	Cat Eng Mid	$43,537.00	8/5/2019
5, r, C	Czyzewski, Eric	Gen Elem & K8 — All Grades	$47,313.51	8/5/2019
5, nr, B	Davis, Melissa	Multicategorical Comp Sen	$43,537.00	8/5/2019
4, nr, C	Estrada, Omar	Social Studies	$50,185.27	8/5/2019
5, nr, B	Fitzgerald, Elissa	English	$46,920.22	8/5/2019
4, r, B	Gonzalez, Sebastian	Foreign Language	$43,537.00	8/5/2019
5, nr, B	Harvey, Jennifer	Gen Elem & K8 — All Grades	$43,537.00	8/5/2019
5, r, B	Hoel, Victor	English	$43,537.00	8/5/2019
2, nr, B	Jackson, LaTisha	SAGE	$43,537.00	8/5/2019
5, r, C	Jindra, Elaina	Multicategorical Comp Sen	$46,537.00	8/5/2019
1, nr, B	Kuk, Aspen	Foreign Language	$43,537.00	8/5/2019
2, r, B	Kyles, Frederick	Cat Math Mid	$52,872.78	8/8/2019
5, r, B	Lippstreuer, Hannah	Social Studies	$43,537.00	8/5/2019
5, r, B	Loughrin, Lindsay	Multicategorical Comp Sen	$43,537.00	8/5/2019
4, nr, B	Mai, Diane	English	$62,507.84	8/13/2019
4, nr, B	Maldonado, Alvaro	Cat Eng High	$43,537.00	8/5/2019
5, nr, C	Manders, Julie	English	$61,018.98	8/5/2019
5, nr, B	Marsack, Elizabeth	Social Studies	$71,000.00	8/5/2019
2, nr, B	McGee, Taylor	English	$43,537.00	8/5/2019
5, nr, B	Milbauer, Wendy	AMP Music	$54,452.64	8/5/2019
2, nr, C	Murchison, Angela	Special Ed Multicategorical	$67,008.00	8/5/2019
5, nr, B	Nelson, Amelia	Health - Phy Ed	$43,537.00	8/5/2019
5, nr, B	Newville, Alyssa	Multicategorical Comp Sen	$43,537.00	8/5/2019
3, r, B	Parman-Thao, Yeng	AMP Music	$43,537.00	8/5/2019
5, nr, B	Price, Nicole	Gen Elem & K8 — All Grades	$43,537.00	8/5/2019
5, nr, B	Roeloffs, Christopher	AMP HPE	$65,507.84	8/5/2019
5, r, B	Seiberlich, Amanda	Social Studies	$43,537.00	8/5/2019
5, r, B	Sepulveda, Sergio	Social Studies	$43,537.00	8/5/2019
4, r, B	Serna Hernandez, Maria	Bilingual Education	$43,537.00	8/5/2019
5, nr, B	Shank, John	Gen Elem & K8 — All Grades	$43,537.00	8/6/2019
2, r, B	Smith, Erica	Social Studies	$43,537.00	8/19/2019

Codes	Name	Position	Salary	Start Date
5, nr, B	Sohm, Matthew	Special Ed Multicategorical	$56,348.48	8/5/2019
5, nr, B	Thompson III, Robert	Social Studies	$61,018.98	8/5/2019
4, r, C	Varela Palmeiro, Beatriz	Foreign Language	$65,667.11	8/5/2019
4, nr, B	Villagran, Arleth	Foreign Language	$43,537.00	8/5/2019
5, r, B	Wantoch, Erin	Special Ed Multicategorical	$43,537.00	8/5/2019
7, r, B	Williams, Gloria	Science	$43,537.00	8/5/2019
3, r, C	Yang, Boa	Special Ed Multicategorical	$50,185.27	8/5/2019
Permit Teachers, Early-start				
6, r, B	Akintunde, Babatunde	Special Ed Multicategorical	$43,537.00	8/5/2019
2, r, B	Al Bassam, Omar	Science	$43,537.00	8/12/2019
2, nr, B	Ball, Otho	Special Ed Multicategorical	$43,537.00	8/5/2019
2, r, B	Barki, Terna	AMP Art	$43,537.00	8/5/2019
2, r, B	Birts, Ashley	Special Ed Multicategorical	$43,537.00	8/5/2019
2, nr, B	Boudjou, Urbain	Health & Phy Ed	$43,537.00	8/5/2019
5, r, B	Bras, Pablo	Science	$43,537.00	8/16/2019
5, nr, B	Brokmeier, Anastasia	Special Ed Multicategorical	$43,537.00	8/22/2019
2, r, B	Bruce, Harry	English	$43,537.00	8/5/2019
2, r, B	Childs, Margaret	Special Ed Multicategorical	$43,537.00	8/12/2019
2, r, B	Daniels, Sara	AMP HPE	$43,537.00	8/12/2019
5, nr, B	Dow, Ryan	Health & Phy Ed	$43,537.00	8/5/2019
5, r, B	Foley, John	Special Ed Multicategorical	$43,537.00	8/5/2019
5, r, B	Gielow, Nanette	Special Ed Multicategorical	$43,537.00	8/5/2019
2, r, B	Gold, Kela	Gen Elem & K8 — All Grades	$43,537.00	8/5/2019
2, r, B	Grant, Lisa	Special Ed Multicategorical	$43,537.00	8/19/2019
2, r, B	Hamm, Evonda	Special Ed Multicategorical	$43,537.00	8/5/2019
2, r, B	Harris, Angela	Special Ed Multicategorical	$43,537.00	8/9/2019
7, nr, B	Heikes, Chelsea	Art	$43,537.00	8/5/2019
2, r, B	Hightower, Flamond	AMP Art	$43,537.00	8/5/2019
2, r, B	Hutchins, Chad	AMP Art	$43,537.00	8/5/2019
2, r, B	Ivory, Steven	Special Ed Multicategorical	$43,537.00	8/19/2019
2, r, B	Johnson, Robert	Special Ed Multicategorical	$43,537.00	8/8/2019
2, r, B	Jones, Brenda	Multicategorical Comp Sen	$43,537.00	8/14/2019
2, r, B	Jones, Rodney	Health & Phy Ed	$43,537.00	8/5/2019
5, r, B	La Belle, Jessica	Special Ed Multicategorical	$43,537.00	8/9/2019
2, r, B	Lang Ikwuazu, Janice	Gen Elem & K8 — All Grades	$43,537.00	8/5/2019
2, r, B	Lawrence, Curtisha	Special Ed Multicategorical	$43,537.00	8/5/2019
2, r, B	Long, Tammy	Special Ed Multicategorical	$43,537.00	8/5/2019
5, r, B	Love, Gregory	Special Ed Multicategorical	$43,537.00	8/5/2019
2, r, B	McAfee, Rickesha	Multicategorical Comp Sen	$43,537.00	8/5/2019
2, r, B	McBride, Terrance	Special Ed Multicategorical	$43,537.00	8/5/2019
5, r, B	McLeese, Quinn	Special Ed Multicategorical	$43,537.00	8/5/2019
2, nr, B	Mebrahtu, Amare	Special Ed Multicategorical	$43,537.00	8/5/2019
2, r, B	Milledge, Oronde	Health & Phy Ed	$43,537.00	8/9/2019
2, r, B	Osborne, Jocelyn	Special Ed Multicategorical	$43,537.00	8/8/2019
5, nr, B	Punzel, Jacob	Mathematics	$43,537.00	8/5/2019
4, r, B	Ramirez, Rommel	Special Ed Multicategorical	$43,537.00	8/19/2019
2, r, B	Ray, Terana	English	$43,537.00	8/5/2019
5, r, B	Rick, Christophor	Special Ed Multicategorical	$43,537.00	8/19/2019
4, r, B	Rivas, Elisa	Multicategorical Comp Sen	$43,537.00	8/5/2019
4, r, B	Rivera Cedeno, Jennifer	Special Ed Multicategorical	$43,537.00	8/5/2019
2, r, B	Rodgers, Danyell	English as a Second Language	$43,537.00	8/5/2019
2, r, B	Rush, Roderick	Health & Phy Ed	$43,537.00	8/5/2019
2, nr, B	Russell, Lincoln	Music	$43,537.00	8/14/2019
4, r, B	Santos, Paulina	Science	$43,537.00	8/5/2019
5, nr, B	Schuenke, Yolanda	Multicategorical Comp Sen	$43,537.00	8/5/2019
4, r, B	Senda, Nelson	Special Ed Multicategorical	$43,537.00	8/9/2019
5, nr, B	Sheahan, Kelsey	AMP HPE	$43,537.00	8/5/2019
6, r, B	Shepard, Megan	English	$43,537.00	8/5/2019
2, r, B	Thomas, Gary	Gen Elem & K8 — All Grades	$43,537.00	8/5/2019

Codes	Name	Position	Salary	Start Date
2, r, B	Tunde Akintunde, Olatoyosi	Special Ed Multicategorical	$43,537.00	8/5/2019
5, r, B	Uvena Stefanovich, Maxwell	Foreign Language	$43,537.00	8/5/2019
4, nr, B	Villagomez, Amalia	Science	$43,537.00	8/19/2019
5, nr, B	Viste, Alissa	Gen Elem & K8 — All Grades	$43,537.00	8/7/2019
4, r, B	Zabala, Aracelio	AMP HPE	$43,537.00	8/5/2019
Permit Library Media Specialists				
2, r, 2F	Luderus, April	AMP Lib	$45,437.00	8/19/2019
5, r, 2F	Rose, Abby	AMP Lib	$45,437.94	8/26/2019
Intern Teacher — TFA, Early-start				
5, nr, 4W2	Thomson, Caroline	Foreign Language	$43,537.00	8/5/2019
Intern Teacher — UWM, Early-start				
5, r, 4W2	Knitter, Stacy	Special Ed Multicategorical	$43,537.00	8/5/2019
Speech Pathologist, Early-start				
5, r, B	Hamby, Cady	Speech Pathology	$46,537.00	8/26/2019
School Counselors, Early-start				
5, r, C	Mullen, Brian	Guidance	$46,537.00	8/5/2019
2, r, B	Reams, Kristin	Guidance	$46,537.00	8/5/2019
3, r, C	Yang, Gao	Guidance	$47,446.84	8/5/2019
2, r, B	Zollicoffer, Cydney		$46,537.00	8/5/2019

		Counts				
Codes		Teachers	SSWs	Psychologists	Other	Total
1	Native American	2	0	0	0	2
2	African American	80	0	0	5	85
3	Asian/Oriental/Pacific Islander	4	0	0	1	5
4	Hispanic	27	0	0	0	27
5	White	104	1	0	8	113
6	Other	5	0	0	0	5
7	Two or More Ethnic Codes	4	0	0	0	4
nr	Non-Residents					
r	Residents					
B	Bachelor's Level (Teachers)					
C	Master's Level (Teachers)					
Male		70	0	0	2	72
Female		156	1	0	12	169

Leaves of Absence

	Present Assignment	Effective From
Personal Leave, August 2019		
Scott Gobeli	Golda Mier	08/09/2019
Alexandria Ellis	Starms	08/12/2019
Personal Leave, January 2020		
Samuel Lipton	Riverside HS	01/17/2020

Report on Certificated Resignations and Classified Retirements

Reason	Years Svc	Ethnic Code	Name	Position	Location	Effective Date
Certicated Resignations						
Other Work	1.0	5	Jamie Allen	OT	Central Svcs	07/22/2019
Retire	6.2	5	JoAnn Allen	Teacher	MSL	07/16/2019
Personal	23.0	5	Kelly Baker Miller	Teacher	Central Svcs	01/23/2019
Other Work	7.5	2	Jasmine Bolling	Teacher	Meir	08/01/2019
Other Work	5.0	5	Paul Braun	Teacher	North Division	08/02/2019
Personal	2.0	5	Sarah Breaux	Teacher	JMAC	08/04/2019

Reason	Years Svc	Ethnic Code	Name	Position	Location	Effective Date
Personal	5.6	5	Patrick Budziszek	Teacher	Whitman	06/15/2019
Other Work	2.0	5	Karen Cassel	Teacher	Bay View	07/23/2019
Personal	2.7	2	Ava Coleman	Teacher	Obama SCTE	08/01/2019
Personal	5.0	5	Jennifer Collier	Teacher	Bay View	07/31/2019
Other Work	14.0	5	David Daniels	Teacher	Gaenslen	07/22/2019
Personal	13.0	3	Emelita Del Mundo	Teacher	Hamilton	08/04/2019
Personal	1.0	5	Jennifer Doss	Teacher	Sherman	08/01/2019
Other Work	1.0	2	Jasmine Edwards	Teacher	Rufus King MS	08/01/2019
Other Work	14.0	5	Lindsay Feiker	Teacher	Burdick	08/09/2019
Other Work	8.6	5	Marki Forstner	Speech Pathologist	Kilbourn	08/07/2019
Other Work	10.8	5	Kristin Gottlieb	Teacher	Bay View	07/22/2019
Personal	12.6	2	Martha Gray	Teacher	Project STAY	08/05/2019
Personal	1.0	5	Emilie Grunfelder	Teacher	Grantosa	08/02/2019
Personal	26.0	2	Doreen Harris	Teacher	Central Svcs	08/01/2019
Personal	6.0	5	Paul Hart	Teacher	Kluge	08/13/2019
Other Work	11.3	5	Dan Herro	Teacher	Washington	07/11/2019
Personal	5.0	6	Angela Hoffman	Teacher	Burbank	07/17/2019
Other Work	5.5	5	Lori Huebner Avila	Teacher	Bay View	05/24/2019
Retire	23.8	2	Ivy Hyche Alexander	Teacher	JMAC	05/24/2019
Other Work	2.8	2	Rochelle Jewell	Teacher	Green Bay	07/31/2019
Other Work	5.0	5	Lauren Johnson	Teacher	Hartford	08/09/2019
Personal	11.2	2	Marcus Johnson	Teacher	Dr. King Elem	07/23/2019
Other Work	4.8	2	Robin Johnson	Teacher	Carver	08/01/2019
Personal	6.0	5	Evan Jones	Teacher	Wedgewood Park	08/06/2019
Personal	0.1	6	Sharon Jones	Teacher	Congress	08/09/2019
Other Work	8.0	5	Samantha Koehn	AP	Bradley Tech	08/11/2019
Other Work	3.0	5	Hayley Kutz	Teacher	Riverside	07/31/2019
Other Work	6.0	5	Margaret Leisten	Speech Pathologist	MSL	07/26/2019
Retire	27.0	4	Diane Ludwig	Principal	Project STAY	09/06/2019
Other Work	24.6	5	Tim Madler	Teacher	MSL	07/06/2019
Other Work	5.0	5	Heather McCollum	Psych	Craig	07/31/2019
Other Work	6.0	5	Bonnie McGill	Teacher	Gaenslen	08/25/2019
Personal	2.0	5	Emma Milek	Teacher	53rd Street	07/31/2019
Personal	2.0	5	Robert Miskelly	Teacher	Lincoln MS	07/25/2019
Other Work	4.5	5	Meaghan Moran	Teacher	HS of the Arts	07/25/2019
Personal	5.0	5	Alyssa Mussa	Teacher	Victory	08/09/2019
Retire	29.0	5	Kathleen Nelson	Teacher	Hartford	07/30/2019
Personal	1.0	4	Brandy Pizano	Teacher	Starms	07/01/2019
Personal	3.0	4	Sophia Polaris	Speech Pathologist	Bethune	08/09/2019
Other Work	4.8	5	Samuel Purdy	Psych	Starms	08/16/2019
Personal	23.8	4	Maribel Ramos	Teacher	Doerfler	08/02/2019
Personal	11.3	5	Kenneth Reed	Teacher	Hamilton	07/12/2019
Retire	26.0	5	Karen Rinka	Teacher	Trowbridge	08/02/2019
Personal	9.0	4	Nora Robles	Teacher	Mitchell	08/01/2019
Personal	20.0	5	April Rosengren	Teacher	Hawley	06/30/2019
Other Work	2.0	4	Wesley Santiago	Teacher	Marshall	08/05/2019
Personal	32.0	4	Jesus Santos	Principal	South Division	09/20/2019
Other Work	20.6	5	Heather Schmeling	Teacher	Holmes	08/31/2019
Retire	30.4	5	Sandra Schroeder	Manager II	Central Svcs	01/03/2020
Personal	0.5	5	Taylor Sherry	Teacher	Rufus King HS	07/25/2019
Other Work	6.0	4	Oscar Silva	Teacher	Wedgewood	07/31/2019
Other Work	16.5	5	Nicholas Spence	Rec Coord II	Central Svcs	09/13/2019
Personal	6.6	6	Valerie Stone	Teacher	JMAC	08/04/2019
Other Work	1.0	5	Catherine Stresing	Teacher	Central Svcs	07/23/2019
Other Work	20.0	2	Diamond Suggs	Teacher	Roosevelt	07/23/2019
Other Work	13.0	5	Amanda Terpeza	Teacher	Zablocki	08/19/2019
Personal	4.5	2	Candace Terrell	Teacher	Spanish Imm	07/12/2019
Other Work	4.0	5	Andrew Thompson	Teacher	Hamilton	07/29/2019
Personal	3.0	5	Jordan Thompson	Teacher	Grantosa	07/12/2019
Personal	2.5	5	Caitlyn Tood	Audiologist	Central Svcs	08/09/2019

Reason	Years Svc	Ethnic Code	Name	Position	Location	Effective Date
Personal	4.9	2	Andre Torrence	Teacher	North Division	05/24/2019
Other Work	1.0	5	Allison Whalen	Speech Path	Thurston Woods	07/26/2019
Other Work	13.0	5	Meredith Yanke	Teacher	Burdick	08/12/2019
Classified Retirements						
Retire	21.8	5	Jeffrey Grzeca	Supervisor I	Facilities & Maint	08/01/2019
Retire	24.6	2	Marian Jackson	Sch Secty I	Dr. King Elem	08/03/2019
Retire	30.7	5	Deborah Reuter Kuhn	Sch Secty I	Food Service	08/02/2019
Retire	2.9	5	Paul Schramka	Para	Burbank	08/03/2019
Retire	27.6	2	Jay Shields	Para	Manitoba	08/24/2019

Affirmative Action Report

The Affirmative Action monthly personnel transaction report for August 2019 is attached to the minutes of your Committee's meeting. This is an informational report, and no action is required.

Fiscal Impact Statement

Authorized expenditures were previously approved in the FY20 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 classified personnel transactions, certificated appointments, and leaves of absence as presented above, to be effective upon as of the dates indicated.

Director Peterson moved to approve the Committee's recommendation. The motion prevailed, the vote being as follows:

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

* * * * *

(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.

Codes	Name	Position	Location	Salary Sched	Salary Range	Salary Amount
(2)(nr)	Gregory Ogunbowale	Director I, Instructional Leadership	Office of the Chief of School Administration	03	14A	$134,155
(2)(r)	Felice Beal	Director I, Instructional Leadership	Office of the Chief of School Administration	03	14A	$129,557
(2)(r)	Patrick Chatman	Director I, Instructional Leadership	Office of the Chief of School Administration	03	14A	$129,557
(2)(r)	Lisa Gilmore	Employment Relations Specialist III	Office of the Chief of Human Resources	03	10A	$99,138
(5)(nr)	Michelle Lenski	Procurement Specialist III	Office of the Chief of School Administration	03	10A	$97,273

Codes	Name	Position	Location	Salary Sched	Salary Range	Salary Amount
(2)(r)	Catherine Coleman	Manager II, Pupil Data Base	Office of the Chief of School Administration	03	12A	$94,081
(4)(nr)	Christopher Garza	Coordinator II, Community Schools	Office of the Chief of School Administration	03	07A	$92,739
(5)(r)	Heather Dietzel	Supervisor I, Hazardous Materials	Office of the Chief of School Administration	03	09A	$89,000
(5)(nr)	Julie Winkelmann	Business Specialist I, School Nutrition Services	Office of the Chief of Finance	03	08A	$88,856
(5)(r)	Emily Van Deraa	Employment Relations Specialist III	Office of the Chief of Human Resources	03	10A	$85,049
(5)(r)	Adam Leinss	Systems Administrator	Office of the Chief of Human Resources	03	06A	$80,021
(4)(r)	Lauren Lopez	Recreation District Coordinator II	Office of the Chief of Finance	03	07A	$75,293
(5)(nr)	Gail Davidson	Special Assistant to the Superintendent	Office of the Superintendent	03	07A	$74,460
(3)(nr)	Vikramvelupandian Palani	Supervisory Analyst III	Office of Accountability & Efficiency	03	07A	$71,000
(6)(nr)	Matthew Goodwin	Recreation District Coordinator II	Office of the Chief of Finance	03	07A	$63,969
(2)(r)	Gretta Hicks	Executive Assistant to the Superintendent	Office of the Superintendent	03	04A	$61,655
(5)(r)	Jennifer Butzbach	Coordinator I, Grants	Office of the Chief of Finance	03	06A	$61,005
(5)(r)	Claire McHugh	Recreation Supervising Associate II	Office of the Chief of Finance	03	04A	$52,906
(2)(r)	Danita Bush	Planning Assistant III	Office of the Chief of Academics	03	02A	$47,250
(2)(r)	Ronald Smith	Planning Assistant III	Office of the Chief of Academics	3	02A	$44,972

Recommended Salary Increases/Decreases

Your Committee recommends that the Board approve the following change in salary for the person specified.

Codes	Name	Position	Location	Salary Sched	Salary Range	Salary Amount
(4)(nr)	Regina Flores	Manager I, Contract Compliance	Office of Accountability & Efficiency	03	11A	$95,138

Recommended Reclassifications

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

Codes	Name	Position	Location	Salary Sched	Salary Range	Salary Amount
(5)(r)	Michelle Walters	Financial Planning & Budget Coordinator III	Office of the Chief of Finance	03	08A	$80,031
(4)(r)	Martha Daleccio	Executive Assistant	Office of Board Governance	03	04A	$70,399

Recommended LTE Contracts *(To be effective upon the Board's approval)*

Your Committee recommends that the Board review and approve the following LTE Contracts exceeding 60 days, pursuant to Administrative Policies 6.23(4)(b) and 6.37(5).

Codes	Name	Position	Location	Hourly Wage	Dates
(5)(r)	Brenda Scharping	School Psychologist	Office of the Chief of Academics	$50.00	08/19/19-12/20/19
(5)(nr)	Stephen Sinclair	School Psychologist	Office of the Chief of Academics	$50.00	09/03/19-12/20/19
(5)(r)	Randall Welniak	School Psychologist	Office of the Chief of Academics	$50.00	08/19/19-12/20/19
(5)(r)	Joanne Colombo-Hughes	Audiologist	Office of the Chief of Academics	$45.00	08/05/19-12/20/19
(5)(r)	Caitlyn Todd	Audiologist	Office of the Chief of Academics	$45.00	08/05/19-12/20/19
(2)(r)	Teresa Adams	Educator Effectiveness Implementation Coach	Office of the Chief of Academics	$40.00	07/01/19-12/31/19
(2)(r)	Jeri Agee	Educator Effectiveness Implementation Coach	Office of the Chief of Academics	$40.00	07/01/19-12/31/19
(5)(r)	Susan Apps	Administrator Coaching & Mentoring Program	Office of the Chief of School Administration	$40.00	07/01/19-12/30/19
(5)(r)	Linda Bolin	Educator Effectiveness Implementation Coach	Office of the Chief of Academics	$40.00	07/01/19-12/31/19
(5)(r)	Dare Boling	InSPIRE Grant Manager	Office of the Chief of Academics	$40.00	08/05/19-12/20/19
(2)(r)	Rose Carr	Administrator Coaching & Mentoring Program	Office of the Chief of School Administration	$40.00	07/01/19-12/31/19
(2)(r)	Beverly Conner	Administrator Coaching & Mentoring Program	Office of the Chief of School Administration	$40.00	07/01/19-12/30/19
(2)(nr)	Julia D'Amato	Implementer	Office of the Chief of School Administration	$40.00	08/01/19-02/01/20
(5)(r)	Patricia Engbring	Administrator Coaching & Mentoring Program	Office of the Chief of School Administration	$40.00	07/01/19-12/31/19
(2)(r)	Thyra Handford	Administrator Coaching & Mentoring Program	Office of the Chief of School Administration	$40.00	07/01/19-12/31/19
(5)(r)	Joseph Hartlaub	Administrator Coaching & Mentoring Program	Office of the Chief of School Administration	$40.00	07/01/19-12/31/19
(6)(r)	Ali Hatab	Administrator Coaching & Mentoring Program	Office of the Chief of School Administration	$40.00	07/01/19-12/31/19
(5)(r)	Colleen Haubner	Building Coordinator	Office of the Chief of Academics	$40.00	08/05/19-12/20/19
(5)(r)	Jeffrey Krupar	Educator Effectiveness Implementation Coach	Office of the Chief of Academics	$40.00	07/01/19-12/31/19
(2)(r)	Ann Kubes	Recreation Special Projects Administrator	Office of the Chief of Finance	$40.00	06/30/19-12/31/19
(5)(r)	Laura Larson	Physical Therapist	Office of the Chief of Academics	$40.00	08/05/19-12/20/19
(5)(r)	James Lawton	Educator Effectiveness Implementation Coach	Office of the Chief of Academics	$40.00	07/01/19-12/31/19
(2)(r)	Sharon McDade	Administrator Coaching & Mentoring Program	Office of the Chief of School Administration	$40.00	07/01/19-12/31/19
(5)(r)	Virginia McFadden	Administrator Coaching & Mentoring Program	Office of the Chief of School Administration	$40.00	07/01/19-12/31/19
(5)(r)	Marybeth Sandvig	Administrator Coaching & Mentoring Program	Office of the Chief of School Administration	$40.00	07/01/19-12/31/19
(5)(r)	James Sonnenberg	Educator Effectiveness Implementation Coach	Office of the Chief of Academics	$40.00	07/01/19-12/31/19
(2)(r)	Peggie Swift	Administrator Coaching & Mentoring Program	Office of the Chief of School Administration	$40.00	07/01/19-12/31/19
(2)(r)	Russell Thomas	Interscholastic Athletics Support	Office of the Chief of Finance	$40.00	08/01/19-02/28/20
(2)(r)	Winifred Tidmore	Administrator Coaching & Mentoring Program	Office of the Chief of School Administration	$40.00	07/01/19-12/31/19

Codes	Name	Position	Location	Hourly Wage	Dates
(5)(nr)	Annette Walters	Physical Therapist	Office of the Chief of Academics	$40.00	08/05/19-12/20/19
(5)(r)	Nina Zealy	InSPIRE Grant RENEW Facilitator s	Office of the Chief of Academic	$40.00	08/05/19-12/20/19
(5)(r)	Nicole Drew	School Social Worker	Office of the Chief of Academics	$35.00	08/21/19-12/21/19
(5)(nr)	Susan Hebner	Graphic Design & Marketing Support	Office of the Chief of Communications & School Performance	$35.00	07/22/19-10/22/19
(5)(r)	Deborah Krieger	Project Prevent Grant Coordinator	Office of the Chief of Academics	$35.00	08/12/19-12/20/19
(2)(r)	Payton Anderson	Regional Attendance Support Liaison	Office of the Chief of School Administration	$30.00	09/03/19-12/20/19
(2)(r)	Tuwania Anderson	Independent Hearing Officer	Office of the Chief of School Administration	$30.00	08/12/19-02/12/20
(5)(r)	Paul Calhoun	Co-Advisor/Artist in Residence	Office of the Chief of School Administration	$30.00	08/01/19-12/31/19
(6)(r)	Gloria Cervantes	Regional Attendance Support Liaison	Office of the Chief of School Administration	$30.00	09/03/19-12/20/19
(2)(r)	Jennie Dorsey	Induction Specialist	Office of the Chief of Academics	$30.00	07/31/19-01/31/20
(2)(r)	Jennie Dorsey	Independent Hearing Officer	Office of the Chief of School Administration	$30.00	08/12/19-02/12/20
(2)(r)	Kimberly Eubanks	Regional Attendance Support Liaison	Office of the Chief of School Administration	$30.00	09/03/19-12/20/19
(2)(r)	Dyonna Ferguson	Regional Attendance Support Liaison	Office of the Chief of School Administration	$30.00	09/03/19-12/20/19
(5)(r)	Dale Garman	Regional Attendance Support Liaison	Office of the Chief of School Administration	$30.00	09/03/19-12/20/19
(2)(r)	Mary Hall	Regional Attendance Support Liaison	Office of the Chief of School Administration	$30.00	09/03/19-12/20/19
(2)(r)	Karen Hampton	Regional Attendance Support Liaison	Office of the Chief of School Administration	$30.00	09/03/19-12/20/19
(2)(r)	Mary Henry	Induction Specialist – Grow Your Own Pipeline	Office of the Chief of Academics	$30.00	07/01/19-01/01/20
(5)(nr)	Mark Hines	Co-Advisor/Artist in Residence	Office of the Chief of School Administration	$30.00	08/01/19-12/31/19
(2)(r)	Joyce Hopson	Regional Attendance Support Liaison	Office of the Chief of School Administration	$30.00	09/03/19-12/20/19
(5)(r)	Heinrich Kunsmann	Piano Teacher	Office of the Chief of School Administration	$30.00	08/12/19-02/12/20
(4)(r)	Sylvia Leal	Induction Specialist	Office of the Chief of Academics	$30.00	07/01/19-12/30/19
(5)(r)	Eric Losin	AP Telepresence	Office of the Chief of Academics	$30.00	08/01/19-02/01/20
(2)(r)	Sharon McDade	Independent Hearing Officer	Office of the Chief of School Administration	$30.00	08/12/19-02/12/20
(2)(r)	Gloria McGee	Regional Attendance Support Liaison	Office of the Chief of School Administration	$30.00	09/03/19-12/20/19
(6)(r)	Marcia Mihdawi	Online Teacher	Office of the Chief of Academics	$30.00	08/23/19-02/23/20
(5)(nr)	Christina Moehn	Online Teacher	Office of the Chief of Academics	$30.00	08/23/19-02/23/20
(4)(r)	Kenneth Perez	DJ Club Advisor	Office of the Chief of School Administration	$30.00	08/05/19-12/23/19
(2)(r)	Nobie Reed	Regional Attendance Support Liaison	Office of the Chief of School Administration	$30.00	09/03/19-12/20/19
(2)(r)	Valerie Rivas	Regional Attendance Support Liaison	Office of the Chief of School Administration	$30.00	09/03/19-12/20/19

Codes	Name	Position	Location	Hourly Wage	Dates
(4)(r)	Aida Roman Cortes	Regional Attendance Support Liaison	Office of the Chief of School Administration	$30.00	09/03/19-12/20/19
(2)(r)	Loleta Sherman	Regional Attendance Support Liaison	Office of the Chief of School Administration	$30.00	09/03/19-12/20/19
(5)(nr)	David Siekman	Math Counts Coach	Office of the Chief of Academics	$30.00	08/01/19-02/01/20
(2)(r)	LaVonda Stewart-Whitley	Regional Attendance Support Liaison	Office of the Chief of School Administration	$30.00	09/03/19-12/20/19
(5)(r)	Carl Storniolo	Percussion Teacher	Office of the Chief of School Administration	$30.00	08/12/19-02/12/20
(5)(nr)	Robert Strehlow	Alternative Programs Enrollment Associate	Office of the Chief of Academics	$30.00	09/02/19-02/05/20
(2)(r)	Cortez Van Felder	Independent Hearing Officer	Office of the Chief of School Administration	$30.00	08/12/19-02/12/20
(2)(r)	Nadine Williams	Regional Attendance Support Liaison	Office of the Chief of School Administration	$30.00	09/03/19-12/20/19
(2)(r)	Ouida Williams	Regional Attendance Support Liaison	Office of the Chief of School Administration	$30.00	09/03/19-12/20/19
(5)(r)	Christine Albin	Nutrition Manager Mentor	Office of the Chief of Finance	$27.66	09/03/19-03/03/20
(5)(r)	Sheila Heinen	Nutrition Manager Mentor	Office of the Chief of Finance	$23.79	09/03/19-03/03/20
(5)(r)	Dawn Butler	Nutrition Manager Mentor	Office of the Chief of Finance	$22.51	09/03/19-03/03/20
(2)(r)	Evelyn Young	Nutrition Manager Mentor	Office of the Chief of Finance	$20.56	09/03/19-03/03/20
(2)(r)	Joe Albright	Safety Assistant	Office of the Chief of School Administration	$15.00	09/03/19-03/03/20
(5)(r)	Cindy Flechner	Special Projects Coordinator	Office of the Chief of School Administration	$15.00	08/26/19-02/26/20
(2)(r)	Sharon Hester	Safety Assistant	Office of the Chief of School Administration	$15.00	09/03/19-03/03/20
(2)(r)	Marguerita McClain	Safety Assistant	Office of the Chief of School Administration	$15.00	09/03/19-03/03/20
(2)(r)	Mason Neeley	Safety Assistant	Office of the Chief of School Administration	$15.00	09/03/19-03/03/20
(2)(r)	Mattie Redmond	Safety Assistant	Office of the Chief of School Administration	$15.00	09/03/19-03/03/20
(2)(r)	Vonda McCants	Nutrition Manager Mentor	Office of the Chief of Finance	$14.49	09/03/19-03/03/20
(5)(r)	Susan Rick	Nutrition Manager Mentor	Office of the Chief of Finance	$14.49	09/03/19-03/03/20
(5)(r)	Oliver Nepper	Data Support Analyst	Office of the Chief of Academics	$14.00	08/19/19-02/12/20
(5)(nr)	Brenna Cooke	Wisconsin Improvement Program (WIP) Associate	Office of the Chief of Communications & School Performance	$4,500 (Stipend)	09/04/19-12/20/19
(5)(r)	Austin Guarniere	Wisconsin Improvement Program (WIP) Associate	Office of the Chief of Communications & School Performance	$4,500 (Stipend)	08/13/19-12/20/19
(5)(nr)	Melissa Heritsch	Wisconsin Improvement Program (WIP) Associate	Office of the Chief of Communications & School Performance	$4,500 (Stipend)	08/13/19-12/20/19
(4)(nr)	Maria Ortiz	Wisconsin Improvement Program (WIP) Associate	Office of the Chief of Communications & School Performance	$4,500 (Stipend)	08/13/19-12/20/19
(5)(r)	Leah Osiecki	Wisconsin Improvement Program (WIP) Associate	Office of the Chief of Communications & School Performance	$4,500 (Stipend)	08/13/19-12/20/19

Codes	Name	Position	Location	Hourly Wage	Dates
(5)(nr)	Matthew Schneider	Wisconsin Improvement Program (WIP) Associate	Office of the Chief of Communications & School Performance	$4,500 (Stipend)	08/13/19-12/20/19
(5)(r)	Ariele Vaccaro	Wisconsin Improvement Program (WIP) Associate	Office of the Chief of Communications & School Performance	$4,500 (Stipend)	08/13/19-12/20/19
(5)(r)	Austin Wellens	Wisconsin Improvement Program (WIP) Associate	Office of the Chief of Communications & School Performance	$4,500 (Stipend)	08/13/19-12/20/19

Codes

1	Native American
2	African American
3	Asian/Oriental/Pacific Islander
4	Hispanic
5	White
6	Other
r	Resident
nr	Non-resident

Director Peterson moved to retire to executive session pursuant to Wis. Stat., §19.85(1)(c). The motion prevailed, the vote being as follows:

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

The Board retired to executive session at 8:22 P.M. and reconvened in open session at 8:34 P.M.

Director Peterson moved to approve the Committee's recommendations. The motion prevailed, the vote being as follows:

Ayes — Directors Báez, O'Halloran, Peterson, Siemsen, Woodward, and President Miller — 6.
Recusal — Director Herndon — 1.
Noes — None — 0.

* * * * *

(Item 3) Action on Monthly Finance Matters: Authorization to Make Purchases; Report on Change Orders in Excess of $25,000; Report on Administrative and School Fund Transfers; Report on Contracts Under $50,000 and Cumulative Total Report; Report on Monthly Grant Awards; Acceptance of Donations

Purchases

B 5775 Authorization to Enter into Blanket Agreements with Boelter, LLC, for Food-service Equipment and Insulated Food Carriers for Breakfast in the Classroom

The Administration is requesting authorization to enter into a blanket agreement with Boelter, LLC, 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 August 13, 2019. Boelter, LLC, was the lowest-complying bidder.

The blanket agreement will run from October 1, 2019, through September 30, 2020, (the "Initial Term") with two additional one-year options to extend if certain performance metrics incorporated into the blanket

contract are met. The total cost of the goods purchased from Boelter, LLC, shall not exceed $1,090,000 during the Initial Term of the blanket agreement.

Budget Code: Varies by location ordering goods $1,090,000

Boelter, LLC

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

RFB 5777 Authorization to Blanket Contract with Virtucom, Inc., for Interactive Touch Flat Panels and Stands

The Administration is requesting authorization to enter into a blanket contract with Virtucom, Inc., for interactive touch flat panels and stands. This vendor will be used to provide interactive flat panels ("IFPs") and stands to schools for use in classrooms.

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 students in the daily instructional processes in the classroom.

Contractor was chosen pursuant to RFP 5777, which closed on June 25, 2019. The contract will run from October 1, 2019, through September 30, 2020, (the "Initial Term") with two additional one-year options to extend if certain performance metrics incorporated into the blanket contract are met.

The total cost of the contract in the Initial Term will not exceed $1,274,250.10

Budget Code: Varies by ordering location $1,274,250.10

Virtucom, Inc.

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 exceeds $25,000.

Contract: C027768
Maxim Healthcare Services, Inc.

On August 30, 2018, the Administration requested authorization to enter into a contract with Maxim Healthcare Services, Inc., ("Maxim") for registered nurse ("RN") and ventilator/tracheostomy-certified licensed practical nurse ("LPN") services.

Two contractors, Maxim and Delta-T Group Illinois, Inc., were chosen pursuant to RFP 987. The contract with the second vendor has been terminated, and funds have been added to cover the additional usage with Maxim.

Original Contract Amount	$ 442,206.00
Increase	$ 28,755.54
Adjusted Contract Amount	$ 470,961.54

Contract: C027682
Boys and Girls Clubs of Greater Milwaukee

On July 26, 2018, the Administration requested authorization to enter into a contract with Boys and Girls Clubs of Greater Milwaukee to operate a Community Learning Center (CLC) during the 2018-19 school year at Carson Academy. The vendor, which was chosen pursuant to RFP 939, was awarded a contract of $137,750 for the original contract term. Carry-over funds from the 2017-18 CLC contract resulted in a contract increase that exceeds the District's contract-change threshold.

Original Contract Amount in Year 1	$ 137,750.00
Increase	$ 36,250.00
Adjusted Contract Amount	$ 179,438.00

Contract: C027685
Boys and Girls Clubs of Greater Milwaukee

On July 26, 2018, the Administration requested authorization to enter into a contract with Boys and Girls Clubs of Greater Milwaukee to operate a Community Learning Center (CLC) during the 2018-19 school year at Clarke Street School. The vendor, which was chosen pursuant to RFP 939, was awarded a contract of $137,750 for the original contract term. Carry-over funds from the 2017-18

CLC contract resulted in a contract increase that exceeds the District's contract-change threshold.

Original Contract Amount	$ 137,750
Increase	$ 21,019.00
Adjusted Contract Amount	$ 164,207.00

Routine Monthly Reports

The report on administrative and school fund transfers; the report on contracts under $50,000 and cumulative total report; and the report on monthly grant awards are attached to the minutes of your Committee's meeting. These are informational items, and no action is required.

Donations

Location	Donor	Amount	Gift or Purpose
Monetary Donations			
Alliance High School	Madison Bogard	$50.00	General School Support
Alliance High School	Thomas Hanley	$100.00	General School Support
Alliance High School	Dustin Hutter	$500.00	General School Support
Alliance High School	Amy Shapiro	$100.00	General School Support
Alliance High School	Ruth Irvings	$100.00	General School Support
Alliance High School	Wayne Bentham	$500.00	General School Support
Alliance High School	George Marek	$150.00	General School Support
Alliance High School	Janis Shogren	$100.00	General School Support
Alliance High School	Bernklau Larrabee	$200.00	General School Support
Alliance High School	Brian Borchardt	$150.00	General School Support
Alliance High School	Gregg Vergetis	$25.00	General School Support
Alliance High School	Margaret Dethloff	$1,000.00	General School Support

Location	Donor	Amount	Gift or Purpose
Alliance High School	Alice M. Ambrowiak	$500.00	General School Support
Alliance High School	Patrick Distefano	$500.00	General School Support
Alliance High School	Andrea Ogden	$300.00	General School Support
Alliance High School	Beth & Greg Myers	$250.00	General School Support
Alliance High School	Nicolas Tice & Tom Morden	$50.00	General School Support
Alliance High School	Honeypie Cafe & Bakery	$250.00	General School Support
Bradley Trade & Tech	DonateWell General Funds	$3,000.00	Green Parking Lot Donation
Curtin School	Old National Bank	$250.00	Camp Donation
James Madison Academic Campus	JMHS 1971 Reunion Committee, Ltd*	$300.00	General School Support
King High School	Kathleen J. Dreyer	$1,000.00	Boys Football Donation
King High School	Kathleen J. Dreyer	$1,000.00	Cross Country Donation
King High School	Ford Motor Company	$4,840.00	Girls Basketball Donation
King High School	Wisconsin Power & Light Company	$19.44	Scholarship Donation
Lincoln Middle School	All Saints' Cathedral	$65.00	Classroom Fans
Lincoln Middle School	Trinity Episcopal Church Bread of Life	$500.00	Classroom Fans
Lincoln Middle School	St Paul's Episcopal Church	$1,019.47	Classroom Fans
Milw High Sch of Arts	Educator Credit Union	$250.00	Orchestra Donation
Ronald Reagan High School	Wisconsin Football Coaches Association	$1,476.00	Football Donation
Roosevelt Middle School	LeadDog Marketing Group	$2,437.50	Kohl's Cares Field Trip Grant
Obama School of Career and Technical Education	Kwik Trip, Inc.	$2.72	General School Support
Marvin Pratt	Socially Responsible Evaluation In Education	$500.00	General School Support
Marvin Pratt	Neighborhood House of Milwaukee	$1,500.00	Field Trip Donation
Washington High School of I.T.	DonateWell General Funs	$1,000.00	General School Support
	Total Monetary Donations	*$23,985.13*	
Non-Monetary Donations			
Honey Creek Elementary School	Donors Choose	$341.94	Wiggle Seats
Kagel School	Donors Choose	$1,109.46	My Violin Starter Pack
MacDowell Montessori	Donors Choose	$323.12	Books
MacDowell Montessori	Donors Choose	$175.42	Speech Items
Meir School	Donors Choose	$637.28	Donors Choose Books
	Total Non-Monetary Donations	*$2,587.22*	
Total Value of Donations for September 2019		**$26,572.35**	
***Donations from MPS Alumni**		**$300.00**	

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Board Rules, or Administrative Policy 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.

Committee's Recommendation

Your Committee recommends that the Board:

1. authorize the purchases as presented in the attachments 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.

Director Báez moved to approve the purchases, with the exception of the Virtucon contract, and to accept the donations. The motion prevailed, the vote being as follows:

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

* * * * *

(Item 4) Action on Resolution 1920R-006 by Director Siemsen Regarding the Early Retirement Window

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.

The Administration is in agreement with the intent of the resolution, and will work with the Office of Accountability and Efficiency to estimate the financial impact of extending the Early Retirement Window (ERW) based on the proposed scenarios.

Additionally, the Administration has amended the resolution to examine the financial impact of the current ERW to further inform the potential impacts as proposed and to report back no later than October 2019 Board cycle.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Board Rules, or Administrative Policy Statement

Administrative Policy 3.06, Fiscal Accounting and Reporting

Fiscal Impact Statement

Upon adoption of Resolution 1920R-006, the Administration will begin collaboration with the Office of Accountability and Efficiency to determine the fiscal impact as set forth in the resolution.

Implementation and Assessment Plan

Upon adoption of Resolution 1920R-006, the Administration will begin collaboration with the Office of Accountability and Efficiency to perform an analysis of the proposed scenarios and examine the impact of the current ERW.

Committee's Recommendation

Your Committee recommends that the Board adopt Resolution 1920R-006 by Director Siemsen regarding the Early Retirement Window as amended below.

RESOLVED, That the Board direct the Administration, in conjunction with the Office of Accountability and Efficiency, to estimate the financial impact of the current ERW and 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~~ November 2019 Board cycle.

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

* * * * *

(Item 5) Action on Resolution 1920R-007 by Director Siemsen Regarding a Defined-Contribution Retiree Health Benefit

Background

At its meeting on June 27, 2019, the Board referred Resolution 1920R-007 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 provides for the welfare of its employees, former employees, and their eligible dependents by maintaining one or more post-employment benefit plans; and

WHEREAS, The District first granted health insurance benefits for retirees to MPS staff as part of the 1973-74 bargaining agreements; and

WHEREAS, The District, for decades, covered the additional costs of these health benefits for retirees with a pay-as-you-go method, rather than pre-funding; and

WHEREAS, The pay-as-you-go method of covering the costs for these post-employment benefits produces an unfunded liability, in that no funds are set aside to pay for these costs at the time they are due; and

WHEREAS, In 2009, the unfunded liability for the retiree health insurance benefit had grown to $2.6 billion; and

WHEREAS, The District's actuary projected this $2.6 billion unfunded liability to grow to $4.9 billion by 2016; and

WHEREAS, The Wisconsin Department of Public Instruction acknowledged that it is fiscally appropriate to have the cost of funding such post-employment benefits recognized and provided for as such benefits accrue; and

WHEREAS, The Milwaukee Board of School Directors, on May 27, 2010, sought to fulfill its obligation to fund such post-employment benefits, as is fiscally appropriate, by approving the creation of an other post-employment benefit (OPEB) trust fund; and

WHEREAS, The Milwaukee Board of School Directors, on November 17, 2011, approved changes to retiree health and life insurance eligibility requirements and sick leave payout for future retirees, increasing the sustainability of the medical benefits in the face of escalating medical costs; and

WHEREAS, The Milwaukee Board of School Directors, on December 20, 2012, approved a recommendation to eliminate eligibility to earn retiree medical and life insurance benefits for all employees hired or rehired on or after July 1, 2013, and for all employees who, as of June 30, 2013, are in non-benefit-eligible positions and who transfer to benefit-eligible positions on or after July 1, 2013; and

WHEREAS, Due to each of these, and subsequent, actions taken by the Board, the District's unfunded liability was reduced to $1.4 billion as of July 1, 2013, and $997 million as of July 1, 2015; and

WHEREAS, Employees hired prior to July 1, 2013 are incentivized to accrue, rather than use, sick leave to meet the 90% of maximum sick leave balance to earn retiree health benefits; and

WHEREAS, Employees hired after July 1, 2013, earn sick leave at the same rate as employees hired before July 1, 2013, but are ineligible to earn a retiree health benefit as an incentive to accrue, rather than use, sick leave; and

WHEREAS, An analysis by the Office of Accountability and Efficiency showed an increased use in the number of sick days used by teachers in the fiscal years between 2015 and 2017; now, therefore, be it

RESOLVED, That the Board direct the Administration, in conjunction with the Office of Accountability and Efficiency, to explore options surrounding the creation of a defined contribution retiree health benefit that incentivizes an employee's accrual of sick leave; and be it

FURTHER RESOLVED, That, in exploring options, the following parameters are to be observed:

- Affordability
- Sustainability
- Competitiveness for the purpose of attraction and retention of employees; and be it

FURTHER RESOLVED, That this exploration include input from various bargaining units; and be it

FURTHER RESOLVED, That the options explored, their estimated short term and long term fiscal impacts, and possible recommendations be brought back the Board no later than the December 2019 Board cycle.

The Administration is in agreement with the intent of the resolution and will work with the Office of Accountability and Efficiency to explore options surrounding the creation of a defined contribution retiree health benefit that incentivizes an employee's accrual of sick leave, observing the parameters as set forth in the resolution.

Additionally, the Administration recommends amending the resolution to report back no later than January 2020 Board cycle.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Board Rules, or Administrative Policy Statement

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

Fiscal Impact Statement

Upon adoption of Resolution 1920R-007, the Administration will begin collaboration with the Office of Accountability and Efficiency to determine the fiscal impact as set forth in the resolution.

Implementation and Assessment Plan

Upon adoption of Resolution 1920R-007, the Administration will begin collaboration with the Office of Accountability and Efficiency to explore options surrounding the creation of a defined contribution retiree health benefit, observing the parameters as set forth in the resolution.

Committee's Recommendation

Your Committee recommends that the Board adopt Resolution 1920R-007 by Director Siemsen regarding the creation of a defined contribution retiree health benefit as amended to direct the Administration to report back in January 2020.

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

* * * * *

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

RFP 898 Authorization to Extend a Contract with EdTech Strategies, LLC, for E-Rate Consulting Services

The Administration is requesting authorization to extend the 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 has been 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 is exercising the fourth, and final option year, for the contract.

This contract extension will run from October 1, 2019, through September 30, 2020. The total cost of the contract in this extension year will not exceed $282,460.

Budget Code: TSV-0-0-TEC-TC-ECTS (Purchased Services — Contract Services) $282,460

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

RFP 1018 Authorization to Contract with Fun Science, Inc., d/b/a Mad Science of Milwaukee, Inc., for Science Workshops and Educational Programs

The Administration is requesting authorization to enter into a blanket contract with Fun Science, Inc., d/b/a Mad Science of Milwaukee, ("Mad Science") for science workshops and educational programs for grades K-8. Mad Science's workshops and educational programs will complement MPS's science curriculum and conform to Next Generation Science Standards (NGSS).

Mad Science was chosen pursuant to RFP 1018, which closed on July 31, 2019. The blanket contract will run from October 1, 2019, through August 31, 2022. Continuation of the blanket contract is contingent on Mad Science's adherence to NGSS and satisfaction of district staff and participants.

The total cost of the contract will not exceed $200,000.

Budget Code: Varies by location using services.....$200,000

Fun Science, Inc. d/b/a Mad Science of Milwaukee, Inc.

Prime Contractor Information
- Certified HUB Contractor? ..... No
- Total # of Employees 20
- Total # of Minorities 3
- Total # of Women 12

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

Student Engagement (hours per 35-month contract)
- Paid Student Employment-hour Commitment 300
- Student Career-awareness Commitment 10

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Board Rules, or Administrative Policy 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 Committees' reports.

* * * * *

(Item 7) Action on the Award of Exception-to-Bid Contracts

Exception Authorization to Enter into a Blanket Contract with Danceworks, Inc., for Multi-arts Lessons

The Administration is requesting authorization to enter into a blanket contract with Danceworks, Inc., ("Danceworks") to provide multi-arts (dance, dance fitness, visual art, theater, and music) lessons to MPS students. The regular usage of Danceworks by MPS schools as an augmentation to their curricula has driven the need for a district-wide contract. MPS schools will select which programs shall be provided in their schools.

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis of continuity of services (Administrative Policy 3.09(7)(e)(1)(b)(iv)).

This blanket contract will run from October 1, 2019, through July 31, 2022. The total cost of the services are not expected to exceed $250,000 during the term of the blanket contract.

Budget Code: Varies by location using services $250,000

Danceworks, Inc.

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 Contract with Milwaukee Area Technical College to Provide College Courses to MPS Students

The Administration is requesting authorization to enter into a contract with Milwaukee Area Technical College ("MATC") to provide college courses leading to transferrable college credits for MPS high-school students through M^3 Early College. MATC will serve the 2020 senior class. M^3 Early College is an innovative dual-enrollment program among Milwaukee Public Schools ("MPS"), MATC, and University of Wisconsin-Milwaukee ("UWM") that allows eligible students to complete their high-school graduation requirements while earning up to 19 college credits from both MATC and UWM. This contract is for students to take 13 of those credits at Milwaukee Area Technical College during their senior year of high school.

MPS students will attend classes at the MATC Downtown Campus four times a week (Monday through Thursday) and will be working to earn up to seven college credits in the first semester and another six in the second semester. The students will be taking classes in core subject areas such as English and math.

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis of continuity of services (Administrative Policy 3.09(7)(e)(1)(b)(iv)).

The contract will run from October 1, 2019, through June 30, 2020, with two one-year options to extend contingent upon board approval.

The total cost of the contract will not exceed $200,000.

Budget Code: ORC-0-0-ESV-EO-ECTS (Contract Services) $200,000

Milwaukee Area Technical College

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 Contracts with Two Contractors for Field-trip Transportation Services

The Administration is requesting authorization to enter into blanket contracts with Durham School Services, LP, and First Student, Inc., to provide transportation services for field trips throughout the school year. An RFB was issued in May 2019 for field-trip transportation services, and the Board subsequently approved contracts for the awarded vendors. The awarded vendors, however, do not have the capacity to meet the needs of the schools; therefore, the Administration is seeking to enter into contract with these additional vendors for field-trip transportation services.

Each contractor was awarded specific field-trip locations pursuant to its low bid for those locations and will be used as a "secondary contractor". Schools and departments will be directed to use the primary contractor, but in the cases where the primary contractor is unable to provide the service for a particular date and time, they will be able to use the secondary contractor.

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis of continuity of services (Administrative Policy 3.09(7)(e)(1)(b)(iv)).

These contracts will run from October 1, 2019, through July 31, 2020, with the option of two additional one-year extensions at MPS's discretion.

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

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

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Board Rules, or Administrative Policy 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.

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

* * * * *

(Item 8) Action on Request to Waive Administrative Policy 3.09(9)(e) and to Enter into Two Contracts with Delta Dental of Wisconsin, Inc., for Dental Insurance

Background

The Administration is requesting authorization to waive the three-year term limit of Administrative Policy 3.09(9)(e) and to enter into two contracts with Delta Dental of Wisconsin, Inc., ("Delta Dental") for the administration of the District's dental plans. The District partnered with Hays (Benefit Consultants) to develop and to evaluate RFP 1020 for the administration of the self-funded dental Preferred Provider Plan (PPO) and the fully-insured Dental Health Maintenance Organization (DHMO) plan. Of the employees enrolled, 45% are in the PPO plan, and 55% are in the DHMO plan. Delta Dental quoted a replication of the current self-funded PPO plan, which they currently administer. Delta Dental also quoted a replication of the fully-insured DHMO plan, which is currently insured by Care-Plus (Dental Associates). Employees enrolled in the DHMO would still have access to dentists at Dental Associates, plus they will now be able to see dentists in the Delta Dental PPO network if they so choose. Both plans' designs would mean no disruption to employees.

For the self-funded PPO plan, Delta Dental has proposed an administrative-service-only (ASO) fee of $2.30 per employee per month (reduction from current), with a six-year fee guarantee. The total cost of this contract is $385,400.00 in the Initial Term. Delta Dental has also included other performance guarantees.

For the fully-insured DHMO plan, Delta Dental has proposed a monthly premium of $31.32 for single coverage and $103.49 for family coverage. This is a 5% cost reduction from the current plan's monthly premiums. The total cost of this contract is $8,215,400.00. Delta Dental also included a $10,000 implementation-satisfaction guarantee.

Contractor was chosen pursuant to RFP 1020, which closed on July 16, 2019. The contract for the self-funded PPO plan will run from January 1, 2020, through December 31, 2023, (the "Initial Term") with two one-year options to extend if certain performance metrics incorporated into the contract are met. The contract for the fully-insured DHMO plan will run from January 1, 2020, through December 31, 2021, (the "Initial Term") with two one-year options to extend if certain performance metrics incorporated into the contract are met.

The total cost of the two contracts in the Initial Term will not exceed $8,600,800

Delta Dental of Wisconsin

Prime Contractor Information
- Certified HUB Contractor? ..... No
- Total # of Employees 354
- Total # of Minoritie 17
- Total # of Women 249

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

Student Engagement (hours per 12-month contract)
- Paid Student Employment-hour Commitment 600
- Student Career-awareness Commitment 10

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Board Rules, or Administrative Policy 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.

DWC-00-EMB-DW-EDNI (Employee Benefits-Dental).....$8,600,800

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 waiver of Administrative Policy 3.09(9)(e) and approve the contracts with Delta Dental of Wisconsin, Inc., 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 9) Action on Request to Waive Administrative Policy 3.09(9)(e) and to Extend a Contract with Gallagher Bassett Services, Inc., for Third-party Administration of the District's Self-insured Workers' Compensation Program

Background

The Administration is requesting authorization to waive the three-year term limit of Administrative Policy 3.09(9)(e) and to extend a contract with Gallagher Bassett Services, Inc., ("Gallagher Bassett") for third-party administration of the District's self-insured workers' compensation program.

In 2015, a Request for Proposal (RFP) was issued for the third-party administration of the District's self-insured workers' compensation program. At the conclusion of the RFP process, Gallagher Bassett was selected as the awardee. In September 2016, the Board authorized a three-year contract with Gallagher Bassett, with two one-year options to extend.

While in discussions with Gallagher Bassett to use the first one-year extension, the Administration was able to negotiate better pricing upon the agreement of a three-year extension. Considering the quality of services received and the overall satisfaction which the Administration has with Gallagher Bassett's performance, the Administration believes a three-year extension is an ideal option for the District. As such, the Administration is requesting a waiver of the three-year term limit of Administrative Policy 3.09 to extend the current contract with Gallagher Bassett for an additional three-year term. This contract extension will run from October 1, 2019, through October 1, 2022. The cost of each extension year will not exceed $250,000, and the total cost of the three-year extension term will not exceed $750,000.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Board Rules, or Administrative Policy Statement

Administrative Policy 3.09, Purchasing and Bidding Requirements

Fiscal Impact Statement

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

INJ-0-0-DIJ-DW-EWCM.....$750,000

Implementation and Assessment Plan

Upon approval by the Board, the extension will begin as indicated in this item.

Committee's Recommendation

Your Committee recommends that the Board authorize the waiver of Administrative Policy 3.09(9)(e) and approve the extension with Gallagher Bassett Services, Inc., 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 10) Action on Request to Waive Administrative Policy 3.09(9)(e) and to Enter into Blanket Contracts with Four Food Manufacturers to Provide Breakfast Kits

Background

The Administration is requesting authorization to waive the three-year term limit of Administrative Policy 3.09(9)(e) and to enter into blanket contracts with four separate food manufacturers for provision of breakfast kits. Kits will comprise a combination of products that meet USDA's Meal Platter 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 is transitioning to and making key efforts to improve the overall quality, nutritional value, and local integrity of food products procured. This will be accomplished by using diverse products, including shelf-stable, refrigerated, and frozen food items and decreasing the kits' sugar content, eliminating the Harmful Seven ingredients (trans fats and hydrogenated oils, high-fructose corn syrup, hormones and antibiotics, processed and artificial sweeteners, artificial colors and flavors, artificial preservatives, bleached flour), and increasing protein. The District has implemented the initiative of reducing the Harmful Seven ingredients found in many food items and will show preference to those kits that meet the criteria. The ultimate goal is to address the nutrition 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 respondent(s) 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 will run from October 1, 2019, through August 31, 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 are met.

Estimated total amounts are offered for each contract. All payments to these manufacturers are made through the prime vendor, Sysco, and are reflected in the amount of that contract.

Food Manufacturers:

MinMor Industries, LLC, d/b/a Notables	$	150,000
East Side Entrees, Inc. d/b/a ES Foods, Inc.	$	560,000
Preferred Meal Systems, Inc.	$	800,000
Milwaukee Center for Independence, Inc.	$	1,250,000

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Board Rules, or Administrative Policy 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.

BKF-0-0-BKF-XX-EFOD (Contracted Services — School Nutrition).....$2,760,000

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 waiver of Administrative Policy 3.09(9)(e) and approve the contracts with the four food manufacturers, 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 11) Action on a Request to Waive Administrative Policy 3.09(9)(e) and to Enter into a Contract with ADANI Systems, Inc., for Provision of X-Ray Machines and Maintenance Services

Background

The Administration is requesting authorization to waive the three-year term limit of Administrative Policy 3.09(9)(e) and to enter into a contract with ADANI Systems, Inc., ("ADANI") to provide X-ray machines and yearly maintenance services. ADANI shall be used to deliver X-ray machines similar to the ones used at airports and courthouses in order to expedite weapon scans for the safety and security of a building and its occupants. The X-ray machines will be used to scan book bags, purses, and other similar items. These new X-ray machines, which will replace existing machines that are nearing the end of their life cycle, will be distributed to the following high schools for scanning purposes: Riverside University, Washington, Vincent, Hamilton, Wisconsin Conservatory of Life Long Learning, James Madison, Reagan, Transition, Bradley Tech, North Division, Bay View, Marshall, South Division, Groppi, Pulaski, and Obama.

Nationally, violent episodes are experienced in all types of buildings which large number of people frequent, including schools. There is no specific profile of who may conduct such a violent act; therefore, it is necessary and recommended to be as proactive as possible. X-ray machines with conveyor belts are by far much more accurate at detecting dangerous weapons in bags and cases than are metal detectors or hand-held wands. Furthermore, by using X-ray machines, the process of scanning is much quicker, thus minimizing delay to classes. The cost to purchase these items is covered by the grant awarded by the Wisconsin Department of Justice. These items will replace existing X-ray machines currently in use and nearing the end of their life cycle.

Contractor was chosen pursuant to RFB 5779, which closed on July 18, 2019. The contract will run from October 1, 2019, through September 30, 2020, (the "Initial Term") with four additional one-year options to extend upon mutual agreement.

The total cost of the contract in the Initial Term will not exceed $217,600.

ADANI Systems, Inc.

Prime Contractor Information

Certified HUB Contractor?.....No
Total # of Employees.....18
Total # of Minorities.....3
Total # of Women.....3

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

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, Board Rules, or Administrative Policy 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.

OGA-0-S-WK0-SA-ECTS.....$217,600

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 waiver of Administrative Policy 3.09(9)(e) and approve the contract with ADANI Systems, Inc., as set forth in the attachments to the minutes of your Committee's meeting.

The gavel was passed to Director Báez at 7:51 P.M. and returned to President Miller at 7:52 P.M.

The gavel was passed to Director Báez at 8:08 P.M. and returned to President Miller at 8:11 P.M.

Director Peterson moved to send this item back to Committee for further review. The motion prevailed, the vote being as follows:

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

* * * * *

(Item 12) Action on a Request for Approval of a Partnership Agreement with Common Ground for the Reconstruction of Washington High School's Playfield

Background

The Administration is seeking the Board's approval to enter into a partnership agreement with Common Ground for the design phase of the playfield reconstruction at Washington High School. Common Ground has identified the playfield at Washington High School (WHS), 2525 N. Sherman Blvd., Milwaukee, Wisconsin, 53210, as being in need of reconstruction for the benefit of WHS students and the community at large. MPS has identified the WHS playfield as a candidate for reconstruction pursuant to the MPS Facilities Master Plan and proposes to partner with Common Ground to achieve the mutual goal of reconstructing the playfield.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Board Rules, or Administrative Policy Statement

Administrative Policy 5.01, Facilities

Fiscal Impact Statement

Common Ground is working to obtain fifty percent (50%) of the playfield's reconstruction's costs from outside (non-MPS) sources prior to the 2020-2021 school year. Common Ground and MPS estimate the playfield reconstruction costs to be approximately $1.6 million; however, the parties understand that a final estimate will be created through the formal design process.

The total payment under this Agreement for the design phase shall not exceed one hundred fifty thousand dollars ($150,000.00), with each party's payment not to exceed $75,000.

Implementation and Assessment Plan

Upon approval by the Board, the Administration will execute the partnership agreement with Common Ground.

Committee's Recommendation

Your Committee recommends that the Board approve the Partnership Agreement with Common Ground for the design phase of the reconstruction of Washington High School's Playfield and the letter of intent as detailed in the attachment to the minutes of your Committee's meeting.

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

* * * * *

(Item 13) Quarterly Report with Possible Action on MPS School Nutrition Program

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

Background

On December 21, 2017, the Board took adopted Resolution 1718R-004, as amended, regarding the MPS School Nutrition program, and directed that quarterly updates on the implementation of the adopted Resolution 1718R-004 be brought to the Board.

Staff Recruitment — Food Service Assistants (FSAs)

- "Hire hard, manage easy"
- Food service assistant staffing is stabilizing
- Additional FSA candidates in the pre-hiring stage

Healthful Meal Options

- All large high schools are offering additional entrées, wraps, and salads.
- All schools have received training in providing fresh fruit at breakfast twice a week.
- All schools have a fresh fruit or fresh vegetable at lunch daily.

Breakfast Equipment

- Breakfast bags have been ordered and delivered to more than 20 schools.
- Freezers and refrigerators are being installed in 30 schools.

August 2019 Taste Test

- Taste tests were conducted for multiple clean-label (i.e., products using as few ingredients as possible, all with easy-to-recognize ingredients and no artificial ingredients or synthetic chemicals.) breakfast products as part of the breakfast-kit request for proposal
- A taste test was executed with students to determine their preferences.
- Items were selected based on students' preferences.

Collaboration

- A breakfast hotline has been established.
- The Administration is reviewing and responding to web-based nutrition feedback.
- Focus groups were scheduled for September.
- The District Advisory Committee will be consulted in 2019-20.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Board Rules, or Administrative Policy Statement

Administrative Policy 4.05, School Nutrition Management

* * * * *

(Item 14) Action on Recommended Changes to Optimize Fiscal Year 2021 Transportation Services

Background

Milwaukee Public Schools provides home-to-school transportation services to approximately 54,000 students annually for district, suburban, and private school students who live in the city of 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 other district-sponsored programs such as Head Start, interscholastic athletics, the 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 for FY21 that optimize a Regional Transportation System. The Administration has put together for consideration a transportation-restructure alternative that maximizes bus-utilization efficiency and includes several limited service-reductions scenarios to support its implementation These scenarios vary in scope and range from adjusting service types and models while maintaining existing transportation eligibility, to rethinking administrative policy to mitigate high-distance, low-utilization transportation. The scenarios assume the "grandfathering" of services whereby students already enrolled would be allowed to continue with transportation from their current addresses.

The following are six proposed transportation changes.

1) Re-evaluation of Neighborhood and Citywide Specialty School Transportation Status and Revision of Select Schools' Transportation Policies after Identified

The Administration is also recommending the re-evaluation and re-certification of all existing citywide specialty transportation programs that currently exist. Any modifications to the total number of citywide schools have a direct impact toward maximizing efficiency when implementing the proposed modification of school start times to a three-tier pupil transportation model.

Background

At its meeting on June 25, 2009, the Milwaukee Board of School Directors directed the Administration to review the city-wide and neighborhood specialty designations of current schools. Since that time, some schools have lost their designations as citywide or neighborhood specialty schools, while other schools have created citywide or neighborhood specialties.

City-wide specialty schools do not have designated attendance areas and accept students from throughout the city. Transportation is provided to all students whose residence is more than one mile from their elementary schools or more than two miles from their secondary schools.

Neighborhood specialty schools are schools that reserve enrollment preferences for students located within a defined radius of the school. Schools with specialty-school status must be high-performing places of learning that employ effective educational practices and serve a distinct district need. The specialty is woven throughout the fabric of the school and is not merely a service provided by the school. Unsubscribed seats are available for students who reside elsewhere in the city. Neighborhood specialty schools provide transportation to students who reside more than one mile from their elementary schools if they live within seven miles of their schools, or in the case of Montessori Schools, if they are within five miles from their schools.

Since citywide and neighborhood specialty schools enroll students from the entire city, their transportation costs are significantly higher, on average, than those of attendance-area schools.

Previously, citywide status had been granted on an individual school basis. The Administration recommended that citywide status for schools be based on a continuous, specific, district-authorized specialty, and that this specialty be available in grades K4-12.

Historically, schools designated as citywide must implement the specialty school-wide, and they must substantially meet the criteria found in the matrix for distinguishing specialty schools, which is included in the attachments to the minutes of your Committee's meeting. A superintendent-appointed advisory group reviewed the requests for citywide status, conducted site visits and staff interviews, and made recommendations to the Superintendent. The Superintendent then recommended to the Milwaukee Board of School Directors if citywide status was to be granted. Schools that do not meet these guidelines may apply to be neighborhood specialty schools or revert to traditional, attendance-area schools.

Neighborhood specialty schools must employ a distinctive specialty and must substantially meet the criteria found in the matrix for distinguishing specialty schools:

- school-wide implementation of special program or area of study
- distinctive and credible special program or area of study
- enhances opportunity for less-privileged populations (includes strategies to reduce the achievement gap)
- skilled instructional staff qualified for the specialty
- leadership strengths (administration, staff, parents, community)
- high achievement (high attainment and/or value added)
- meets/generates demand — waitlists, drawing new families within or beyond the city (220, open enrollment)
- serves a district need
- fiscal viability (cost factors, possible sources of external revenue)

A neighborhood specialty school is not required to have the specialty implemented in grades K-12 as citywide specialty schools do. The specialty may be unique to that school. The same superintendent-appointed advisory group would recommend to the Superintendent requests for neighborhood specialty-school status, and the Superintendent will forward a recommendation to the Milwaukee Board of School Directors. Schools that do not meet these guidelines will revert to traditional attendance-area schools.

Traditionally, the following specialties have been granted city-wide or neighborhood specialty status:

a) arts
b) gifted and talented
c) language immersion
d) Montessori

Opportunity

Re-certification allows the District to re-evaluate the status of the specialty in the school to determine if the expanded transportation services continue to be pertinent, given the school's program offering. Any

transportation-region modifications would support the re-tiering model being proposed and would also result in transportation savings if high-distance transportation situations are reduced. The amount of savings to be realized under this option depends on the schools that would continue to be citywide or neighborhood specialty after the evaluation period. Savings range in scope from $1,000,000 to $3,000,000 in the aggregate.

Considerations

Any changes to a school's citywide or neighborhood specialty status would undoubtedly have an impact on the enrollment of the school to which the changes are being applied and overall options for families selecting a school. For illustrative purposes only, if all neighborhood specialty schools alone lost their specialty status and became regional schools, approximately 1,386 students — 54% of their current enrollment demographic — would not be able to select those schools if transportation is needed. The cost savings would be $1,377,000 without re-tiering and would increase if done in conjunction with a three-tier restructure. Similarly, if all citywide schools instead were to move to neighborhood specialty status, 2,207 students enrolled would have to select another school when making the decision if transportation was necessary. The cost saving would be $2,300,000 without re-tiering and would increase if done in parallel with re-tiering.

This item does *not* recommend which schools should remain citywide or neighborhood specialty, but instead recommends that a re-certification process be instituted to consider the merits of each individually.

2) Combining of Transportation at All K-12 or 6-12 school sites

Background

Golda Meir, WCLL, Obama, MacDowell, and Audubon are all schools that service — at a minimum — grades 6 through 12 and, in some cases, grades kindergarten through 12. These schools have been provided yellow-bus transportation services in a manner that separate the high-school students from the primary or middle-school-age students. This transportation model is not consistent with the transportation model of kindergarten through eighth-grade schools in the district where all students ride the same bus to school regardless of grade.

Opportunity

Combining all students that attend the same school on the same school bus is more efficient and would result in a $300,000 reduction in transportation expenditures for the District. Further this model does not reduce or eliminate any services for students.

Considerations

Schools that have made the separation have done so intentionally to separate the student body in supports of the schools' organizational structures. The transportation groupings by elementary and secondary further assist with behavior management and allow for tailored corrective actions specific to the development of the students' ages and levels of maturity.

3) Revision of Transportation Region for Traditional Middle Schools to a Seven-mile Zone

Background

To be in line with the District's seven-mile transportation standard and to support the three-tier transportation model being proposed, an additional service-reduction scenario would be to adjust the transportation region for traditional middle schools from the current model to reflect a seven-mile transportation region. This change would have an impact on the following schools:

Audubon MS	Lincoln MS	Roosevelt MS
Douglas MS	Morse MS	Wedgewood Park
King MS		

Opportunity

The transportation savings if we moved the abovementioned schools — 330 students — to a seven-mile transportation would be $354,000 without re-tiering and, if implemented with the re-tiering proposal, would contribute to the larger efficient operations proposed when discussing impacts of the two-tier to three-tier modification.

Considerations

Roughly 330 students of the 3,513 students (9% of the total middle-school population) would have to select different schools during the enrollment process if this change were in place.

4) Revision of Service Type for Any Transportation-eligible High-school Student More Than Seven Miles from His/Her Enrolled School to Milwaukee County Transit Bus

Background

Milwaukee Public Schools currently uses the county bus for approximately 2,500 students. Students are issued weekly M-Cards that are valid Monday-Friday with unlimited rides during these days at a fixed rate of $17.50 per card.

In order for the yellow bus to be cost-advantageous, a particular route would need to service approximately 45 students. For this reason, citywide or attendance-area high schools that provide yellow bus to its students but do not attract a high volume of students from a particular neighborhood end up costing a higher per-pupil rate for yellow bus than would be the case for county bus.

Opportunity

This creates an opportunity for cost savings in high-mileage situations in which schools enroll a smaller percentage of families and therefore, the per-pupil cost of providing yellow bus services is high. The annual per-pupil cost for county bus (based on 178 days) is fixed at $623. This also is a prerequisite for effective re-tiering of yellow-bus transportation being proposed in the item.

This change would reduce transportation expenditures by $800,000 without re-tiering and would increase if implemented with re-tiering.

Considerations

This would change service for approximately 1,800 high-school student students from yellow bus to Milwaukee County Transit System bus (MCTS). If we further move that service type change to six miles, the cost implications change:

a. Approximately 2,744 students would ride MCTS instead.
b. Would save approximately $1.1 million dollars.

5) Revise All District Neighborhood Specialty Schools' Transportation Regions to Mirror a Montessori's Region at Five-mile Zone

Background

Another scenario that is available, but is a service-reduction scenario, would be to adjust the transportation region for neighborhood specialty schools from the current seven-mile transportation region to a five-mile transportation region similar to that of the existing Montessori specialty schools.

Carver	Hawley Environmental	Starms EC & DLC
Hartford	Milw Parkside	Victory

Opportunity

This change would standardize all neighborhood specialty schools with the already in-place Montessori specialty school region and would reduce district transportation costs by approximately $645,000.

Considerations

This modification would result in a delayed savings — requiring between siixmonths and one year to realize partial cost reduction and up to two years to realize full savings. Immediate cost savings can be had only if students impacted are not grandfathered (i.e, enrolled students greater than five miles will be provided services until their resident addresses change). This modification would eliminate or phase out transportation services for approximately 693 students. This is not a requirement to facilitate the proposed re-tiering proposal, but would support and further aid effective re-tiering in the aggregate. The change does standardize district policy as it pertains to neighborhood specialty schools, putting Montessori and all other specialties onto the same transportation region policy.

Proposed Timeline

Actions for FY21 implementation:

i. October 2019 — transportation-region and service-type changes advertised and applied to early admissions
ii. January-July 2020 — transportation-region changes applied to all other enrollment periods
iii. January-July 2020 — pupil transportation restructure and planning adjustments to model for FY21 implementation

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Board Rules, or Administrative Policy 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 $200,000 to $4,000,000 for FY21 and are detailed in the attachments to the minutes of your Committee's meeting.

Implementation and Assessment Plan

Actions for FY21 implementation:

i. September 2019 — Board approves identified action
ii. October 2019 — Changes to transportation region and service types are advertised and applied to early admissions
iii. January-July 2020 — Changes to transportation regions are applied to all other enrollment periods
iv. January-July 2020 — Pupil transportation restructure and planning adjustments are made to the model for FY21 implementation

Committee's Recommendation

Your Committee recommends that the Board approve the following changes to optimize transportation services for fiscal year 2021.

1. re-evaluation of neighborhood and citywide specialty-school transportation status and revision of select schools' transportation policies after identified
2. revision of transportation region for traditional middle schools to a seven-mile zone
3. revision of service type to Milwaukee County Transit bus for any transportation-eligible high-school student over seven miles from his/her enrolled school.

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

* * * * *

COMMITTEE ON LEGISLATION, RULES AND POLICIES

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

(Item 1) Action on Resolution 1819R-017 by Director Phillips Regarding Bullying Prevention

Background

On March 28, 2019, the Milwaukee Board of School Directors referred Resolution 1819R-017 by Director Phillips regarding bullying to the Committee on Legislation, Rules and Policies:

WHEREAS, Administrative Policy 8.52(1) recognizes that bullying obstructs the school district's mission to maintain the safety or welfare of students and threatens the safe environment for students and adults, while disrupting productivity both inside and outside of the classroom; and

WHEREAS, Administrative Policy 8.52(2) defines bullying as "…deliberate or intentional behavior using words or actions intended to cause fear, humiliation, intimidation, harm, or social exclusion; and

WHEREAS, Administrative Policy 8.52(3) prohibits bullying by students (either individually or as a group) and adults (including employees and non-employees of MPS) in "…all schools, in school-district buildings, in educational environments, and on school district property, including any property or vehicle owned, leased, or used by the school district," and in activities conducted under the supervision of schools or the district; and

WHEREAS, Administrative Policy 8.53(3) also prohibits the bullying and harassment of students or employees via telephones, computers, and other electronic devices, as well as through speech or behavior that occurs outside of school; and

WHEREAS, Administrative Policy 8.53(4) lays out procedures for the reporting and investigation of allegations of bullying at the school level; and

WHEREAS, Bullying is not contained within the walls of a school, but can permeate and spread through a community, especially in the age of social media; and

WHEREAS, When parents and youth are involved in developing and implementing solutions to bullying:

- schools are better able to develop more responsive responses because students are more likely to see or hear about bullying than are adults;
- school climate improves because students, who likely have more immediate and personal experience with bullying and its effects than do school and district administrators, become part of the solution, resulting in greater buy-in to anti-bullying efforts; and
- parents can support their schools' messages about bullying at home and also are more likely to recognize signs that their children have been bullied or are bullying others; and

WHEREAS, Although MPS has developed a number of programs and strategies to address bullying, more work needs to be done to include teachers, staff, parents, students, and the community at large in the battle to combat bullying; and

WHEREAS, The District Advisory Council's Ad Hoc Committee for Bullying Prevention has developed the following suggestions to assist the district in its anti-bullying efforts:

- focus on proactive practices and restorative practices to build community in schools and to increase positive relationships throughout schools (adults-to-adults, adults-to-students and students-to-students);
- designate at least one half-day a year to focus on bullying-prevention education and team building for all staff in schools;
- build time into each week to allow for student, family, and staff relationship building;
- integrate bullying-prevention education into all student activities;
- create an avenue, such as a student council, through which students may participate in identifying issues and in developing strategies and solutions to prevent bullying in their schools;
- create a replicable student peer-leader program (such as school cadets) that schools may implement as an extra-curricular option;
- increase the availability of mental health services to students;
- increase communication to families about bullying prevention;
- create a clear flowchart for families to understand the steps that happen after suspected bullying has been reported and who to contact if these steps are not being followed;
- develop a clear way for students and families to report concerns about bullying, both anonymously and with a way to receive follow-up from the school within a designated amount of time;

- offer training around bullying prevention to all MPS bus drivers that includes what to do if bullying occurs and how families are to be notified;
- create a system for buses that experience consistent behavior or bullying issues to receive ride-along assessments of the situation and to provide strategies and recommendations for improvements;
- establish a formal partnership with the City of Milwaukee to address bullying as a citywide issue;
- ensure that all K-8 classrooms implement Second Step with fidelity and use the family links letters and information to share with families and to help reinforce what is being taught in the classroom;
- require that all teachers make two positive phone calls about peer relationships per student to the students' respective families each year and document those calls in Infinite Campus;
- establish a program for home visits that are focused on relationship building between home and school;
- encourage family participation in schools' PBIS committees and add bullying prevention to each agenda; and
- conduct an annual bullying prevention audit to monitor fidelity to Second Step, implementation of the health curriculum's bullying requirements, and progress on each of these activities; now, therefore, be it

RESOLVED, That the Board direct the Administration to review and analyze each of the suggestions of the District Advisory Council's Ad Hoc Committee for Bullying Prevention and prepare a comprehensive report to the Board of the feasibility of their implementation within the Milwaukee Public Schools, said report to include, but not be limited to, estimated costs, human-resources implications, and timelines for implementation; and be it

FURTHER RESOLVED, That the Administration be directed to explore, as part of its report, the concept of establishing a safety committee in each school, as recommended by StopBullying.gov, under the following guidelines:

- Each committee would comprise a small group of people focused on school-safety concerns, to include
  - — administrators who can answer basic questions about budget, training, curriculum, and Family Educational Rights and Privacy Act (FERPA);
  - — innovative teachers with strong school based relationships with students and families, and staff, who have strong classroom and interpersonal skills and who can offer insights;
  - — other school staff — such as school psychologists, counselors, school nurses, librarians, and bus drivers — who can bring diverse perspectives on bullying;
  - — parents who can share the family viewpoint and keep other parents in the loop on the committee's work;
  - — students who can bring fresh perspectives and help identify real-life challenges to prevention; and
  - — other community stakeholders — such as clergy members, elected officials, and healthcare providers — who can provide broader insights.
- The primary activities of the safety committees would be to:
  - — assist in the planning of bullying-prevention and intervention programs with measurable and achievable goals;
  - — assist in the implementation of bullying-prevention efforts;
  - — develop and communicate, bullying-prevention policies and rules;
  - — educate the school community about bullying to ensure that everyone understands the problem and their role in stopping it;
  - — evaluate bullying-prevention efforts and refine the plan if necessary;
  - — advocate for the school's work in bullying prevention to the entire school community; and
  - — sustain the effort over time.
- These committees are not to serve as forums for discussing the behavior of individual students, which would be a violation of student privacy under FERPA; and be it

FURTHER RESOLVED, That the Administration bring forward this report no later than 90 days from the adoption of this resolution; and be it

FURTHER RESOLVED, That the Administration be directed to revisit existing policies and procedures that address bullying and harassment to ensure that they adequately address the needs of our students and the community and to bring any necessary proposed revisions to the Board as soon as is feasible.

The Administration agrees with the intent of the resolution and recognizes the critical impact that bullying can have on students' safety and academic achievement. The Administration acknowledges that Administrative Policy 8.52, Bullying, initially adopted in 2010, lays the groundwork and provides a framework for bullying-prevention efforts across the district. As suggested in the resolution, and reflected in the bullying policy, comprehensive bullying prevention requires attention not just to the specifics of bullying as a form of aggression, but also to the universal practices which both deter bullying and promote a physically, emotionally, and socially-safe learning environment. These universal practices include work that has begun, such as PBIS, restorative practices, and social-and-emotional-learning programming and practices.

The Administration is suggesting minor adjustments to the final resolved of the resolution as detailed below:

> FURTHER RESOLVED, That the Administration be directed to revisit existing bullying-prevention policies and programs such as Act Now and develop procedures that address bullying and harassment to ensure that they adequately address the needs of our students and the community and to bring any necessary proposed revisions to the Board as soon as is feasible.

Strategic Plan Compatibility Statement

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

Statute, Board Rules, or Administrative Policy Statement

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

Fiscal Impact Statement

This item does not authorize expenditures. Fiscal impacts will be included as part of the Administration's analysis and report to be brought back to the Board in December 2019.

Implementation and Assessment Plan

Upon adoption of the resolution, the Administration will revisit the existing policies and bring forward a report during the December board cycle with an analysis of the suggestions of the District Advisory Council's *Ad Hoc* Committee for Bullying Prevention and the feasibility of the implementation in Milwaukee Public Schools.

Committee's Recommendation

Your Committee recommends adoption of Resolution 1819R-017, with the final resolved to be amended as below:

> FURTHER RESOLVED, That the Administration be directed to revisit existing bullying-prevention policies and programs such as Act Now and to develop procedures that address bullying and harassment to ensure that they adequately address the needs of our students and the community and to bring any necessary proposed revisions to the Board as soon as is feasible.

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

* * * * *

(Item 2) Action on Communication 1920C-001 Regarding a Proposed Administrative Policy and Procedure to Require Music Education for All MPS Students

Background

At its meeting on August 29, 2019, the Milwaukee Board of School Directors referred Communication 1920C-001 (see attachments to the minutes of your Committee's meeting), regarding a proposed music education policy and procedure drafted by MPS music educators and the Milwaukee Teachers' Education Association (MTEA), to the Administration for follow-up.

At this time, a review of the fiscal impact of implementing the proposed policy and procedure as submitted by the MTEA and the MPS music educators in the communication is underway. Collaborative efforts among the Offices of Academics, of Finance, of School Administration and MPS music educators and the MTEA have included discussions on fiscal impact and a multi-year phase-in implementation plan.

A possible next step might include the Administration, MTEA, and MPS music educators making any necessary revisions before the Administration sends the agreed-upon final drafts of the proposed policy and procedure to the Office of the City Attorney and the Office of Board Governance for final review. Upon completion of the review, additional revisions may be necessary.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Board Rules, or Administrative Policy Statement

Administrative Policy 3.01, Annual Operating Budget

Fiscal Impact Statement

This item does not authorize expenditures. A fiscal review of the proposed policy and procedure as submitted by MPS music educators and the MTEA, and reviews by the Office of the City Attorney and Office of Board Governance have not yet been completed.

Committee's Recommendation

Your Committee is forwarding this item to the full Board without recommendation.

Further, your Committee reports that it has directed the Administration to present to the Board by the Board's September 2019 regular meeting a fiscal impact and the City Attorney's review of the Communication as amended in the attachments to the minutes of your Committee's meeting and of the motion submitted by President Miller and attached to the minutes of your Committee's meeting.

The Board was in recess from 8:22 P.M. to 8:34 P.M.

The gavel was passed to Director Báez at 8:56 P.M. and returned to President Miller at 8:57 P.M.

Director Herndon moved that:

1. the Board adopt the proposed music education timeline outlined in the proposal presented by the Milwaukee Music Educators Association;

2. the Administration fully implement the K-8 proposal for music education over a four-year period starting in school-year 2020-2021 and that a plan for music education for all K-12 students be completed by 2024;

3. the Administration begin an immediate intense and multifaceted campaign for adoption of the 13 points of the music education proposal listed in the attachment to the Committee's meeting;

4. the Administration convene, during the week of September 30, 2019, an advisory committee to be made up of members of the MPS Administration, the Offices of Board Governance and Accountability and Efficiency, the MMEA, the MTEA, the Wisconsin Conservatory of Music, other music providers, and two representatives of the Board of School Directors; and

5. this advisory committee is to be responsible for facilitating a smooth transition in the implementation of the music plan and proposal so that there is no disruption of students receiving music this year and throughout the five-year implementation; and

6. the music education plan be developed with the City Attorney's edits; and

7. the Administration, within the October 2019 Board Cycle, present to the Board a plan for implementation of music education for all K12 students.

The motion prevailed, the vote being as follows:

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

* * * * *

COMMITTEE ON PARENT AND COMMUNITY ENGAGEMENT

Director Woodward presented the following report for the Committee on Parent and Community Engagement:

TO THE BOARD OF SCHOOL DIRECTORS:

Your Committee on Parent and Community Engagement presents the following report:

(Item 1) Report with Possible Action on Family-and-Community-engagement 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

MPS operates within a family-and-community-engagement framework which includes six standards that provide districtwide support to schools for partnering with families to increase student outcomes:

1. Schools are welcoming and culturally relevant environments
2. Schools are connected to the community
3. Schools have tools and knowledge needed to build relationships with families and the community
4. Families have avenues to serve as leaders
5. Families have opportunities to build peer networks
6. Families have tools and knowledge needed to be active in their child's educations

All schools strive to meet these standards to provide an equitable standard of care across the district. The framework was developed from a strength-based approach to build trusting relationships between schools and families. This report provides an update on the work currently being done relative to standards 4, 5, and 6.

The District Advisory Council (DAC) is an example of ongoing efforts aligned to all three standards. Milwaukee Public Schools established the 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. Today, the DAC is a diverse group of families committed to lending their voices on current issues faced by Milwaukee Public Schools.

The School Engagement Council (SEC) is an example of ongoing efforts aligned to all three selected standards. All schools are required to have SECs to enable parents, staff, students, and the community to work together in facilitating quality educational plans that engender continuous improvement of student achievement. The purpose of an SEC is to provide a forum for parents, teachers, community members, students, and principals in which to work together in providing continued analysis and improvement of public school policies, curriculum, school-improvement plan goals, and general student well-being.

Parent Coordinators add capacity to a school's ability to meet each standard of the Family & Community Engagement Framework. Parent coordinators are provided with the basic knowledge they need to best support their schools' family-and-community-engagement strategies. A monthly professional

development institute is provided to all parent coordinators, as are other supports necessary to assist them in planning and implementing effective parent-involvement activities in order to improve student academic achievement and school performance.

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

Statute, Board Rules, or Administrative Policy Statement

Administrative Policy 1.03, Parent Empowerment

Fiscal Impact Statement

NA

* * * * *

(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

The Milwaukee Public Schools is committed to ensuring that students with disabilities are educated in environments with their non-disabled peers. The preference of the law is that students be educated using the general curriculum in the regular education classroom, with the use of supplementary aids and services. Best practices and research strongly support education in the least restrictive environment (LRE), with access to the general curriculum, because it leads to higher achievement outcomes for students with disabilities.

Least restrictive environment (LRE) is one of the most significant components of the 2004 Individuals with Disabilities Education Act (IDEA). It requires that, to the maximum extent appropriate, children with disabilities be educated with children who are not disabled. Removal of students with disabilities from the regular educational environment occurs only when the severity of the disability is such that education in regular classes, with the use of supplementary aids and services, cannot be achieved satisfactorily.

There are 17 performance indicators that help steer states to develop State Improvement Plans that target special education:

Indicator #1: Graduation Rates
Indicator #2: Drop-Out Rates
Indicator #3: Assessments
Indicator #4: Suspension/Expulsion
Indicator #5: Educational Placement Ages 6-21
Indicator #6: Educational Placements Ages 3-5
Indicator #7: Preschool Outcomes
Indicator #8: Parent Involvement
Indicator #9: Inappropriate Identification in Special Education
Indicator #10: Inappropriate Identification in Specific Disabilities Categories
Indicator #11: Timely Evaluation
Indicator #12: Preschool Transition Part C, Part B
Indicator #13: Transition Goals Ages 16 and over
Indicator #14: Post School Outcomes
Indicator #15: Resolution Sessions
Indicator #16: Mediation
Indicator #17: State Systemic Improvement Plan

LRE for Greater Outcomes

As part of the LRE's focus on increasing academic and behavioral outcomes for students with disabilities, the Department of Specialized Services reports quarterly to Administration the District's percentages of students who are receiving special education services in the least restrictive environment. The Department of Specialized Services'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 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 with the projection in DPI's 2016 Annual Performance Report Summary for Wisconsin school districts.

Indicator	5A	5B	5C
State of Wisconsin's 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%

^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.

The MPS percentage includes all students who have IEPs, including for 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.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Board Rules, or Administrative Policy Statement

Administrative Policy 8.01, Student Nondiscrimination, Complaints and Appeals

Fiscal Impact Statement

No Fiscal Impact

* * * * *

(Item 3) Information on Annual School Reading Drives Achievement Procedural Compliance Self-Assessment (RDA: 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 Reading Drives Achievement: Procedural Compliance Self-Assessment (RDA: PCSA or self-assessment) is one part of DPI's monitoring activities under state and federal special education laws. The goals of the self-assessment are to ensure compliance with selected legal requirements and to improve outcomes for students with disabilities, specifically in reading.

Milwaukee Public Schools is committed to practices that lead to improved service delivery, provide information regarding needed professional development, and contribute to staff accountability for high achievement outcomes for students with disabilities.

The 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 for each school and for the district. The schools' data are used to form the goals and action steps for special education compliance in each individual School Improvement Plan (SIP). The district's data are used to analyze district supports and to develop plans of improvement for district-wide systems that serve students with disabilities.

Each school receives the results of the 2018-19 PCSA with the expectation the data will be included in the school-wide planning for the 2019-20 school year. Each school is required to include plans within its 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.

Procedural Compliance Self-Assessment History

In 2003, the Special Education Oversight Action Plan (SOAP) required MPS to align special education staff to increase accountability and support for students with disabilities, to develop and support a system to assist parents who have concerns — which is our current Parent Dispute Resolution System (PDRS) — and to develop and support a continuous-improvement-focused monitoring system. The continued-improvement-focused monitoring (CIFM) process included three major areas: monitoring of teachers and individualized education program; reviewing of systems within a school under the IDEA-2004 that were not part of the IEP, such as discipline, attendance, and service delivery; and the implementing an annual school-based assessment with mandatory corrections.

In 2012, the Department of Public Instruction (DPI) determined that Milwaukee Public School (MPS) had made enough systemic progress to enable MPS to use the same accountability system as does the rest of the state. That accountability system was the Procedural Compliance Self-Assessment (PCSA). The only difference between MPS and the rest of the state was that MPS would be reviewed every year, rather than on the rotating schedule of every five years.

The executive summary attached to the minutes of your Committee's meeting provides a report of the results of the 2018-19 PCSA.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Board Rules, or Administrative Policy Statement

Administrative Policy 8.01, Student Nondiscrimination, Complaints and Appeals

Fiscal Impact Statement

No Fiscal Impact

* * * * *

COMMITTEE ON STUDENT ACHIEVEMENT AND SCHOOL INNOVATION

Director Baéz 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 attached to the minutes of your Committee's meeting provides information on graduates from the Milwaukee Public Schools 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 in the areas of enrollment, persistence, and graduation.

The data in the report attached to the minutes of your Committee's meeting detail the 2018 graduates one year after graduation.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Board Rules, or Administrative Policy Statement

Administrative Policy 7.01, Teaching and Learning Goals

* * * * *

(Item 2) Report with Possible Action on Student Work Readiness

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

Background

This is the annual student work-readiness report that was last provided at the October 2018 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 2018-2019 and beyond.

In 2018-2019:

- All 7th-grade classrooms continued to visit local industry partners as part of the Council of Small Business Executive's (COSBE's) Be the Spark program. There were 3,827 students who attended these industry visits in 2018-2019.
- Each high school continued to have one main point of contact, who is called the "Career Champion," to coordinate communication and work-based learning activities with CTE.
- CTE developed a 'Playbook for Career Champions' and provided it to all high schools, along with a training for all Career Champions and College and Career Center Planning Assistants. The Playbook and training are intended to ensure efficient communication and coordination between the schools and CTE so that we can continue to grow the number of internships and youth apprenticeships for our students.
- CTE developed 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 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 1,068 students participated in the work-readiness sessions during 2018-2019. In addition, Contract Compliance Services conducted three work-readiness sessions for 122 students in 2018-2019.
- A job board for students, which was updated weekly throughout the school year, was available on the CTE website and on all high-school websites.
- CTE held the second annual all-district job fair at UW-Milwaukee in March 2019. A total of 857 students and 75 employers participated.

- Information sessions were held for students and their families to learn about and to apply for internships and youth apprenticeships throughout the year.
- At least 2,113 students had some sort of work experience in the 2018-2019 school year, including students who worked in summer 2018. These include experiences such as 2018 summer employment through the Mayor's Earn & Learn Program, School-to-Work Program, youth apprenticeships, and internships.
- The 2019 summer work-experience totals will be included in the 2020 report to the Board of Directors.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Board Rules, or Administrative Policy Statement

Administrative Policy 7.01, Teaching and Learning Goals

* * * * *

(Item 3) Report with Possible Action on the Comprehensive School Counseling Program's 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 be provided to the Board of Directors.

The comprehensive school counseling program is closely aligned with the Academic and Career Planning (ACP) process, which is a statewide requirement. During the 2018-2019 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 2018-2019 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. Day of Hope — grade 12
5. COSBE Be the Spark — grade 7
6. Dream Big Career Fair — grades 6-8
7. Career Exploration Day — grade 10
8. Job Fair — students over 16
9. M^3 University of Wisconsin-Milwaukee visits — grade 9
10. M^3 Milwaukee Area Technical College visits — grade 10
11. College and Career Night — grades 9-11
12. ACT Test Prep — grade 11
13. College Application Week — grade 12
14. FAFSA Campaign — grade 12
15. Cash for College Campaign — grade 12
16. Decision Day - grade 12

The 2018-2019 school year was also the first year of the United Negro College Fund's (UNCF's) Empower Me Tour (EMT) coming to Milwaukee. Over 1,000 high-school seniors attended, resulting in on-site college admission offers to 306 students and scholarship offers totaling $3,816,160 to 155 students.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Board Rules, or Administrative Policy Statement

Administrative Policy 7.32, Comprehensive School Counseling Program

* * * * *

(Item 4) Action Regarding Resolution 1920R-004 on Schools Our Students Deserve

Background

At its meeting on May 30, 2019, the Milwaukee Board of School Directors referred Resolution 1920R-004 by Director Peterson to the Committee on Student Achievement and School Innovation. At its meeting on June 27, 2019, the Milwaukee Board of School Directors adopted the resolution and directed the Administration to develop and present a plan to engage stakeholders and to gather their feedback regarding important education topics to strengthen our students' MPS experience. In August 2019, the Administration presented an update on its efforts to implement the Board's action. The Administration would like to take this opportunity to share the progress achieved regarding this ongoing work since August.

As part of our efforts to engage the community, a district survey was launched at a press conference on August 22, 2019, to seek the input of students, families, educators, staff, and all community members. The survey, which was translated into Arabic, Burmese, Hmong, Karen, Rohingya, Somali, and Spanish, will run through September 12, 2019, and can be accessed at www.mpsmke.com/survey. At the time this item was submitted, more than 11,000 individuals had taken the survey.

The following listening sessions have been scheduled to discuss the results of the survey, to include emerging themes and their prioritization:

- Thursday, September 19, 2019, at Wisconsin Conservatory of Lifelong Learning (WCLL) from 6:30 to 7:30 p.m.
- Saturday, September 21, 2019, at Reagan High School from 9:30 to 10:30 a.m.
- Monday, September 23, 2019, at North Division High School from 6:30 to 7:30 p.m.
- Wednesday, September 25, 2019, at Vincent High School from 6:30 to 7:30 p.m.

The outreach to promote survey participation and attendance at one or more of the interactive sessions has been extensive and includes the following thus far:

- conducted neighborhood and community outreach
- developed flyers and letters in multiple languages
- distributed communications in multiple languages to homes via students
- emailed employees
- engaged partners to assist in promoting the survey and feedback sessions
- established prime placement on the District's website
- facilitated district mailing in multiple languages to families, retirees, and alumni
- implemented strong social media presence, including Facebook
- promoted the survey by the Milwaukee Teachers' Education Association (MTEA) to its membership
- sent autodialer messages in multiple languages to families
- shared ideas with schools on the best ways to engage students in survey participation.

Strategic Plan Compatibility Statement

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

Statute, Board Rules, or Administrative Policy Statement

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

Fiscal Impact Statement

N/A

Committee's Recommendation

Your Committee recommends that the Board direct the MPS Administration to build on the results of the September community survey and the feedback meetings by:

1. creating a community-based taskforce to continue the examination of the needs of MPS students and to assess the potential of increasing funding through a referendum on April 7, 2020, which taskforce is to make recommendations to the Board before January 1, 2020, on how best to fulfill our students' needs; and
2. taking the necessary steps to ensurethat all appropriate requirements are being met for a possible referendum.

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

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

* * * * *

REGULAR ITEMS OF BUSINESS

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

In an effort to support the goals that have been identified by the Board as essential to the accomplishment of the MPS Vision and Mission, the President's activities during September 2019 included the following:

Academic Achievement

- On September 3, attended an event marking the first day of school at Parkside Elementary
- On September 18, met with leaders of the Milwaukee Music Education Association

Student, Family, and Community Engagement

- On August 29, attended a meeting of the executive board of Milwaukee Succeeds
- On September 5, attended the ribbon-cutting ceremony at the Pulaski athletic field
- On September 6, attended the ribbon-cutting ceremony at the Vincent athletic field
- On September 10, was interviewed by National Public Radio about MPS's Safe Haven policy
- On September 11, met with students at the youth summit sponsored by United Way for Community School students.
- On September 23, gave the opening remarks at an United Way event celebrating Community School coordinators
- On September 24, attended meetings of Marquette's Black Student Union, Marquette's NAACP, and Marquette's African Student Council with Superintendent Posley.

* * * * *

ITEMS DEFERRED

The Board returned to Item Two of the Reports and Communications from the Office of Accountability and Efficiency, Action on a Request to Retire to Executive Session in Order to Confer with Legal Counsel Regarding Litigation in Which the Board Is or Is Likely to Become Involved.

Director Báez moved to retire to executive session, pursuant to Wis. Stat., §19.85(1)(g). The motion prevailed, the vote being as follows:

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

The Board retired to executive session at 9:23 P.M.

The Board adjourned from executive session at 9:57 P.M.

JACQUELINE M. MANN, Ph.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
OCTOBER 10, 2019

Special meeting of the Board of School Directors called to order by President Miller at 6:30 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:

October 3, 2019

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

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

Special Board Meeting
6:30 p.m., Thursday, October10, 2019
(or immediately following the meeting of the Committee on Student Achievement and School Innovation scheduled to begin at 5:30 p.m.)

1. Update with Possible Action Regarding Preliminary Survey Data and Action on the Charge of the Community Task Force Associated with Resolution 1920R-004 on Schools Our Students Deserve

Executive Session Notice

In regard to Item 2, below, the Board may retire to closed session pursuant to Wisconsin Statutes, §19.85(1)(b), which allows a governing body to go into a closed session for the purpose of dismissal, demotion, licensing or discipline of any public employee or person licensed by a board or commission or the investigation of charges against such person, or considering the grant or denial of tenure for a university faculty member, and the taking of formal action on any such matter; provided that the faculty member or other public employee or person licensed is given actual notice of any evidentiary hearing which may be held prior to final action being taken and of any meeting at which final action may be taken and pursuant to Wisconsin Statutes, §19.85(1)(f), which allows a governing body to go into closed session for the purpose of considering financial, medical, social or personal histories or disciplinary data of specific persons, preliminary consideration of specific personnel problems or the investigation of charges against specific persons which, if discussed in public, would be likely to have a substantial adverse effect upon the reputation of any person referred to in such histories or data, or involved in such problems or investigations.

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

2. Action on a Request to Retire to Executive Session For the Purpose of Preliminary Consideration of Specific MPS Personnel Matters, and to Consider the Investigation of Charges Against Specific Persons, Which, if Discussed in Public, Would be Likely to Have a Substantial Adverse Effect Upon Their Reputations.

JACQUELINE M. MANN, Ph.D.
Board Clerk

(Item 1) Update with Possible Action Regarding Preliminary Survey Data and Action on the Charge of the Community Task Force Associated with Resolution 1920R-004 on Schools Our Students Deserve

Background

At its meeting on May 30, 2019, the Milwaukee Board of School Directors referred Resolution 1920R-004 by Director Peterson to the Committee on Student Achievement and School Innovation. At its meeting on June 27, 2019, the Milwaukee Board of School Directors adopted the resolution and directed the Administration to develop and present a plan to engage stakeholders and to gather their feedback regarding important education topics to strengthen our students' MPS experience.

In August and September 2019, the Administration presented updates to the Committee on Student Achievement and School Innovation on its efforts to implement the Board's action. These efforts included a district survey that was launched in August 2019 and remains open and feedback sessions that took place during September. The survey was designed to seek the input of students, families, educators, staff, and all community members. It was translated into Arabic, Burmese, Hmong, Karen, Rohingya, Somali, and Spanish and can be accessed at www.mpsmke.com/survey. At the time this item currently before the Board was submitted, approximately 25,000 individuals had taken the survey. Preliminary results of the survey are summarized below:

How Survey Respondents Primarily identified

I am a student.	43.2%
l am a member of the MPS Staff.	20.1%
I am a parent / guardian of a current MPS student.	16.0%
I am a community member.	8.4%
I am a parent / guardian of a former MPS student.	4.7%
Other:	3.9%
l am a parent / guardian of a school-aged child who does not attend an MPS school.	1.6%
1 am a parent/ guardian of a potential MPS student.	11.3%
I am a business leader in the Milwaukee community.	10.8%

Essential Elements for a Quality K-12 Education

% of Survey Respondents that Somewhat to Strongly Agree	
Library, Art, Music, Physical Education	86.0%
Certified Teachers and Support Staff	85.5%
Counselors, Psychologists, Social Workers, Nurses	84.8%
Comprehensive Career and Technical Education	83.5%
Continuing Education for Staff	31.0%
World Language, Bilingual, and Immersion Programs	77.2%
Small Class Size	75.8%
Program Specific (IB/AP, Montessori)	74.0%
Three-year-old Opportunities	65.2%

The four listening sessions to discuss the results of the survey and gather additional feedback took place at the following locations and were well-attended:

September 19, 2019, at Wisconsin Conservatory of Lifelong Learning (WCLL)
September 21, 2019, at Reagan High School
September 23, 2019, at North Division High School
September 25, 2019, at Vincent High School

At its September meeting, the Board took action to direct the Administration to build on the results of the community survey and the feedback meetings by:

1. creating a community-based taskforce to continue the examination of the needs of MPS students and to assess the potential of increasing funding through a referendum on April 7, 2020. The taskforce is to make recommendations to the Board before January 1, 2020, on how best to meet our students' needs; and
2. taking the necessary steps to ensure all appropriate requirements are being met for a possible referendum.

To begin to address the Board's action, the Administration worked in collaboration with the Donovan Group to draft the for the Board's consideration the following proposed charge to the community task force once formed:

DRAFT Board's Charge to Community Task Force ***DRAFT***

On behalf of the Milwaukee Board of School Directors, we want to thank you for your participation in the Community Task Force. The purpose of this document is to present a formal charge for the Task Force.

The Community Task Force shall consider the Milwaukee Public Schools' financial situation and work as a committee to develop a written report that details a solution or a set of solutions for the Milwaukee Board of School Directors to consider within the context of the parameters detailed below.

The report shall be presented to the Milwaukee Board of School Directors for review and possible action. The Board must note that establishing this Task Force does not bind it to accept the Task Force's suggested solution(s).

1. Specific Duties

The Community Task Force shall present the Board a solution (or set of solutions) that:

- provides long-term financial stability and sustainability
- does not risk financial jeopardy to the district and represents a multi-year plan
- ensures the district's ability to achieve its vision
- takes into consideration the impact on local taxpayers
- does not propose to materially alter the current structure/program offerings
- is consistent with the Board's focus on continuous improvement and reflects the realization that the district must ensure that its graduates are able to be successful in an increasingly complex economy and society
- accounts for state and federal law
- protects the district's assets and ensures these are adequately maintained
- ensures the district's ability to develop, to attract, and to recruit highly-skilled teachers and staff.

2. Reporting Responsibilities

The chairs of the Community Task Force are specifically charged with the following duties:

- running the meetings and keeping the process moving
- seeking consensus among the Task Force's members on all decisions
- keeping the Board's representative apprised of problems encountered by the Task Force in the course of its work.

3. Membership

The Community Task Force shall consist of 16-30 voting members. While members of the Milwaukee Board of School Directors may desire the option of attending task force meetings, Board members will neither actively participate in the meetings nor vote on the findings. Because Board members may attend meetings, all task force meetings will be posted as open meetings; this means the public may attend, but not participate in these meetings.

4. Staff Support

The district will provide support for the work of the Task Force.

If you have any questions about this document, please call Jennifer Mims-Howell at 414-438-3648 or email mimshjn@milwaukee.k12.wi.us.

DRAFT

Recommendation

The Administration recommends that the Board decide how it wishes to proceed relative to the charge of the Community Task Force associated with Resolution 1920R-004 regarding schools that our students deserve.

Director Peterson moved adoption of the charge of the Community Task Force associated with Resolution 1920R-004 on schools our students deserve, with the following language to be added to the charge:

- The Task Force reflect on the MPS survey and feedback results
- That the make-up of the Task Force be a diverse group, reflective of the MPS student population and consistent with Board Governance Policy 2.10, Board Advisory 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 — 0.
Temporarily Absent — Director Taylor — 1.

* * * * *

(Item 2) Action on a Request to Retire to Executive Session For the Purpose of Preliminary Consideration of Specific MPS Personnel Matters and to Consider the Investigation of Charges Against Specific Persons, Which, if Discussed in Public, Would be Likely to Have a Substantial Adverse Effect upon Their Reputations

Background

At the request of President Larry Miller, a special meeting of the Board of School Directors will be held at 6:30 P.M on Thursday, October 10, 2019, in the Auditorium of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of preliminary consideration of specific MPS personnel matters and to consider the investigation of charges against specific persons, which, if discussed in public, would be likely to have an substantial adverse effect upon their reputations.

The Board may retire to closed session pursuant to:

- Wisconsin Statutes, §19.85(1)(b), which allows a governing body to go into a closed session for the purpose of considering dismissal, demotion, licensing or discipline of any public employee or person licensed by a board or commission or the investigation of charges against such person, or considering the grant or denial of tenure for a university faculty member, and the taking of formal action on any such matter; provided that the faculty member or other public employee or person licensed is given actual notice of any evidentiary hearing which may be held prior to final action being taken and of any meeting at which final action may be taken;
- Wisconsin Statutes, §19.85(1)(f), which allows a governing body to go into closed session for the purpose of considering financial, medical, social or personal histories or disciplinary data of specific persons, preliminary consideration of specific personnel problems or the investigation of charges against specific persons which, if discussed in public, would be likely to have a substantial adverse effect upon the reputation of any person referred to in such histories or data, or involved in such problems or investigations.

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

Recommendation

That the Board determine how it wishes to proceed.

* * * * *

Director Báez moved to retire to Executive session, pursuant to Wisconsin Statutes, §19.85(1)(b). The motion passed, the vote being as follows:

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

The Board retired to executive session at 6:54 p.m.

The Board adjourned from executive session at 8:38 p.m.

JACQUELINE M. MANN, Ph.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
OCTOBER 29, 2019

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

Present — Directors Báez, Herndon, O'Halloran, Peterson, Phillips (6:01 p.m.), Siemsen (5:56 p.m.), Taylor, Woodward (5:36 p.m.), and President Miller — 9.
Absent — None — 0.

The Board Clerk read the following call of the meeting:

October 25, 2019

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 Tuesday, October 29, 2019, in the Auditorium of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of conferring with legal counsel and receiving oral or written advice concerning strategy to be adopted by the Board with respect to litigation in which it is or is likely to become involved.

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

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

JACQUELINE M. MANN, Ph.D.
Board Clerk

Director Báez 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, Woodward, and President Miller — 6.
Noes — None — 0.
Temporarily Absent — Directors Phillips, Siemsen, and Taylor — 3.

The Board retired to executive session at 5:39 p.m.

The Board adjourned from executive session at 6:30 p.m.

JACQUELINE M. MANN, Ph.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
OCTOBER 29, 2019

Special 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 (6:41 p.m.), Woodward, and President Miller — 9.
Absent — None — 0.

The Board Clerk read the following call of the meeting:

October 25, 2019

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 6:30 p.m. on Tuesday, October 29, 2019, (or immediately following the special board meeting scheduled to begin at 5:30 p.m.) in the Auditorium of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of considering and taking action on proposed amendments to the adopted 2019-20 (FY20) budgets for School Operations, Construction, and Extension Funds.

JACQUELINE M. MANN, Ph.D.
Board Clerk

(Item 1) Action on a Request to Approve the 2019-20 (FY20) Proposed Fall Budget Adjustments to the Adopted FY20 Budget and Recommended Organizational Adjustments

Background

The Wisconsin Department of Public Instruction (DPI) certified school districts' aid amounts and updated the district's revenue-limit worksheet on October 15, 2019. Since the institution of revenue limits, it has been routine to amend the district's annual budget at this point in the fiscal year in order to adjust projections to actual revenue and enrollment. These changes require adjustments to revenues and expenditures, as well as technical adjustments to the proposed 2019-20 budget as adopted by the Milwaukee Board of School Directors (Board) on May 30, 2019.

Attachment 1, provided under separate cover, summarizes the recommended fall changes to the budget adopted in May 2019, 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.

Fiscal Impact Statement

Approval of the proposed fall budget changes as outlined in Attachment 1 will result in a total budget, including estimated categorical grants, of $1,216,369,764, based upon current law and revenue-limit calculations.

In accordance with Board Rule 1.14(3), "A recorded affirmative vote of two-thirds of the Board membership shall be necessary to…request tax funds or the sale of bonds for the purpose of school construction."

Recommendation

The Administration recommends the Board adopt the fall budget changes and organizational adjustments [provided under separate cover] as proposed and that the annual budgetary resolutions be adopted as amended below:

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 ~~$997,360,200~~ ~~$999,616,200~~ $1,002,787,560 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 2020 Fiscal Year. In addition, pursuant to action taken by the Board of School Directors at its regular meeting on September 22, 2011, the Board of School Directors is required to advise the Common Council that ~~[AMOUNT TO BE DETERMINED]~~ $31,797,312 will be required for the operation of the Milwaukee Parental Choice Program; and that ~~[AMOUNT TO BE DETERMINED]~~ $236,151,371 will be required for the operations of the Milwaukee Public Schools and that a total of ~~[AMOUNT TO BE DETERMINED]~~ $267,948,683 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 2020, pursuant to the provisions of Section 65.07(1)(e), Wisconsin Statutes, said amount to be raised by tax levy being in addition of the money to be received from state aids, shared taxes, and from other miscellaneous sources.

Construction Fund

RESOLVED, That, pursuant to the provisions of Section 119.48, Wisconsin Statutes, the Board of School Directors hereby advises the Common Council that the amount of $2,637,203 will be required for the 2020 Fiscal Year Construction Fund budget purposes and that it is to provide, in accordance with Section 65.07(1)(f), Wisconsin Statutes, $1,511,274 by a tax levy on all real and personal property in the City of Milwaukee subject to taxation for Milwaukee Public School purposes in 2020, 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 ~~$31,780,659~~ $32,708,590 will be required for the maintenance of playgrounds, recreation centers, and similar activities during the 2020 Fiscal Year, and that ~~$24,297,069~~ $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 2020, pursuant to the provisions of Section 65.07(1)(g), Wisconsin Statutes, said amount being required in addition to other miscellaneous sources.

Director Báez moved to:

1. adopt the proposed fall budget adjustments as provided under separate cover;

2. that the organizational adjustments proposed in Attachment #2 of this item (provided under separate cover< be brought to the Board through the appropriate committee; and

3. that an analysis for consideration of the proposed organizational adjustments be brought to the Board no later than the December 2019 Board cycle.

Director Phillips moved to adopt the fall budget changes and organizational adjustments as provided under separate cover and that the annual budgetary resolutions as amended below be adopted:

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 ~~$997,360,200~~ ~~$999,616,200~~ $1,002,787,560 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 2020 Fiscal Year. In addition, pursuant to action taken by the Board of School Directors at its regular meeting on September 22, 2011, the Board of School Directors is required to advise the Common Council that ~~[AMOUNT TO BE DETERMINED]~~ $31,797,312 will be required for the operation of the Milwaukee Parental Choice Program; and that ~~[AMOUNT TO BE DETERMINED]~~ $236,151,371 will be required for the operations of the Milwaukee Public Schools and that a total of ~~[AMOUNT TO BE DETERMINED]~~ $267,948,683 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 2020, pursuant to the provisions of Section 65.07(1)(e), Wisconsin Statutes, said amount to be raised by tax levy being in addition of the money to be received from state aids, shared taxes, and from other miscellaneous sources.

Construction Fund

RESOLVED, That, pursuant to the provisions of Section 119.48, Wisconsin Statutes, the Board of School Directors hereby advises the Common Council that the amount of $2,637,203 will be required for the 2020 Fiscal Year Construction Fund budget purposes and that it is to provide, in accordance with Section 65.07(1)(f), Wisconsin Statutes, $1,511,274 by a tax levy on all real and personal property in the City of Milwaukee subject to taxation for Milwaukee Public School purposes in 2020, 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 ~~$31,780,659~~ $32,708,590 will be required for the maintenance of playgrounds, recreation centers, and similar activities during the 2020 Fiscal Year, and that ~~$24,297,069~~ $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 2020, 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 O'Halloran, Phillips, Siemsen, Taylor, and Woodward —- 5
Noes — Directors Báez, Herndon, Peterson, and President Miller — 4.

The Board adjourned at 9:08 p.m.

JACQUELINE M. MANN, Ph.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
OCTOBER 31, 2019

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 (6:49 p.m.), Siemsen, Taylor, Woodward (left 9:15 p.m.), and President Miller — 9.
Absent — None — 0.

Before proceeding to the agenda items, President Miller asked for a moment of silence to commemorate the passing of:

- Mary Moring, a retired MPS teacher at Fratney School, who passed away on October 12, 2019;
- Mary Fair Johnson, a retired MPS research analyst for Student Information Services, who passed away on October 14, 2019;
- Dr. Terry Ehiorobo, a former MPS Director of Specialized Services, who passed away on October 24, 2019;
- A'Lisa Gee, a student at Auer Avenue, who passed away on October 24, 2019; and
- Amea Gee, a student at Auer Avenue, who passed away on October 29, 2019.

AWARDS AND COMMENDATIONS

(Item 1) Excellence in Education Award — Washington High School's Special Education Department

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:

Washington High School's Special Education Department

Milwaukee Public Schools recognizes Washington High School's Special Education Department for their dedication to providing MPS students with an exceptional learning experience — the MPS districtwide prom for students with significant disabilities. This prom, which Washington High School has hosted for 18 years, began as a collaboration among MPS high-school special education teachers who wanted to create an event where their students could practice social skills in a safe, welcoming environment while also allowing for a full high-school experience. Students help prepare for the prom while learning "soft" and life skills along the way. Since its inception, Mike Rein, a paraprofessional at Washington High School, had worked tirelessly to create a Disney-like event for some really special students. Although Mike passed away in 2017, his magic is still very much alive as we move forward to celebrating our 19th annual prom.

The prom has grown into a wonderful collaboration among multiple high schools, parents, community partners, generous donors, and the district. Last year, over 200 students, friends, family members, Special Olympics athletes, and MPS alumni from more than 14 schools attended. Students and staff from multiple high schools helped prepare decorations for the event.

The day of prom, over 60 volunteers — comprising National Honor Society students, MATC Educators Club, and Black Student Union (BSU) members, teachers, administrators, MPS Central Services staff, and community members such as Earl Ingram — used these spectacular decorations to transform the high school's cafeteria into an elegant, magical venue. Mr. Ingram has been one of the prom's biggest community supporters and cheerleaders for its success.

Upon checking in, prom guests received a swag bag and had the option of visiting the Glam Room. Here students could find donated dresses, shoes, shirts, suits, and ties, or they could just add to their own spectacular outfits by choosing makeup or other accessories provided by volunteers from the MPS Office of Finance. After dressing up and accessorizing, students could dance or have fun taking glamour shots in the photo booth.

New last year, thanks to MPS's Office of Specialized Services, door-to-door transportation was offered to 30 prom goers. Parents were also able to take advantage of the transportation so that they could attend the First Annual Transition Community Resource Fair. Representatives from Independence First, Milwaukee Recreation, DWD-Department of Vocational Rehabilitation (DVR), MPS's School-to-Work Transition Program (STWTP), and Milwaukee Area Technical College (MATC) were on hand to answer questions and to address any concerns that parents and students might have had about transition and what's available after high school.

The Milwaukee Board of School Directors recognizes and honors the Washington High School's Special Education Department for their dedication, outstanding leadership, and commitment to excellence on behalf of the students with significant disabilities of the Milwaukee Public Schools.

APPROVAL OF MINUTES

The minutes of the special and regular board meetings of September 2019 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'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

School visits remain a priority and serve as an excellent mechanism for gathering feedback to support the district's improvement efforts. This month, I had the opportunity to visit Andrew Douglas Elementary, Cass Street, Manitoba, Marvin Pratt Elementary, Milwaukee Spanish Immersion, Morse Middle School, Reagan High School, North Division High School, and Vincent High School. I also celebrated National School Lunch Program week with students at Allen-Field and Fratney elementary schools.

Events, Programs, and Announcements

The Art Start Portrait Project's Gallery Opening in Milwaukee for Boys and Men of Color Week 2019

MPS students, the MPS Department of Black and Latino Male Achievement, and Art Start hosted an opening reception at Inova Gallery in commemoration of Boys and Men of Color Week. The Art Start Portrait Project 2019 is a multimedia platform for Milwaukee's boys and young men of color to portray the complex narratives about their identities, asking the world to see them for how they choose to be seen.

In 2019, Art Start, continuing in partnership with MPS's Black and Latino Male Achievement Department, asked participating youth to complete the statement "See Me Because…" During more than nine months of Art Start's creative workshops, mentoring, oral history interviews and photo-shoots, participants explored their personal identities and envisioned their lives beyond stereotype. With the collaboration of world-class photographers, stylists, and oral historians, those visions will come to life through a multimedia gallery exhibition and public campaign, #SeeMeBecause, this fall in Milwaukee, offering a platform for self-determination, representation, and liberation. The Art Start Portrait Project challenges the belief that the future will simply be a continuation of the past, or that stereotypes, statistics, and circumstance determine our youths' existence.

Cass Street School Opens New STEM Center

Students cheered as the ribbon was cut to open the new STEM Center at Cass Street School. After several months of planning, painting, organizing, and installing, the space was completed and ready to help students sharpen their science, technology, engineering, and math (STEM) skills.

The STEM Center would not have been possible without a generous grant of $130,000 from local partner Rockwell Automation. Rockwell has partnered with Cass Street for the past five years, providing mentorship, event support, and volunteers in the school and frequently offering its expertise in STEM fields.

Curriculum in the new STEM Center will be based in Project Lead The Way (PLTW) modules. PLTW is a nationally recognized service provider offering hands-on learning for students in the areas of engineering, robotics, biomedical science, computer science, and interdisciplinary science exploration. The STEM Center includes updated technology equipment such as tablets, projectors, 3D printers, supplies, consumables, and VEX (a robotics platform) equipment for middle-school PLTW modules.

Boys & Girls Clubs of Greater Milwaukee has helped drive programming for the project and will support after-school use of the STEM Center for students and families. The new facility will have a positive impact on the Milwaukee community beyond the walls of Cass Street School.

Vincent High School Hosts an Annual Gala Showcasing Agriculture Program

The goats, chickens, horse, and other animals at Vincent High School were on their best behavior to greet guests for the school's annual Farm-to-Table Fundraiser. Visitors toured barns, met the animals, and chatted with students about the work involved in caring for animals. Guests then toured the school's greenhouse, classrooms, and café.

Vincent's culinary students were kept busy preparing appetizers and other treats for visitors. Attendees enjoyed brats, chicken, eggs, potatoes, tomatoes, and more. Culinary students also had candles, lip balm, and lotions made from aloe and beeswax produced right at the school for sale.

Students also offered a silent auction that included plants grown in the greenhouse, cooking items, a monthly basket of lettuce, and a processed lamb that was raised for the State Fair.

Vincent High School has the only agriculture program in Milwaukee County. Students have access to Advanced Placement courses and can select classes focused on aquaponics, biology, botany, culinary arts, food science, greenhouse techniques, landscape and design, marketing, technology, urban agriculture, urban gardening/horticulture, and veterinary science.

Playfield Revitalization Project

Milwaukee Recreation broke ground on the Clovernook Playfield's and Franklin Square Playfield's revitalization projects. This follows the completed renovations made at Columbia Playfield and Custer Playfield in the previous two months.

Clovernook Playfield (6594 N. Landers St.) will now feature upgraded, age-appropriate playground equipment, a splash pad, basketball courts, shade structures, and a multi-purpose field. New and upgraded site amenities will also be added, including lighting, benches, and trash receptacles.

Franklin Square Playfield (2643 N. 13th St.) will include basketball courts, age-appropriate playground equipment, a splash pad, shade structures, a multi-purpose field, and its own obstacle course.

Mentoring Sessions and Programs Support MPS's Black and Latino Youth

The Black & Latino Male Achievement (BLMA) Department kicked off its monthly mentoring program this month at the Fiserv Forum. Nearly 250 young men from seven MPS high schools were present along with dozens of volunteer mentors from around the community. Mayor Tom Barrett was in attendance to offer his thanks for this program that supports our youth.

Black and Latino male students in MPS will have opportunities to enjoy lunch with Black and Latino male mentors throughout the school year to allow them to converse about topics to help them succeed academically, socially, and emotionally. Now in its third year, the First-Thursday Mentor Luncheon program started with two schools and 60 students; this year, it grows to seven sites and nearly 250 students.

Conversations in the past two years have been rich and diverse, and boys have expressed appreciation for hearing how men have overcome obstacles and achieved success. Topics have included:

- perspectives on authority and power and the appropriate and inappropriate use of both
- discussions on the importance of self-esteem and self-care for manhood
- employment and careers and understanding how public-school education is a starting point to an ongoing road to success.

The Department of Black & Latino Male Achievement works collaboratively to create the systems, structures, and spaces that guarantee success for all Black and Latino boys and young men in Milwaukee Public Schools.

MFD Provides Thousands of Winter Coats to Milwaukee Children

For the eighth year in a row, Milwaukee firefighters are protecting local children by providing warm coats so students can travel safely to school in winter. At Manitoba school on October 8, the Milwaukee Fire Department (MFD) celebrated the distribution of its 40,000th coat.

In collaboration with national nonprofit Operation Warm, Milwaukee firefighters engaged in fundraising throughout the year to be able to purchase as many coats as possible. Fundraisers included the Fill the Boot campaign in June and the Hero's Haul Firetruck Pull in September.

This year, the MFD purchased 6,000 coats, bringing the eight-year total to 40,000 coats. Students in 19 schools have received coats this week, preparing them for the winter weather season.

The MFD credits the assistance of the MFD Warm Up Winter Committee, Great Lakes Distillery, Operation Warm, Milwaukee Radio Group B93.3, and the generosity of all those who dropped money in the boot this past summer when MFD ran its Fill the Boot campaign.

Operation Warm accepts donations for winter coats throughout the year. If you'd like to host a fundraiser or make a gift to purchase coats for Milwaukee children, visit the Operation Warm page for MPS and make a selection.

- $20 puts a brand-new coat on an MPS student
- $500 will provide coats for an entire classroom
- $2,500 helps a busload of students keep warm

Fall Student Leadership Summit Convenes

The most important voices in Milwaukee Public Schools are those of our students, and this month, the fall Student Leadership Summit engaged more than 300 students from 31 schools. The gathering of middle- and high-school students allowed attendees to take part in training and in focus groups designed to enable and empower them to lead conversations and to gather input from their peers.

At the Summit, which was held at American Serb Hall, attendees listened to district leaders, including members of the Milwaukee Board of School Directors. Students also broke into groups to learn how to engage their peers and to accurately report their opinions. This year's Student Leadership Summits are focusing specifically on discipline policies and procedures.

Students will reconvene in May to present their recommendations regarding district policies and procedures.

Awards and Recognition

MPS Alumni Honored at MPS Foundation's Gala

MPS alumni are doing great work in the Milwaukee community and were honored by the MPS Foundation. Eight individuals and community partners were recognized for their support of Milwaukee Public Schools and outstanding achievement.

Hosted at Discovery World, attendees enjoyed a delicious dinner and were treated to a sampling of students' finest work. A silent auction included nine artworks by MPS students, and beautiful table centerpieces were designed by students from Vincent High School. Entertainment was also provided by MPS students and included Vincent High School cheerleaders, DJ Bizzon and his DJ Club students, and Milwaukee High School of the Arts Jazz Band. A dessert tasting that was prepared by Bay View High School culinary arts students capped off the evening.

Please help us congratulate the MPS Alumni honorees for 2019.

Start, Stay, Succeed Champions.....Rick and Laura Polk
Young Alumni Award.....Sarina James
Emerging Alumni.....Angie Swan
Service Award.....Joaquin Altoro
Corporate Partner.....Milwaukee Bucks and Milwaukee Bucks Foundation
Lifetime Achievement.....Bruce Weber

Superintendent's Student Advisory Council (SSAC)

A shared goal of the Milwaukee Board of School Directors and the Administration is providing increased opportunities for student voice throughout the district and at the monthly Board meetings. With that goal in mind, I have continued my listening sessions with students. Through these sessions, I learn a lot about what is important to students, including what makes them most proud about MPS and what their ideas are for increasing students' voice in the district's decision making.

This month, I would like to introduce the Superintendent's Student Advisory Council (SSAC) for the 2019-2020 school year.

* * * * *

(Item 2) Report with Possible Action Regarding Development of an MPS Music Policy

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, and two representatives of the Milwaukee Board of School Directors.

The advisory committee met on October 4 and October 11, 2019. The objectives of the collaborative meetings included discussing and implementing edits to the proposed music policy as suggested by the Office of the City Attorney and reviewing the five-year implementation plan, fiscal impacts, and next steps. The advisory committee has completed the proposed music education policy for the Board's consideration. The plan is included on this agenda as an item of new business for referral to a future meeting of the Committee on Legislation, Rules, and Policies (LRP).

The advisory committee will continue to meet to discuss the five-year implementation plan and to support the collaboration, expansion, and development of music programming in MPS.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Board Rule, or Administrative Policy Statement

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

* * * * *

(Item 3) Action on a Request to Authorize the Office of the City Attorney to Enter into a Contract with Quarles and Brady as Outside Legal Counsel to Assist with the Preparation of a Possible Referendum

Background

At its meeting on May 30, 2019, the Milwaukee Board of School Directors referred Resolution 1920R-004 by Director Peterson to the Committee on Student Achievement and School Innovation.

WHEREAS, Many people who testified during the hearings for the 2019-2020 Milwaukee Public Schools budget forcefully described areas of need for our students, families and staff; and

WHEREAS, There is growing unity in our community that the students of MPS need and deserve smaller class sizes, additional social workers, psychologists, nurses and guidance counselors, full time librarians, full time art, music; and physical education teachers in all of our schools, quality professional development on matters such as restorative practices and culturally responsive teaching, bilingual education and Science, Technology, Engineering, Art, and Math (STEAM); and expanded three-year old kindergarten opportunities; and

WHEREAS, All our students, no matter their special needs or the neighborhoods in which they live, deserve high-quality, certified teachers and support staff who stay with and are committed to MPS; and

WHEREAS, Several surrounding school districts have the financial capacity to provide the abovementioned resources and staff to students in their communities; and

WHEREAS, To obtain additional funding and to allocate all revenue in the most efficient way, it would be useful for the Board of School Directors to have an accurate and complete analysis of how much money is necessary to provide the schools that MPS students deserve; and

WHEREAS, Community groups, the Milwaukee Teachers' Education Association (MTEA), and MPS's administrators in the recent past have created templates of "The Schools Our Children Deserve" and "Standards of Care," and yet a corresponding estimate of what each would cost has never been done; now, therefore, be it

RESOLVED, That the Administration is hereby directed to develop a plan to engage stakeholders, including student, parent, civic, community, religious, and labor (including all MPS unions) organizations, in creating a robust outline of a vision of what it would take to ensure that all students get the public schools that they deserve; and, be it

FURTHER RESOLVED, That after stakeholder input has been received and synthesized, a financial analysis be done to accurately cost out the components of this vision of the schools our students deserve; and, be it

FURTHER RESOLVED, That the Administration is to present its plan for engaging stakeholders in the next Board cycle.

At its meeting on June 27, 2019, the Milwaukee Board of School Directors adopted the resolution and directed the Administration to develop and to present a plan to engage stakeholders and to gather their feedback regarding important education topics to strengthen our students' MPS experience.

At its September meeting, the Board took action to direct the Administration to build on the results of the community survey and the feedback meetings associated with the engagement process by:

1. creating a community-based taskforce to continue the examination of the needs of MPS students and to assess the potential of increasing funding through a referendum on April 7, 2020. The taskforce will make recommendations to the Board before January 1, 2020, on how best to fulfill our students' needs; and
2. taking the necessary steps to ensure all appropriate requirements are being met for a possible referendum.

To assist with ensuring that all appropriate requirements are being met for a possible referendum, the Office of the City Attorney proposes entering into a contract with Quarles & Brady to provide legal expertise relative to the preparation for a possible referendum. The proposed contract has been provided under separate cover.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Board Rule, or Administrative Policy Statement

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

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

This will be determined based on the manner in which the Board decides to proceed regarding this item.

Recommendation

The Administration recommends that Board decide how it wishes to proceed with this item.

Director Peterson moved approval to authorize the Office of the City Attorney to enter into a contract with Quarles and Brady as outside legal counsel to assist with the preparation of a possible referendum. 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 recessed at 7:22.

The Board reconvened at 7:27 p.m.

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

(Item 1) Action on the Adoption of the Adjusted 2019-20 (FY20) Budget for the Construction Fund

Background

At its special meeting on October 29, 2019, the Board adopted adjustments to the adopted FY20 budget as well as recommended organizational adjustments. 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.

The Board's action, which passed on a 5-4 vote, included adjustments to the School Operations, Extension, and Construction Funds. Board Rule 1.14(3)(g), however, states that a recorded affirmative vote of two-thirds of the Board's membership (six of the nine members) shall be necessary to request tax funds or the sale of bonds for the purpose of school construction.

The Chief Officer of the Office of Board Governance is bringing the resolution regarding the Construction Fund's budget forward at this time to seek the required approval of two-thirds of the Board's membership.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Board Rule, or Administrative Policy Statement

Board Rule 1.14, Voting Methods

Implementation and Assessment Plan

Upon the adoption of the resolution regarding the Construction Fund's budget by an affirmative vote of at least two-thirds of the Board, the Office of Board Governance will transmit the budget resolutions 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 2019.

Recommendation

That the Board adopt the FY20 Construction Fund, as presented below.

CONSTRUCTION FUND

RESOLVED, That, pursuant to the provisions of Section 119.48, Wisconsin Statutes, the Board of School Directors hereby advises the Common Council that the amount of $2,637,203will be required for the 2020 Fiscal Year Construction Fund budget purposes and that it is to provide, in accordance with Section 65.07(1)(f), Wisconsin Statutes, $1,511,274 by a tax levy on all real and personal property in the City of Milwaukee subject to taxation for Milwaukee Public School purposes in 2020, said amount to be in addition to the money received from other miscellaneous sources.

Director Peterson moved to rescind the Board's action of October 29, 2019, relative to the budget resolutions for the School Operations, Extension, and Construction Funds. The motion passed, the vote being as follows:

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

Director Peterson moved to approve the School Operations and Extension funds resolutions:

School Operations Fund

RESOLVED, That, pursuant to the provisions of Section 119.46, Wisconsin Statutes, relating to the School Operations Fund, the Board of School Directors hereby advises the Common Council that the amount of $1,002,787,560 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 2020 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 $31,797,312 will be required for the operation of the Milwaukee Parental Choice Program; and that $204,354,059 will be required for the operations of the Milwaukee Public Schools and that a total of $236,151,371 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 2020, pursuant to the provisions of Section 65.07(1)(e), Wisconsin Statutes, said amount to be raised by tax levy being in addition of the money to be received from state aids, shared taxes, and from other miscellaneous sources.

Extension Fund

RESOLVED, That, pursuant to the provisions of Section 119.47, Wisconsin Statutes, relating to the Extension Fund, the Board of School Directors hereby advises the Common Council that the amount of $32,708,590 will be required for

the maintenance of playgrounds, recreation centers, and similar activities during the 2020 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 2020, 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:

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

Director Báez moved to approve the Construction fund resolution:

Construction Fund

RESOLVED, That, pursuant to the provisions of Section 119.48, Wisconsin Statutes, the Board of School Directors hereby advises the Common Council that the amount of $2,637,203 will be required for the 2020 Fiscal Year Construction Fund budget purposes and that it is to provide, in accordance with Section 65.07(1)(f), Wisconsin Statutes, $1,511,274 by a tax levy on all real and personal property in the City of Milwaukee subject to taxation for Milwaukee Public School purposes in 2020, said amount to be in addition to the money received from 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.

* * * * *

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

Background

On October 3, the Wisconsin Senate's and Assembly's Education Committees held a joint hearing on a number of bills, including SB408 and AB465, which, for purposes of state aid and revenue-limit authority, would fully count students attending full-day four-year-old kindergarten programs. Children at the 4K level are currently counted at only 60%.

The Senate's Education Committee later voted to approve SB408 by an 8-to-1 margin. (The Assembly's Committee has yet to vote on the bill.) Despite passage within the Senate's Committee, however, it is unclear whether SB408 will be taken up for a vote before the full Senate.

The Department of Public Instruction released a number of pieces of financial information on October 15, including the district-by-district tax-levy-impact number related to the Special Needs Scholarship Program, which is often referred to as the Special Needs Voucher Program. In Milwaukee, the tax-levy impact of the program has increased by 39.4%, from $4,383,143 in 2018-19 to $6,109,265 in 2019-20.

In addition, based on information collected by MPS support staff, including psychologists, social workers, nurses, therapists and others, MPS employees have provided 7,435 hours of support services to students in private schools, at a cost of $474,961.

Strategic Plan Compatibility Statement

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

Goal 3, Effective and Efficient Operations

Statute, Board Rule, or Administrative Policy Statement

Board Governance Policy BG 2.13, Board Legislation Program

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

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

* * * * *

REPORTS AND COMMUNICATIONS FROM THE OFFICE OF ACCOUNTABILITY AND EFFICIENCY

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

Background

The 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 continues to make progress on a broad strategic-planning process which began in July 2019. The goals of the strategic-planning process are as follows:

- Goal One: To evaluate the work conducted by OAE since inception, to evaluate the office's capacity used for recurring work and required for non-recurring work, and to review relevant policies and procedures
- Goal Two: To reaffirm or revise the mission, vision, and responsibilities of the office; to reaffirm or revise relevant policies and procedures; and to establish future priorities
- Goal Three: To introduce an annual plan of work, including metrics for plan evaluation.

As of October 1, 2019, the process moved into phase two — strategic alignment. More specifically, during the month of October, a strategic-alignment tool was developed to analyze strengths, weaknesses, opportunities, and threats as they relate to seven alignment elements. This work will be completed by the end of 2019, with findings to be reported to the Board in a later monthly report. These findings will then be used to inform the development of an annual work plan.

Accountability and Efficiency Services

This month, Accountability and Efficiency Services completed the onboarding of one new staff member, consistent with the structuring and staffing portion of the strategic-planning process.

Additionally, between September 18, 2019, and October 23, 2019, the service area fulfilled three constituent inquiries, five information requests, seven requests for process-improvement support, and one request for data analysis.

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

Contract Compliance Services

On October 21, Johnson Controls International hosted its annual Control Products Distribution meeting in Milwaukee. To promote this year's conference theme, "Tomorrow Needs You," small groups of control-products distributers visited seven MPS high schools (North Division, South Division, Madison Academic Campus, Pulaski, Bay View, Obama SCTE, and Bradley Tech), meeting motivated students at each school to discuss STEM careers and employment requirements in the industry linked to MPS's

Communities in Need (COIN) program and to encourage participation in job-readiness training sponsored through the Department of Contract Compliance Services. More than 30 industry representatives and more than 60 MPS students took part in the visits.

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, Board Rule, or Administrative Policy Statement

Board Governance Policy BG 3.08, Role of the Management of the Office of Accountability and Efficiency

* * * * *

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

The Board Clerk presented 14 expulsion orders from the Independent Hearing Officers of the Milwaukee Board of School Directors.

Director Peterson moved to accept the reports of the Independent Hearing Officers of October 2, 3, 7, 8, 10, 11, and 15, 2019.

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

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

* * * * *

Separate consideration was requested of the following items:

From the report of the Committee on Accountability, Finance, and Personnel:

- Item Three, Action on a Request to Waive Administrative Policy 3.09(9)(e) and to Enter into a Contract with ADANI Systems, Inc., for Provision of X-Ray Machines and Maintenance Services, has been set aside as it has been reported to the Board without recommendation.

- Item Six, Action on the FY20 Phase-Two Salary Step Schedules, has been set aside as your Committee had directed the Administration to bring to the full Board, prior to its meeting, information on retroactive pay for permit teachers, with the five-year forecast to be included.

From the Report of the Committee on Student Achievement and School Innovation:

- Item 1, Report with Possible Action on Wisconsin Student Assessment System Data, was set aside by President 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, 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, and Affirmative Action Report

Classified Personnel Transactions

Code	Name	Position	Salary	Date
		New Hires		
2	Curtis Benson	Building Service Helper I	$13.12/hr.	09/09/2019
2	Kenneth Bland	Building Service Helper I	$13.12/hr.	09/16/2019
2	Nasif Bowie	Building Service Helper I	$13.12/hr.	09/30/2019
2	Quaveion Brown	Building Service Helper I	$13.12/hr.	09/23/2019
2	Allen Cousins	Building Service Helper I	$13.12/hr.	08/26/2019
5	Richard Desjardin	Building Service Helper I	$13.12/hr.	09/09/2019
2	Darrell Houser	Building Service Helper I	$13.12/hr.	09/09/2019
2	Latasha Lee	Building Service Helper I	$13.12/hr.	09/09/2019
2	Tresa McBeath	Building Service Helper I	$13.12/hr.	09/16/2019
5	Erin Norton	Building Service Helper I	$13.12/hr.	09/16/2019
2	Keonta Randall	Building Service Helper I	$13.12/hr.	09/09/2019
2	Tatyana Wheeler	Building Service Helper I	$13.12/hr.	09/23/2019
4	Zyad Selim	Boiler Attendant Trainee	$34,520.32	09/16/2019
4	Melissa Gould	Children's Health Assistant	$17,599.68	09/09/2019
2	Nakeya Hackett Harris	Children's Health Assistant	$17,599.68	08/28/2019
2	Mary Hamilton	Children's Health Assistant	$17,599.68	08/26/2019
2	Joynear Jones	Children's Health Assistant	$17,599.68	08/29/2019
2	Kiera Lee	Children's Health Assistant	$17,599.68	08/26/2019
2	Angelica Lewis	Children's Health Assistant	$17,599.68	08/26/2019
2	Willie Little	Children's Health Assistant	$17,599.68	09/23/2019
2	Shakeela Matthews	Children's Health Assistant	$17,599.68	08/26/2019
2	Kizzy Phoenix	Children's Health Assistant	$17,599.68	09/03/2019
2	Erika Scott	Children's Health Assistant	$17,599.68	08/26/2019
2	Quencia Stewart	Children's Health Assistant	$17,599.68	08/27/2019
5	Katelyn Suszek	Children's Health Assistant	$17,599.68	09/03/2019
2	Jevona Turner	Children's Health Assistant	$17,599.68	08/26/2019
4	Nicolasa Valdez Reyes	Children's Health Assistant	$17,599.68	09/03/2019
2	Monica Washington	Children's Health Assistant	$17,599.68	09/16/2019
5	Justine Alioto	Food Service Assistant	$12.94/hr.	09/03/2019
2	Iceis Banks	Food Service Assistant	$12.94/hr.	09/03/2019
2	Kathryn Beamon	Food Service Assistant	$12.94/hr.	09/16/2019
2	Janeen Campbell	Food Service Assistant	$12.94/hr.	09/18/2019
2	Galacia Carter	Food Service Assistant	$12.94/hr.	09/03/2019
2	Jasmine Casper	Food Service Assistant	$12.94/hr.	09/10/2019
2	Khareal Clayvon	Food Service Assistant	$12.94/hr.	09/16/2019
2	Anastasia Clincy	Food Service Assistant	$12.94/hr.	09/03/2019
4	Jonathan Coll	Food Service Assistant	$12.94/hr.	08/26/2019

Code	Name	Position	Salary	Date
2	Shakirra Cook	Food Service Assistant	$12.94/hr.	09/03/2019
2	Domonique Gillespie	Food Service Assistant	$12.94/hr.	08/26/2019
2	Mary Gomillia	Food Service Assistant	$12.94/hr.	08/28/2019
2	Dawn Gozet	Food Service Assistant	$12.94/hr.	09/16/2019
2	Gloria Hemphill	Food Service Assistant	$12.94/hr.	09/03/2019
2	Maria Hodges	Food Service Assistant	$12.94/hr.	09/18/2019
2	Lendraia Hughlett	Food Service Assistant	$12.94/hr.	09/16/2019
2	Carmen Jones	Food Service Assistant	$12.94/hr.	09/10/2019
2	Chastity King	Food Service Assistant	$12.94/hr.	09/30/2019
5	Kathy Krenz	Food Service Assistant	$12.94/hr.	09/16/2019
5	Joan Kurer	Food Service Assistant	$12.94/hr.	09/03/2019
2	Angela Lawrence Harris	Food Service Assistant	$12.94/hr.	09/03/2019
2	Nicole Love	Food Service Assistant	$12.94/hr.	09/03/2019
4	Maria Magna	Food Service Assistant	$12.94/hr.	08/27/2019
3	Arjean Manalili	Food Service Assistant	$12.94/hr.	09/16/2019
4	Maria Meza	Food Service Assistant	$12.94/hr.	09/30/2019
4	Pamela Montalvo Caez	Food Service Assistant	$12.94/hr.	09/16/2019
2	Dominique Mooneey	Food Service Assistant	$12.94/hr.	09/03/2019
5	Amber Moore	Food Service Assistant	$12.94/hr.	09/03/2019
2	Mona Moore	Food Service Assistant	$12.94/hr.	09/30/2019
4	Andy Nazario Valdez	Food Service Assistant	$12.94/hr.	09/12/2019
2	Shealitha Nizer	Food Service Assistant	$12.94/hr.	09/18/2019
2	Theresa Pelmore	Food Service Assistant	$12.94/hr.	08/28/2019
2	Latasha Pryor	Food Service Assistant	$12.94/hr.	08/27/2019
2	Sean Reaves	Food Service Assistant	$12.94/hr.	09/12/2019
2	Natasha Reed	Food Service Assistant	$12.94/hr.	09/16/2019
5	Patrick Renier	Food Service Assistant	$12.94/hr.	09/16/2019
2	Marilyn Reynolds	Food Service Assistant	$12.94/hr.	09/03/2019
4	Diana Romo	Food Service Assistant	$12.94/hr.	09/05/2019
4	Leydi Sanchez Payano	Food Service Assistant	$12.94/hr.	09/13/2019
2	Natalie Sanders	Food Service Assistant	$12.94/hr.	09/30/2019
4	Carmen Santiago	Food Service Assistant	$12.94/hr.	09/03/2019
2	Alesha Smith	Food Service Assistant	$12.94/hr.	09/03/2019
2	Rishon Tharp	Food Service Assistant	$12.94/hr.	09/03/2019
2	Miketrela Thomas	Food Service Assistant	$12.94/hr.	09/23/2019
2	Edrea Turner	Food Service Assistant	$12.94/hr.	09/03/2019
4	Steven Valentin	Food Service Assistant	$12.94/hr.	09/09/2019
5	Casie Wangwa	Food Service Assistant	$12.94/hr.	09/03/2019
2	Janice Warne	Food Service Assistant	$12.94/hr.	09/03/2019
2	Tyiona Washington	Food Service Assistant	$12.94/hr.	09/03/2019
5	Brendan Whalen	Food Service Assistant	$12.94/hr.	09/30/2019
2	Megan Garrett	Human Resources Assistant	$44,262.40	09/30/2019
5	Brandon Radke	Interpreter	$29,593.41	08/26/2019
5	Allegra Rowland	Interpreter	$29,593.41	08/26/2019
2	Bama Grice	Para — Parent Involvement	$21,979.18	08/26/2019
2	Valerie Guerin	Para — Parent Involvement	$18,311.04	08/26/2019
2	Lorenzo Moody	Para — Parent Involvement	$18,311.04	08/27/2019
2	Kenya Powell	Para — Parent Involvement	$18,311.04	08/26/2019
2	Kenysha Washington	Para — Parent Involvement	$23,457.28	09/16/2019
2	Demetric Adams	Para Ed Assistant	$18,311.04	09/16/2019
5	Marcia Ahsmann Trotchie	Para Ed Assistant	$21,455.87	08/26/2019
4	Estefany Allende Alfonzo	Para Ed Assistant	$18,311.04	09/26/2019
4	Karina Arechiga	Para Ed Assistant	$18,311.04	09/09/2019
2	Dontre Atkins	Para Ed Assistant	$18,311.04	09/03/2019
4	Maria Avila	Para Ed Assistant	$18,311.04	09/23/2019
4	Karen Aviles	Para Ed Assistant	$18,311.04	08/26/2019
5	Brianna Bellinger	Para Ed Assistant	$18,311.04	09/23/2019
2	Ethan Bender	Para Ed Assistant	$18,311.04	09/17/2019
2	Rosaline Blackwell	Para Ed Assistant	$18,311.04	08/26/2019
5	Audrey Brooks	Para Ed Assistant	$18,311.04	09/06/2019
5	Josiah Bruns	Para Ed Assistant	$18,311.04	08/26/2019

Code	Name	Position	Salary	Date
4	Janet Carranza	Para Ed Assistant	$18,311.04	08/26/2019
2	Adrianna Carter	Para Ed Assistant	$18,311.04	09/03/2019
4	Maria Castillo	Para Ed Assistant	$18,311.04	08/26/2019
4	Jose Chamorro	Para Ed Assistant	$18,311.04	09/17/2019
3	Swathi Chitumulla	Para Ed Assistant	$18,311.04	08/26/2019
5	Mariella Ciadini	Para Ed Assistant	$20,779.44	08/26/2019
2	Carma Clark	Para Ed Assistant	$18,311.04	08/26/2019
5	Samantha Cone	Para Ed Assistant	$18,311.04	08/26/2019
2	Brittany Criss	Para Ed Assistant	$18,311.04	09/04/2019
4	Ariel Cruz	Para Ed Assistant	$18,311.04	09/11/2019
4	Cynthia Cruz	Para Ed Assistant	$18,311.04	09/26/2019
2	Shameia Cullin	Para Ed Assistant	$18,311.04	09/30/2019
2	Evelyn Daniels	Para Ed Assistant	$18,311.04	09/23/2019
4	Valerie Deal	Para Ed Assistant	$18,311.04	09/16/2019
2	Alexis Diggs	Para Ed Assistant	$18,311.04	09/04/2019
5	Angelica Doughty	Para Ed Assistant	$18,311.04	08/29/2019
5	Liam Duax	Para Ed Assistant	$18,311.04	09/04/2019
2	Johnessa Ellis	Para Ed Assistant	$18,311.04	08/26/2019
5	Emily Ernest	Para Ed Assistant	$18,311.04	09/16/2019
2	Alisha Eubanks	Para Ed Assistant	$18,311.04	08/26/2019
2	Kelsey Eubanks	Para Ed Assistant	$18,311.04	09/03/2019
2	Ijeoma Ezemba	Para Ed Assistant	$18,311.04	09/23/2019
5	Jason Flock	Para Ed Assistant	$18,311.04	08/26/2019
4	Maria Flores	Para Ed Assistant	$18,311.04	08/26/2019
2	Kylah Gage	Para Ed Assistant	$18,311.04	09/05/2019
5	Piero Gasparri	Para Ed Assistant	$18,311.04	08/26/2019
5	Audrey Geissel	Para Ed Assistant	$18,311.04	08/26/2019
4	Gladis Gomez Penate	Para Ed Assistant	$18,311.04	08/26/2019
4	Maika Gonzalez	Para Ed Assistant	$18,311.04	09/09/2019
5	Kyle Govan	Para Ed Assistant	$18,311.04	09/13/2019
2	Johnell Graham	Para Ed Assistant	$20,409.24	08/26/2019
2	Kellesha Gray	Para Ed Assistant	$18,311.04	08/26/2019
2	Yusef Gray	Para Ed Assistant	$18,311.04	09/16/2019
2	Danita Green	Para Ed Assistant	$18,311.04	08/26/2019
2	Kericka Green	Para Ed Assistant	$18,311.04	09/30/2019
2	Shevette Green	Para Ed Assistant	$18,311.04	09/18/2019
4	Judith Guarniz Cabell	Para Ed Assistant	$18,311.04	09/19/2019
4	Genevieve Gutierrez	Para Ed Assistant	$18,311.04	09/25/2019
4	Idalis Guzman	Para Ed Assistant	$18,311.04	08/26/2019
2	Cindy Hammond	Para Ed Assistant	$18,311.04	08/27/2019
2	Arlene Hardy	Para Ed Assistant	$18,311.04	08/26/2019
4	JaMetrius Hatchett Stringer	Para Ed Assistant	$18,311.04	09/30/2019
3	Pa Her	Para Ed Assistant	$18,311.04	09/05/2019
5	Angela Hill	Para Ed Assistant	$18,311.04	09/11/2019
5	Abigail Hulen	Para Ed Assistant	$18,311.04	09/18/2019
2	Yvette Hutchins	Para Ed Assistant	$18,311.04	09/23/2019
2	Deshayla Hutchinson	Para Ed Assistant	$18,311.04	09/03/2019
5	Jenna Irish Stanley	Para Ed Assistant	$18,311.04	08/26/2019
2	CaSandra Johnson	Para Ed Assistant	$18,311.04	08/26/2019
5	Michael Johnson	Para Ed Assistant	$18,311.04	08/26/2019
5	Kathryn Jonas	Para Ed Assistant	$18,838.38	08/26/2019
2	Zakea Jones	Para Ed Assistant	$18,311.04	08/26/2019
2	Queen Jude Blunt	Para Ed Assistant	$18,311.04	08/26/2019
5	Amanda Kalla	Para Ed Assistant	$20,409.18	08/26/2019
5	Liam Kellogg	Para Ed Assistant	$18,311.04	08/26/2019
2	Natasha King	Para Ed Assistant	$18,311.04	09/16/2019
2	Shamika King	Para Ed Assistant	$18,311.04	09/05/2019
5	Megan Klein	Para Ed Assistant	$18,311.04	09/09/2019
5	Ashley Koenig	Para Ed Assistant	$18,311.04	08/26/2019
4	Kimberly Kramer	Para Ed Assistant	$18,311.04	09/26/2019
5	Jamie Krutsch	Para Ed Assistant	$18,838.38	08/27/2019

Code	Name	Position	Salary	Date
5	Kathleen Lekie	Para Ed Assistant	$18,311.04	09/09/2019
2	Deja Lentz	Para Ed Assistant	$20,409.18	08/26/2019
2	Tyrone Lewis	Para Ed Assistant	$18,311.04	09/03/2019
2	Tina Long	Para Ed Assistant	$20,779.44	09/09/2019
2	Latasha Love	Para Ed Assistant	$18,311.04	08/26/2019
2	Stephanie Lumpkins	Para Ed Assistant	$18,311.04	09/16/2019
5	Juana Luna	Para Ed Assistant	$18,311.04	09/24/2019
5	Jeffrey Lyman	Para Ed Assistant	$18,311.04	09/16/2019
4	Jomarie Maldonado	Para Ed Assistant	$18,311.04	08/26/2019
5	Chloe Mann	Para Ed Assistant	$18,311.04	08/26/2019
4	Laura Marin	Para Ed Assistant	$18,311.04	08/26/2019
4	Sonia Marquina	Para Ed Assistant	$18,311.04	09/09/2019
4	Gustavo Martinez C	Para Ed Assistant	$18,311.04	08/26/2019
2	Van Mayes	Para Ed Assistant	$18,311.04	09/12/2019
5	Patrick McCoy	Para Ed Assistant	$18,311.04	08/26/2019
2	Alicia McDade	Para Ed Assistant	$18,311.04	08/29/2019
2	Ashley McGhee	Para Ed Assistant	$18,311.04	08/26/2019
5	Kerry McNerney	Para Ed Assistant	$20,779.44	09/16/2019
2	Brooksie McWilliams	Para Ed Assistant	$18,311.04	09/03/2019
4	Marielys Mendez	Para Ed Assistant	$18,311.04	08/26/2019
5	Eric Michalski	Para Ed Assistant	$18,311.04	08/26/2019
5	Casey Moehlenbrock	Para Ed Assistant	$18,311.04	09/09/2019
2	Pamela Moore	Para Ed Assistant	$18,311.04	08/29/2019
2	Christian Morrison	Para Ed Assistant	$18,311.04	08/26/2019
2	Starrtrice Nash	Para Ed Assistant	$18,311.04	08/26/2019
2	LaToya Neal	Para Ed Assistant	$18,311.04	08/26/2019
2	Josephine Obi	Para Ed Assistant	$18,311.04	09/26/2019
2	Ijeoma Odunna	Para Ed Assistant	$18,311.04	09/23/2019
2	Tyler Oneal	Para Ed Assistant	$18,311.04	08/26/2019
5	Kelly Paek	Para Ed Assistant	$18,311.04	08/26/2019
4	Jessica Pagan	Para Ed Assistant	$18,311.04	09/03/2019
5	Jennifer Paprocki	Para Ed Assistant	$18,311.04	08/26/2019
2	Casey Perine	Para Ed Assistant	$18,311.04	08/26/2019
5	Melissa Peterson	Para Ed Assistant	$18,311.04	09/16/2019
4	Melitza Peterson	Para Ed Assistant	$18,311.04	08/26/2019
4	Delia Pravia	Para Ed Assistant	$18,311.04	09/26/2019
2	Dekeedra Quarles	Para Ed Assistant	$18,311.04	08/26/2019
2	Quiana Randolph	Para Ed Assistant	$18,311.04	08/26/2019
2	Mariama Rashaed	Para Ed Assistant	$18,311.04	08/26/2019
2	Yvette Reeves	Para Ed Assistant	$18,311.04	08/26/2019
2	Tammy Rhymes Beck	Para Ed Assistant	$18,311.04	09/16/2019
2	Lamar Riser Whitler	Para Ed Assistant	$18,311.04	09/20/2019
4	Dalila Rivera	Para Ed Assistant	$18,311.04	08/26/2019
4	Flor Rivera	Para Ed Assistant	$18,311.04	08/26/2019
5	Karen Rivera	Para Ed Assistant	$18,311.04	08/28/2019
4	July Rivera de Garay	Para Ed Assistant	$18,311.04	08/26/2019
4	Roberto Rivera Padro	Para Ed Assistant	$18,311.04	08/26/2019
2	Brittney Roberts	Para Ed Assistant	$18,311.04	09/23/2019
2	Dawn Robertson	Para Ed Assistant	$18,311.04	08/26/2019
2	Duzzie Robinson	Para Ed Assistant	$18,311.04	09/23/2019
5	Laura Rostermundt	Para Ed Assistant	$18,311.04	08/26/2019
2	Tamika Ruffin	Para Ed Assistant	$18,311.04	08/26/2019
2	Mervyn Rutley	Para Ed Assistant	$18,311.04	08/26/2019
5	Megan Salia	Para Ed Assistant	$18,311.04	08/26/2019
4	Melinda Salgado	Para Ed Assistant	$18,311.04	09/23/2019
2	Quinton Sampson Wood	Para Ed Assistant	$18,311.04	08/26/2019
2	Alyssa Sanchez	Para Ed Assistant	$18,311.04	08/26/2019
3	Phonethip Sangsay	Para Ed Assistant	$18,311.04	08/26/2019
5	Dawn Santiago	Para Ed Assistant	$18,311.04	09/16/2019
5	Grace Schimmel	Para Ed Assistant	$18,311.04	08/26/2019
5	Patrick Schinner	Para Ed Assistant	$18,311.04	08/26/2019

Code	Name	Position	Salary	Date
5	Madeline Schluesche	Para Ed Assistant	$18,311.04	09/13/2019
5	Karen Schoen	Para Ed Assistant	$22,125.84	09/23/2019
5	Canna Seidl	Para Ed Assistant	$18,311.04	09/09/2019
2	Dorothy Smith	Para Ed Assistant	$18,311.04	08/26/2019
2	Yvonne Smith	Para Ed Assistant	$18,311.04	09/04/2019
2	Erika Stanley	Para Ed Assistant	$18,839.30	08/26/2019
5	Cierra Starck	Para Ed Assistant	$18,311.04	09/30/2019
2	Arionna Suttle	Para Ed Assistant	$18,311.04	09/16/2019
2	Shakayla Telford	Para Ed Assistant	$18,311.04	09/09/2019
2	Kristin Tinsley	Para Ed Assistant	$18,311.04	08/29/2019
5	Jordan Tokarski	Para Ed Assistant	$18,311.04	08/26/2019
4	Octavio Toloza Pabon	Para Ed Assistant	$18,311.04	08/26/2019
5	Alec Treacy	Para Ed Assistant	$18,311.04	08/26/2019
5	Carrie Van Gorder	Para Ed Assistant	$18,311.04	09/17/2019
5	Allison Vincent	Para Ed Assistant	$18,311.04	09/18/2019
2	Jaden Washington	Para Ed Assistant	$18,311.04	09/06/2019
2	Danyelle Watts	Para Ed Assistant	$18,311.04	09/24/2019
5	Ashley Watzig	Para Ed Assistant	$18,311.04	08/26/2019
5	Laurel Weber	Para Ed Assistant	$20,409.24	08/26/2019
5	Samuel Welk	Para Ed Assistant	$18,311.04	09/09/2019
2	Nicole White	Para Ed Assistant	$18,311.04	08/26/2019
2	Lashone Wierer	Para Ed Assistant	$18,311.04	09/16/2019
2	Deona Williams	Para Ed Assistant	$18,311.04	09/16/2019
2	Larry Williams	Para Ed Assistant	$18,311.04	08/26/2019
2	Precious Williams	Para Ed Assistant	$18,311.04	08/26/2019
2	Latasha Wood	Para Ed Assistant	$18,311.04	08/28/2019
3	Pajai Yang	Para Ed Assistant	$18,311.04	09/24/2019
5	Shelly Jurena	School Nursing Associate	$35,721.00	08/26/2019
4	Nairobys Caraballo	School Safety Assistant	$22,819.92	09/09/2019
2	Neosha Carr	School Safety Assistant	$22,819.92	09/09/2019
2	Jahnari Fayne	School Safety Assistant	$22,819.92	09/09/2019
2	Jadaya McCoy	School Safety Assistant	$22,819.92	09/09/2019
2	Dominique McCullum	School Safety Assistant	$22,819.92	09/09/2019
2	Devonte Norman	School Safety Assistant	$22,819.92	09/09/2019
2	Dreshawn Samuel	School Safety Assistant	$22,819.92	09/09/2019
2	Brandi Womack	School Safety Assistant	$22,819.92	09/09/2019
2	Veonquanette Allen	School Secretary I — 10-month	$24,400.00	09/04/2019
4	Norexys Mallo	School Secretary I — 10-month	$24,400.00	09/30/2019
4	Corina Muniz	School Secretary I — 10-month	$24,400.00	09/04/2019
4	Paola Zuno	School Secretary I — 10-month	$24,400.00	09/10/2019
2	Nyree Dollhopf	School Secretary I — 11-month	$26,840.00	08/28/2019
2	Lora Lee	School Secretary I — 11-month	$26,840.00	08/28/2019
4	Carmel Soto	School Secretary I — 11-month	$26,840.00	09/23/2019
5	Kesiah Hepp	School Secretary I — 12-month	$30,160.00	09/16/2019
2	Laquisia Montgomery Wright	School Secretary I — 12-month	$39,536.55	09/09/2019
5	David Galaszewski	School Kitchen Manager Trainee	$17.44/hr.	09/09/2019
5	Timothy Marks	School Kitchen Manager Trainee	$18.44/hr.	09/23/2019
2	Jazmine Winters Crawford	School Kitchen Manager Trainee	$13.44/hr.	08/26/2019
4	Juan Perez	Sheet Metal Registered Apprentice	$21.76/hr.	09/23/2019
4	Emily Rodriguez	Social Work Aide II	$17,082.45	08/26/2019
2	Rodney Peet	Steamfitter	$45.52/hr.	09/16/2019
		Promotions		
4	Torian Ramirez	Building Service Helper I	$13.12/hr.	09/23/2019
2	Laquana Beverly Fitzgerald	Boiler Attendant Trainee	$35,931.15	08/26/2019
2	Kenturah Edwards	Boiler Attendant Trainee	$34,520.32	09/09/2019
2	Theresa Lewis	Boiler Attendant Trainee	$35,931.15	08/26/2019
2	Jimika Martin	Boiler Attendant Trainee	$35,931.15	08/26/2019
2	Jeromy Savage	Boiler Attendant Trainee	$34,520.32	09/09/2019
2	Dorothy Phifer	Children's Health Assistant	$17,559.68	08/26/2019
2	Antoinette Wade	Food Service Assistant	$15.00/hr.	08/26/2019
2	Ava Holdmann	Para Ed Assistant - Hourly	$16.32/hr.	08/26/2019

Code	Name	Position	Salary	Date
2	Cavonna Assigbley	Para Ed Assistant	$18,839.30	08/26/2019
2	Malina Gray	Para Ed Assistant	$18,311.04	08/26/2019
2	Latisha Wilson	Para Ed Assistant	$18,311.04	08/26/2019
1	Joleen Lewis	School Safety Assistant	$22,819.92	09/09/2019
2	Pamela Blake	School Engineer I	$50,508.53	09/09/2019
2	Micah Cooper	School Engineer I	$43,628.55	09/09/2019
2	Carlos Eiland	School Engineer I	$43,628.55	09/09/2019
1	Dawn Calvin	School Engineer II	$47,565.24	09/09/2019
2	Anthony Davis	School Engineer II	$47,565.24	09/09/2019
2	Algenon Kendrick	School Engineer II	$47,565.24	09/09/2019
4	Roberto Rodriguez	School Engineer II	$49,272.66	09/09/2019
2	Michael Williams	School Engineer IV	$59,864.20	09/23/2019
5	Diane Titschler	School Kitchen Manager II	$28,459.00	08/26/2019
5	Christopher Domack	School Kitchen Manager III	$33,157.60	08/26/2019
2	Loreal Frier	School Kitchen Manager III	$28,344.40	08/26/2019
2	Lisa Parker	School Kitchen Manager III	$33,959.80	08/26/2019
5	Shelly Godoy	School Kitchen Manager Trainee	$17.94/hr.	09/09/2019
4	Orlando Gonzalez Rivera	School Kitchen Manager Trainee	$13.92/hr.	08/26/2019
4	Iliana Hernandez	School Kitchen Manager Trainee	$16.44/hr.	09/09/2019
2	Loretta Thomas	School Kitchen Manager Trainee	$18.44/hr.	08/26/2019
		Rehires		
2	Gabrielle Bey	Building Service Helper I	$13.12/hr.	09/23/2019
2	Aqeeda Miller	Building Service Helper I	$13.12/hr.	09/23/2019
2	Kyann Washington	Building Service Helper I	$13.12/hr.	09/16/2019
2	Megan Cullin	Food Service Assistant	$12.94/hr.	09/10/2019
2	Angel Israel	Food Service Assistant	$12.94/hr.	09/09/2019
2	Whitney Jackson	Food Service Assistant	$12.94/hr.	09/12/2019
2	Rochel Johnson	Food Service Assistant	$12.94/hr.	09/30/2019
5	Debra Morris	Food Service Assistant	$12.94/hr.	09/27/2019
2	Jenise Vinson	Food Service Assistant	$12.94/hr.	09/23/2019
2	Linda Williams	Food Service Assistant	$12.94/hr.	09/03/2019
2	Patricia Alaka	Human Resources Assistant	$44,262.40	09/30/2019
2	Leesa Robinson	Para — Parent Involvement	$25,013.12	09/03/2019
5	Jeannette Bree	Para Ed Assistant	$20,409.24	08/26/2019
2	Niela Collins	Para Ed Assistant	$19,433.04	09/25/2019
2	Tasha Davis	Para Ed Assistant	$18,311.04	09/23/2019
2	Lorraine Ewing	Para Ed Assistant	$18,311.04	08/26/2019
5	David Helm	Para Ed Assistant	$18,311.04	08/26/2019
5	Amelia Hirsch	Para Ed Assistant	$18,311.04	08/26/2019
2	Annette Jones	Para Ed Assistant	$18,311.04	09/03/2019
5	Samuel Kacala	Para Ed Assistant	$20,106.24	09/04/2019
2	Shantale Kimber	Para Ed Assistant	$18,311.04	09/12/2019
5	Danielle Kowalski	Para Ed Assistant	$22,125.84	09/13/2019
2	Raymont McElroy	Para Ed Assistant	$18,311.04	08/26/2019
2	Christopher McHenry	Para Ed Assistant	$18,759.84	09/30/2019
2	John Patterson	Para Ed Assistant	$20,106.24	09/20/2019
2	Marlon Pernell	Para Ed Assistant	$20,779.44	09/30/2019
2	Irvan Pridgeon	Para Ed Assistant	$20,409.24	08/26/2019
2	Qudesha Robinson	Para Ed Assistant	$18,311.04	08/27/2019
5	Fatma Ruffin	Para Ed Assistant	$18,311.04	08/29/2019
5	Jenna Sims Gray	Para Ed Assistant	$20,409.18	08/26/2019
2	Jonquetta Siner	Para Ed Assistant	$18,311.04	08/26/2019
2	Ebony Staples	Para Ed Assistant	$18,839.30	08/26/2019
5	Marilyn Wellman	Para Ed Assistant	$19,433.04	09/16/2019
2	Dorcas Wheeler	Para Ed Assistant	$18,839.30	09/11/2019
2	Jamar Wills	Para Ed Assistant	$19,362.61	09/06/2019
5	Vadrian Zagar	Para Ed Assistant	$19,362.61	08/26/2019
5	Jared Utzinger	School Nursing Associate	$35,806.05	09/09/2019
4	Rosa Salem	School Secretary I — 11-month	$28,881.00	09/23/2019
2	Pamela Timms	Social Work Aide II	$21,789.90	09/12/2019/

Certificated Appointments

Teachers

Codes	Name	Position	Salary	Start Date
2,r	Alexander, Junay	Gen'l Elem & K8 — All Grades	$43,537.00	8/26/2019
4,r	Alvarado, Maria G	Bilingual Education	$65,507.84	8/26/2019
4,r	Alvarado, Maria T	Bilingual Education	$65,507.84	8/26/2019
5,nr	Anderson, Rylee	SAGE	$43,537.00	9/6/2019
2,nr	Bottum, David	AMP HPE	$65,507.84	10/1/2019
5,nr	Bryant, Denise	English as a Second Language	$49,106.56	8/26/2019
2,r	Buchanan, Cepia Grace	Gen'l Elem & K8 — All Grades	$65,507.84	8/26/2019
5,r	Chappelle, Raeven	Gen'l Elem & K8 — All Grades	$43,537.00	8/26/2019
4,r	Chavez Lopez, Juan	Bilingual Education	$52,872.78	8/26/2019
5,nr	Clark, Sean	Gen'l Elem & K8 — All Grades	$58,590.54	9/12/2019
5,nr	Craig, Michelle	Gen'l Elem & K8 — All Grades	$43,537.00	8/26/2019
5,nr	Crespin, Laura	Gen'l Elem & K8 — All Grades	$64,018.98	8/26/2019
4,nr	De Jesus Rivera, Angelita	Early Childhood Special Ed	$43,537.00	8/26/2019
5,r	Gabor, Kathryn	Gen'l Elem & K8 — All Grades	$56,263.36	8/26/2019
5,r	Garnon, Bridy	AMP HPE	$47,520.00	8/29/2019
2,r	Hale, Jacquis	AMP Art	$43,537.00	9/24/2019
3,r	Her, Yeu Sonia	SAGE	$65,507.84	8/29/2019
5,nr	Kizior, Bryan	Special Ed Multicategorical	$71,826.40	8/27/2019
2,r	Knox, Daryl	Gen'l Elem & K8 — All Grades	$61,300.00	9/16/2019
6,nr	Korsi, Donna	Gen'l Elem & K8 — All Grades	$54,452.64	8/27/2019
5,nr	Landherr, Victoria	AMP HPE	$50,326.23	9/3/2019
2,r	Landry, Chelan	Health & Phy Ed	$43,537.00	10/2/2019
5,nr	Lewis, Katherine	Gen'l Elem & K8 — All Grades	$67,007.84	8/27/2019
5,nr	Marron, Season	General Operations	$53,976.94	9/16/2019
4,nr	Marti Espinet, Georgina	Bilingual Education	$65,507.84	8/26/2019
4,r	Martinez Hurtado, Carmen	Special Ed Multicategorical	$52,872.78	8/26/2019
5,r	McCrory, Kristin	Federal Head Start — EC	$47,608.88	9/16/2019
5,r	Narvaez, Yarinelly	Bilingual Education	$43,537.00	8/26/2019
4,r	Orozco, Maria	Special Ed Multicategorical	$43,537.00	8/26/2019
5,r	Pareja Vizcaino, Tamara	Bilingual Education	$62,507.84	8/26/2019
4,r	Pinon, Marta	Bilingual Education	$63,101.94	10/1/2019
5,r	Rajchel, Angela	Multicategorical Comp Sen	$43,537.00	9/30/2019
5,nr	Scarpace, Logan	Kindergarten (4 YR Olds)	$43,537.00	8/26/2019
5,nr	Schwarz, Joeleen	Federal Head Start — EC	$43,537.00	9/4/2019
5,r	Sullivan, Sarah	Gen'l Elem & K8 — All Grades	$43,537.00	8/26/2019
5,nr	Taylor, Michelle	Early Childhood Special Ed	$62,507.84	9/16/2019
4,r	Torres, Elsa	Music	$65,507.84	9/16/2019
5,nr	Trevorrow, Korissa	Federal Head Start — EC	$43,537.00	8/26/2019
3,nr	Vang-Strath, Yeng	Math	$52,294.75	9/10/2019
5,nr	Weber, Jasonn	English as a Second Language	$68,507.84	9/26/2019
5,r	Weis, Caley	SAGE	$43,537.00	9/9/2019
3,nr	Wong Woessner, Nancy	Early Childhood Special Ed	$62,507.84	9/16/2019

Permit Teachers

Codes	Name	Position	Salary	Start Date
4,r	Agosto, Jessica	Special Ed Multicategorical	$43,537.00	9/5/2019
4,r	Antimo Perez, Christopher	Gen'l Elem & K8 — All Grades	$43,537.00	9/3/2019
5,nr	Barbeau, Emily	Special Ed Multicategorical	$43,537.00	8/27/2019
4,r	Barroso, Araceli	SAGE	$43,537.00	8/26/2019
6,nr	Best, Venetia	Special Ed Multicategorical	$52,872.78	8/29/2019
2,r	Bostick, Akeisla	AMP Art	$43,537.00	9/24/2019
5,nr	Burt, Haleigh	Special Ed Multicategorical	$43,537.00	9/16/2019
4,r	Calixto, Wilson	Gen'l Elem & K8 — All Grades	$43,537.00	8/26/2019
5,nr	Cerfus, Randy	Gen'l Elem & K8 — All Grades	$43,537.00	8/26/2019
2,r	Curtis, Devon	Gen'l Elem & K8 — All Grades	$43,537.00	9/23/2019
5,r	Dary, Lindsey	SAGE	$43,537.00	8/26/2019
7,r	Drummer, Sarena	Gen'l Elem & K8 — All Grades	$43,537.00	9/9/2019

Codes	Name	Position	Salary	Start Date
6,r	Dryden, Gabrielle	English as a Second Language	$43,537.00	9/20/2019
2,r	Ewing, Lorraine	Special Ed Multicategorical	$43,537.00	9/4/2019
2,r	Ferguson, Chequetta	Gen'l Elem & K8 — All Grades	$62,507.84	9/3/2019
4,r	Gardner, Nunciata	Multicategorical Comp Sen	$43,537.00	9/16/2019
4,nr	Gonzalez Malave, Keila	Bilingual Education	$50,976.94	8/26/2019
4,r	Graterol, Marlene	Federal Head Start — General	$43,537.00	8/26/2019
2,r	Green, LaQecia	Special Ed Multicategorical	$43,537.00	8/26/2019
2,r	Hale, Brandon	Special Ed Multicategorical	$43,537.00	9/27/2019
2,r	Hall, Luther	AMP Art	$43,537.00	8/26/2019
4,nr	Hernandez, Monica	SAGE	$43,537.00	8/28/2019
2,r	Isom, Elliott	Multicategorical Comp Sen	$43,537.00	9/9/2019
2,r	Jackson, Mona	Special Ed Multicategorical	$43,537.00	9/16/2019
2,nr	King, Derrick	Special Ed Multicategorical	$43,537.00	9/24/2019
2,r	Kyles, Sharmayne	Multicategorical Comp Sen	$43,537.00	8/26/2019
5,r	Marshall, Jill	Special Ed Multicategorical	$43,537.00	8/26/2019
2,nr	Matthews, James	Special Ed Multicategorical	$43,537.00	8/26/2019
2,r	Morgan, Cheryl	Special Ed Multicategorical	$43,537.00	8/26/2019
4,nr	Murguia, Nora	Gen'l Elem & K8 — All Grades	$43,537.00	8/27/2019
5,r	Nailen, Kristina	Special Ed Multicategorical	$43,537.00	9/11/2019
2,r	Napoleon, Niah	Multicategorical Comp Sen	$43,537.00	8/26/2019
4,nr	Neumann, Liz	Gen'l Elem & K8 — All Grades	$43,537.00	8/26/2019
2,nr	Okoronkwo, Cecilia	Special Ed Multicategorical	$43,537.00	8/26/2019
2,r	Phillips, Jordan	Health & Phy Ed	$43,537.00	8/26/2019
2,r	Price, LaTonya	Special Ed Multicategorical	$43,537.00	9/9/2019
2,r	Ragland, Jarvis	Multicategorical Comp Sen	$43,537.00	8/26/2019
4,r	Rauda de Godinez, Tania	Bilingual Education	$43,537.00	8/26/2019
6,r	Retnani, Kamel	Special Ed Multicategorical	$43,537.00	9/5/2019
5,nr	Schefus, Mark	Reg (five-year-old) Kindergarten	$43,537.00	9/12/2019
2,nr	Scott, Althea	Multicategorical Comp Sen	$49,291.75	9/10/2019
5,r	Sims, Yvette	Special Ed Multicategorical	$43,537.00	8/26/2019
2,nr	Slaughter, Shavodka	Special Ed Multicategorical	$43,537.00	9/4/2019
5,nr	Sorbo, Devorah	Special Ed Multicategorical	$43,537.00	9/10/2019
4,nr	Soto, Lisbeth	Special Ed Multicategorical	$43,537.00	9/10/2019
5,r	Ungerer, Teah	Gen'l Elem & K8 — All Grades	$43,537.00	8/26/2019
4,r	Villegas, Mahaly	Reg (five-year-old) Kindergarten	$43,537.00	9/3/2019
2,r	Ward, Nicole	Reg (five-year-old) Kindergarten	$43,537.00	8/28/2019
2,nr	Wesley, Darrel	Special Ed Multicategorical	$43,537.00	8/28/2019
2,nr	Wilson, Dario	Early Childhood — Spec Ed	$43,537.00	9/9/2019
4,r	Zamora, Mayra	Special Ed Multicategorical	$43,537.00	9/9/2019

School Counselors

Codes	Name	Position	Salary	Start Date
4,nr	Benitez, Breanna	Guidance	$49,000.00	8/26/2019

Speech Pathologists

Codes	Name	Position	Salary	Start Date
5,r	Haumschild, Lindsay	Speech Pathology	$49,894.76	9/12/2019
5,r	Schram, Rachel	Speech Pathology	$51,394.76	9/13/2019
5,r	Scurr, Callen	Speech Pathology	$46,537.00	8/28/2019

Literacy Intervention Teachers

Codes	Name	Position	Salary	Start Date
6,nr	Topczewski, Kali	Grants — Milw Partnership Foundation	$67,000.00	9/11/2019

Occupational Therapists

Codes	Name	Position	Salary	Start Date
5,nr	Newberry, Heather	Therapist —Occupational	$46,920.22	9/17/2019

Teachers, Early Start

Codes	Name	Position	Salary	Start Date
4,r	Aldape, Eliza	High School — General	$45,394.76	8/29/2019
7,r	Campbell, Talesha	Multicategorical Comp Sen	$50,446.84	9/9/2019
1,nr	Frome, Jodi	Science	$43,537.00	8/27/2019
2,r	Jackson, Leroy	Social Studies	$62,507.84	9/16/2019
2,r	Johnson, Latricia	Trade & Tech Ed	$75,204.00	9/16/2019
2,nr	Lewis, Amanda	Gen'l Elem & K8 — All Grades	$43,537.00	9/9/2019
5,nr	Ludwig Franitza, Lynn	Math	$65,507.84	9/6/2019
5,r	Markowiak, Ashley	AMP HPE	$43,537.00	8/28/2019
2,r	Moore, Theresa	Science	$43,537.00	9/18/2019
2,r	Selkridge, Angelina	Gen'l Elem & K8 — All Grades	$43,537.00	8/26/2019
5,r	Spottek, Jason	AMP Music	$43,537.00	8/26/2019
5,nr	Thimke, Brenda	Social Studies	$65,368.33	9/23/2019
2,nr	Underwood, Jamilah	Social Studies	$65,507.84	9/30/2019
2,r	Washington, DePaul	Foreign Language	$43,537.00	9/23/2019
2,r	Williams, Kimberly	Specialty Program	$70,000.00	9/30/2019

Permit Teachers, Early Start

Codes	Name	Position	Salary	Start Date
4,r	Arechavala, Diamond	Art	$43,537.00	9/11/2019
2,r	Blackmon Jr, Maurice	Special Ed Multicategorical	$43,537.00	8/28/2019
6,r	Boulanouar, Ghali	Special Ed Multicategorical	$43,537.00	9/30/2019
4,nr	Briones, Benjamin	Multicategorical Comp Sen	$47,446.84	9/5/2019
5,r	Harvie, John	Special Ed Multicategorical	$43,537.00	9/16/2019
2,r	Haygood, Sheila	Special Ed Multicategorical	$43,537.00	9/9/2019
2,r	Hollingsworth, Tina	Health & Phy Ed	$43,537.00	8/30/2019
2,r	Onukwugha, Amanze	Health & Phy Ed	$43,537.00	9/3/2019
4,r	Ramirez, Erica	Special Ed Multicategorical	$43,537.00	9/4/2019
2,r	Robinson Jr, Charles	English	$43,537.00	9/13/2019
5,r	Schauble, Katherine	Special Ed Multicategorical	$43,537.00	9/16/2019
5,nr	Schmidt, Pierre	Art	$43,537.00	9/9/2019
2,r	Smith, Fredasharron	Science	$43,537.00	9/16/2019
2,r	Smith, Samantha	Science	$43,537.00	8/26/2019

Physical Therapists

Codes	Name	Position	Salary	Start Date
5,nr	Piontek, Sarah	Therapist — Physical	$66,602.20	9/25/2019

Codes		Counts				
		Teachers	SSW	Psychologists	Other	Total
1	Native American	1	0	0	0	1
2	African American	44	0	0	0	44
3	Asian/Oriental/Pacific Islander	3	0	0	0	3
4	Hispanic	27	0	0	1	28
5	White	40	0	0	j	45
6	Other	6	0	0	0	16
7	Two or More Ethnic Codes	2	0	0	0	2
	Male	32	0	0	0	32
	Female	91	0	0	6	97
nr	Non-Residents					
r	Residents					

Leaves of Absence

	Present Assignment	Effective From
Illness Leave, August 2019		
April Mackey	Elm	08/26/2019

Illness Leave, September 2019		
Kathleen Daly	Hamilton HS	09/09/2019
Rosa Gallardo	ALBA	09/09/2019
Johnny Parker	Starms	09/10/2019
Gloria Loeding	Cass	09/12/2019
Melinda Gladney	Metcalfe	09/17/2019
Joyce Whitaker	Grantosa	09/25/2019
Illness Leave, January 2020		
Nashira Pearl	ALBA	01/21/2020
Personal Leave, September 2019		
Ashley Smith	Jackson	09/24/2019
Personal Leave, October 2019		
Aurelia Schumacher-Casey	Milw. School of Languages	10/14/2019
Personal Leave, December 2019		
Wilson Calixto	Spanish Immersion	12/19/2019
Personal Leave, January 2020		
Vincent Goldstein	Riverside	01/8/2020
Personal Leave, February 2020		
Nashira Pearl	ALBA	02/28/2020

Report on Certificated Resignations and Classified Retirements

Reason	Years Svc	Ethnic Code	Name	Position	Location	Effective Date
Certificated Resignations						
Personal	0.1	5	David Ahola	Teacher	Hamilton	09/20/2019
Other Work	7.7	4	Faviola Alaniz Martinez	Spec Ed Sup	Central Svcs	10/02/2019
Personal	4.1	5	Sara Arthur	SLP	Goodrich	10/18/2019
Personal	0.1	2	Urbain Boudjou	Teacher	Central Svcs	09/06/2019
Retire	34.0	2	Teresa Brown	Teacher	North Division	05/22/2020
Personal	0.1	5	Tami Carpenter Olney	Teacher	Morse	08/18/2019
Personal	0.1	2	Paula Dixson	Teacher	Rufus King MS	08/16/2019
Other Work	30.7	5	Michael Fendry	Innov Coach	Central Svcs	08/23/2019
Personal	3.9	2	Ursula Hall	Teacher	Roosevelt	08/18/2019
Personal	0.1	2	Darnisha Harper	Teacher	Elm	08/26/2019
Personal	22.5	4	Martin Hernandez	Teacher	Morgandale	08/30/2019
Personal	0.1	5	Austin Hurst	Teacher	Longfellow	09/19/2019
Personal	11.0	2	Dartanyan Kirkendoll	Teacher	Townsend	08/15/2019
Retire	30.0	5	Raymond Klammer	Teacher	German Imm	06/12/2020
Personal	5.0	5	Ashley Knudson	Teacher	German Imm	08/13/2019
Other Work	3.5	5	Erin Kunte	Teacher	Stuart	08/22/2019
Personal	3.0	5	Cassandra Kwiatkowski	Teacher	Mitchell	08/19/2019
Personal	6.5	5	Jeffrey Lemmer	Teacher	Bradley Tech	08/05/2019
Personal	0.1	5	Thomas Littlefair	Teacher	Grantosa	09/05/2019
Other Work	2.0	5	Shannon Manzke	Teacher	Craig	08/26/2019
Personal	0.1	5	Crystal Mazur	Teacher	Craig	09/10/2019
Other Work	19.0	2	Michael McCrary	Teacher	Stuart	08/27/2019
Personal	0.1	5	Patrick McNamer	Teacher	Marshall	09/16/2019
Personal	0.1	5	Katie Miller	Teacher	Pratt	08/22/2019
Retire	30.4	2	Ruth Miller	Teacher	Lancaster	10/14/2019
Other Work	10.0	2	Micheal Moore	AP	Bradley Tech	09/12/2019
Other Work	1.9	7	Kenya ONeill	Teacher	Hopkins Lloyd	08/13/2019
Personal	0.1	5	Jason Patzfahl	Teacher	Manitoba	10/01/2019
Personal	0.1	5	Lara Peterson	Teacher	Franklin	09/20/2019
Retire	20.0	5	Paula Pike	Teacher	Gaenslen	10/11/2019
Personal	6.7	4	Alberto Reyes	Teacher	Greenfield	08/26/2019
Personal	0.1	5	Christophor Rick	Teacher	Alliance	08/28/2019
Other Work	29.0	5	Colleen Rosengarten	Teacher	Greenfield	09/20/2019
Personal	0.1	5	Nicole Sauer	Teacher	Pratt	08/14/2019
Personal	3.0	5	Carol Spade	Teacher	Riverside	08/05/2019

Reason	Years Svc	Ethnic Code	Name	Position	Location	Effective Date
Retire	34.0	5	Sandra Stommel	AP	Burbank	06/18/2020
Personal	0.1	2	Shamiah Tanner	Teacher	Carver	09/13/2019
Personal	23.0	5	Becky Trochinski	Teacher	Bradley Tech	09/23/2019
Personal	0.1	5	Alissa Viste	Teacher	Starms	08/25/2019
Personal	1.0	2	Shanel Vrontez	Teacher	LaFollette	08/19/2019
Personal	3.9	6	Patience Wade	Tch In Chg	South Acc Acad	10/03/2019
Personal	18.0	5	Colleen Wekwert	Teacher	Lincoln Ave	08/16/2019
Personal	1.0	4	Rosa Wesenberg	Teacher	Kagel	09/13/2019
Personal	0.1	7	Jasmine Wright	Teacher	Hartford	09/20/2019
			Classified Retirements			
Retire	20.3	5	Jerome Danks	Electrician	Electric Shop	08/31/2019
Retire	26.2	5	Gabriel Heim	BSH II	South Division	09/23/2019
Retire	30.1	2	Carla Jackson	Supervisor	Safety	09/28/2019
Retire	28.7	2	Kenneth Jackson	Safety Asst	Safety	09/21/2019
Retire	25.6	2	Lajoyce Lewis	SWA II	Vincent	09/08/2019
Retire	24.8	2	Mark Moore	Boiler Att	Central Svcs	10/01/2019
Retire	29.4	5	Snezana Ognjanovic	Gen Ed Asst	Neeskara	10/01/2019

Affirmative Action Report

The Affirmative Action monthly personnel transaction report for September 2019 is attached to the minutes of your Committee's meeting. This is an informational report, and no action is required.

Fiscal Impact Statement

Authorized expenditures were previously approved in the FY20 budget.

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.

Codes	Name	Position	Location	Salary Sched	Salary Range	Salary Amount
(5)(r)	Lisa Loomis	Coordinator II, School Improvement	Office of the Chief of Academics	03	07C	$73,722
(5)(nr)	Jamie Wimberly	Senior Program Analyst I	Office of the Chief of Human Resources	03	05A	$73,685
(5)(nr)	Sally Kellman	Non Public Education Service Coordinator II	Office of the Chief of Finance	03	07A	$72,560
(2)(r)	Dalisha Moody	Dean of Students, Lincoln Middle School	Office of the Chief of School Administration	03	06C	$72,000
(5)(r)	Laura White	Webmaster	Office of the Chief of Communications & School Performance	03	08A	$67,071
(2)(r)	Jacqueline Jolly	Coordinator II, School Improvement	Office of the Chief of Academics	03	07C	$62,069

Codes	Name	Position	Location	Salary Sched	Salary Range	Salary Amount
(2)(r)	Eulalia Wright	Financial Planning & Budget Analyst I	Office of the Chief of Finance	03	05A	$60,764
(5)(nr)	Kristy Olson	Procurement Associate II	Office of the Chief of Finance	03	04A	$51,395
(2)(r)	Jason Blocker	Recreation Supervising Associate II	Office of the Chief of Finance	03	04A	$50,387
(2)(r)	Anthony Hagge	Recreation Supervising Associate II	Office of the Chief of Finance	03	04A	$50,387
(2)(r)	Alexandria Poole	Recreation Supervising Associate II	Office of the Chief of Finance	03	04A	$50,387
(4)(r)	Wendy Cantoral-Argueta	Planning Assistant II	Office of the of School Administration	03	02A	$44,972

Recommended LTE Contracts *(to be effective upon the Board's approval)*

Your Committee recommends that the Board review and approve the following LTE Contracts exceeding sixty days, pursuant to Administrative Policy 6.23(4) (b) and 6.37(5).

Codes	Name	Position	Location	Dates	Salary
(5)(r)	Carol Arendt	School Nurse	Office of the Chief of Academics	08/29/19-12/20/19	$40.00
(2)(r)	Kathy Bonds	Principal Support	Office of the Chief of School Administration	09/01/19-12/31/19	$40.00
(3)(nr)	Sudong Lee	Systems Administrator	Office of the Chief of Human Resources	08/19/19-02/19/20	$40.00
(5)(r)	Ellen Miller	School Nurse	Office of the Chief of Academics	08/29/19-12/20/19	$40.00
(5)(r)	Margaret Peters	IEP Team School Social Worker	Office of the Chief of Academics	08/05/19-12/20/19	$40.00
(5)(r)	Elizabeth Sandman	Advanced Academics	Office of the Chief of Academics	08/01/19-02/01/20	$40.00
(5)(r)	Patricia Schmeling	School Nurse	Office of the Chief of Academics	08/29/19-12/20/19	$40.00
(5)(r)	Carol Stein	IB Support Teacher	Office of the Chief of Academics	08/01/19-02/01/20	$40.00
(5)(r)	Janice Kosanke	ServSafe Proctor/Instructor	Office of the Chief of Academics	09/03/19-03/03/20	$39.50
(5)(r)	Phyllis Keener	Montessori Teacher Mentor	Office of the Chief of School Administration	09/03/19-12/20/19	$32.55
(4)(r)	Ruth Aviles	Induction Specialist	Office of the Chief of Academics	10/01/19-04/01/20	$30.00
(5)(r)	Sue Beay	School Engineer	Office of the Chief of School Administration	09/26/19-03/26/20	$30.00
(5)(r)	Tom Beay	School Engineer	Office of the Chief of School Administration	09/18/19-03/18/20	$30.00
(2)(r)	Kathy Bonds	Independent Hearing Officer	Office of the Chief of School Administration	08/12/19-02/12/20	$30.00
(5)(r)	Julie Clark	Induction Specialist	Office of the Chief of Academics	10/01/19-04/01/20	$30.00
(2)(r)	Jackie Day	Regional Attendance Support Liaison	Office of the Chief of School Administration	09/03/19-12/20/19	$30.00
(2)(r)	Portia Ewing-Lipsey	Independent Hearing Officer	Office of the Chief of School Administration	08/12/19-02/12/20	$30.00
(5)(nr)	Margaret Foerg	Induction Specialist	Office of the Chief of Academics	10/01/19-04/01/20	$30.00
(5)(r)	Deon Haith	Induction Specialist	Office of the Chief of Academics	10/01/19-04/01/20	$30.00
(5)(r)	Linda Hake	Induction Specialist	Office of the Chief of Academics	10/01/19-04/01/20	$30.00

Codes	Name	Position	Location	Dates	Salary
(5)(r)	Therese Meurer	Induction Specialist	Office of the Chief of Academics	10/01/19-04/01/20	$30.00
(5)(r)	James Raasch	Induction Specialist	Office of the Chief of Academics	10/01/19-04/01/20	$30.00
(2)(r)	Brenda Robinson	Induction Specialist	Office of the Chief of Academics	10/01/19-04/01/20	$30.00
(5)(r)	Cynthia Shields	Induction Specialist	Office of the Chief of Academics	10/01/19-04/01/20	$30.00
(2)(r)	Janice Smith	Regional Attendance Support Liaison	Office of the Chief of School Administration	09/03/19-12/20/19	$30.00
(5)(r)	Clara Tracey	Orchestra Coach	Office of the Chief of School Administration	08/12/19-02/12/20	$30.00
(5)(r)	Lauren Vey	Induction Specialist	Office of the Chief of Academics	10/01/19-04/01/20	$30.00
(5)(r)	Heidi Wylie	Vocal Music Support	Office of the Chief of School Administration	08/05/19-12/23/19	$30.00
(5)(r)	Grace Moone	Student Advisor	Office of the Chief of Academics	08/01/19-02/01/20	$25.00
(2)(r)	Rachel Ramirez	Media Coordinator	Office of the Chief of School Administration	08/01/19-02/01/20	$25.00
(5)(r)	Colleen Schmitt	SEE US! Grant Secretary	Office of the Chief of Academics	10/01/19-03/31/20	$23.54
(2)(r)	Nathaniel Gillon	Smart Spaces Classroom Facilitator	Office of the Chief of Academics	08/12/19-01/12/20	$20.00
(2)(r)	Jennifer Thomas	Library Assistant	Office of the Chief of School Administration	09/03/19-12/20/19	$20.00
(5)(r)	Valerie Pogue	Piano Accompaniment & Vocal Coach	Office of the Chief of School Administration	08/12/19-12/20/19	$17.06
(2)(r)	Hilda Allen	Secretary II	Office of the Chief of School Administration	08/26/19-10/01/19	$13.00
(5)(r)	Micah Hall	Wisconsin Improvement Program (WIP) Associate	Office of the Chief of Communications & School Performance	08/13/19-12/20/19	$4,500*

* Stipend

Codes

1	Native American
2	African American
3	Asian/Oriental/Pacific Islander
4	Hispanic
5	White
6	Other
r	Resident
nr	Non-resident

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

* * * * *

(Item 3) Action on a Request to Waive Administrative Policy 3.09(9)(e) and to Enter into a Contract with ADANI Systems, Inc., for Provision of X-Ray Machines and Maintenance Services

Background

The Administration is committed to maximizing safety and security for students, staff, and visitors at MPS schools. Based on this, the Administration is requesting authorization to waive the three-year term limit of Administrative Policy 3.09(9)(e) and to enter into a contract with ADANI Systems, Inc., ("ADANI") to provide X-ray machines and yearly maintenance services. The current process of using X-ray machines to

scan bags and other items is not new. X-ray machines have proven to be more efficient and effective and less intrusive than is physically searching a bag.

Board funds will not be used to purchase the X-ray machines. The X-ray machines will replace current units that are old and nearing their expiration dates.

Contractor was chosen pursuant to RFB 5779, which closed on July 18, 2019. The contract will run from November 1, 2019, through October 31, 2020, (the "Initial Term") with four additional one-year options to extend upon mutual agreement.

The total cost of the contract in the Initial Term will not exceed $217,600.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Board Rule, or Administrative Policy Statement

Administrative Policy 3.09, Purchasing and Bidding Requirements

Fiscal Impact Statement

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

Budget code: OGA-0-S-WK0-SA-ECTS $217,600

ADANI Systems, Inc.
Prime Contractor Information
Certified HUB Contractor? .....No
Total # of Employees 18
Total # of Minorities 3
Total # of Women 3

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

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 contract will begin as indicated in the attachment to the minutes of your Committee's meeting.

Committee's Recommendation

The Administration had recommended that the Board authorize the waiver of Administrative Policy 3.09(9)(e) and approve the contract with ADANI Systems, Inc., as set forth in the attachments to the minutes of your Committee's meeting.

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

The gavel was passed to Director Báez at 8:02 p.m.

Director Miller moved that:

1. MPS use the $217,600 Department of Justice Safe Schools grant, previously designated for a contract with ADANI systems, to be divided among 12 schools (at approximately $18,000 each) for implementing safe-school policies; and

2. at each of these 12 schools a school-wide safety committee be established and composed of students, parents, and staff, including, but not limited to, safety assistants, teachers, and administration; and

3. this school-based safety committee shall establish and implement a school safety plan and shall use the expenditure allocated within the guidelines of the Department of Justice's Safe Schools grant; and

4. a review of safety policies and the training of staff and students shall be conducted throughout the year, with regular reports to be made to the Board.

The motion failed, the vote being as follows:

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

The gavel was returned to President Miller at 8:46 p.m.

* * * * *

(Item 4) Action on Resolution 1920R-002 by Director Phillips and Director Baéz Regarding Equitable Nutrition Opportunities for all students

Background

At its meeting on May 30, 2019, the Milwaukee Board of School Directors referred Resolution 1920R-002 by Director Phillips and Baéz to the Committee on Accountability, Finance and Personnel.

WHEREAS, It should not matter which MPS school a child attends in whether or not that child has access to a healthful school meal; and

WHEREAS, The national benchmark for a school district's providing access to breakfast is 70% of children who eat free or reduced-priced (F/R) lunch; and

WHEREAS, Milwaukee Public Schools has the largest breakfast gap (i.e., the difference between the number of low-income children who eat school breakfast and the number of low-income children who eat school lunch) in the county: There are more than 35 schools in the district with breakfast gaps of at least 50 kids — If all of these schools were to reach the 70% national standard, over 4,500 additional kids would be provided access to school breakfast; and

WHEREAS, MPS Administrative Policy 4.07 states, "School nutrition programs are proven to improve student performance and assist in closing the achievement gap. Foods offered to students in addition to meals will be of optimal nutrition quality. District food service dietitians are charged with maintaining school meal nutritional standards per USDA requirements and will work to improve healthful, fresh menu choices for students"; and

WHEREAS, MPS Administrative Policy 4.05 states, "The district recognizes that proper nutrition and academic achievement are inextricably bound and will therefore advocate for universal free meals for breakfast and lunch. In addition, the Board will advocate for federal funding for supper programs for after school programs. The major objective of the school lunch program shall be to safeguard and improve the health and well-being of school children. The lunchroom should be considered an educational facility for teaching good dietary practices through the serving of nutritional adequate and attractive meals"; and

WHEREAS; It is vital for MPS teachers, administrators, nutrition professionals, students, and parents to work together to ensure equal access to school meals for all MPS students; and

WHEREAS, When breakfast is served early, before the school-day begins, it may be difficult for students to arrive at school in time for breakfast; and

WHEREAS, Children, especially older children, who are very conscious of what their peers think of them, may skip the free breakfast, even if they're hungry, rather than been seen as "the poor kids"; and

WHEREAS, Providing a breakfast after the bell across all MPS schools helps to ensure equitable nutrition for all students while eliminating barriers exacerbated by such racial and economic inequalities s transportation and food insecurity; now, therefore, be it

RESOLVED, That the Milwaukee Board of School Directors directs that:

1. the Superintendent or designee require 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" program; and
2. no later than the last day of school for the 2018-19 school year, MPS Nutrition shall present a Nutrition Equity Plan for establishment of a "breakfast after the bell" (BATB) program for all grades at each school in the district that is required to establish such a program, the Plan to include:
    a. a list of available breakfast grants in order for schools to maximize participation in school breakfast;
    b. a plan to notify and train MPS employees in advance of the BATB's implementation;
    c. promotion and notification of BATB to parents/guardians and to students in advance of the start date and regularly until the participation goal is met;
    d. input from MPS educators, administrators, food service staff, parents and students, and community partners prior to full implementation;
3. no later than the first full school year following the passage of the MPS Nutrition Equity Plan, MPS shall establish a "breakfast after the bell" program in each of its schools which are subject to the requirements of this resolution; and
4. each year thereafter, prior to the regular July meeting of the Board, the Department of Nutrition shall submit to the Board the name of each MPS school within MPS that falls short of the national benchmark of 70% of children who eat free or reduced-priced (F/R) lunch and also receive school breakfast so that the Board may monitor compliance with this policy.

This was followed by public testimony at the Committee's meeting on August 20, 2019. Additional information was presented at the Committee's meeting on September 17, 2019, as part of the Department of Nutrition Services' quarterly report.

The Administration is in agreement with the resolution and is recommending its adoption by the Board with the minor adjustments to better align with Milwaukee Public School's progress and accomplishments in the area of nutrition services.

The resolution is closely aligned to the Administration's current work underway, such as recognizing the goal of 70% breakfast participation for schools with a Free and Reduced Application Management (FRAM) exceeding 70%, which the district achieved in 2018-19 for MPS schools (excluding non-instrumentality charter and partnership schools).

Even with having achieved the overall breakfast participation goal of 70% for MPS schools, the Administration continues to revise and expand its breakfast after the bell options, with the goal of ensuring all students have access to breakfast. In addition, the Department of Nutrition Services continues to expand communications. This includes training for kitchen staff as well as principals and teachers on expanded breakfast options. This also includes working with principals to share information with families. The district also has established a breakfast hotline.

Statute, Board Rule, or Administrative Policy Statement

Administrative Policy 4.05, School Nutrition Management

Fiscal Impact Statement

The Department of Nutrition Services will cover costs through its operating budget and applied surplus.

Implementation and Assessment Plan

Upon approval by the Board, the Administration will continue its current efforts to implement the resolution.

Committee's Recommendation

Your Committee recommends that the Board approve Resolution 1920R-002, with the third Whereas clause to be amended as below:

WHEREAS, Milwaukee Public School ~~has the largest breakfast gap (i.e.,~~ is ranked 29th in the country of large urban school districts for the difference between the number of low-income children who eat school breakfast and the number of low-income children who eat school lunch~~.) in the county: There are more than 35 schools in the district with breakfast gaps of at least 50 kids — If all of these schools were to reach the 70% national standard, over 4,500 additional kids would be provided access to school breakfast~~ Milwaukee Public Schools, with a free and reduced rate exceeding 70%, meet the national goal of 70% breakfast…

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

* * * * *

(Item 5) Action on a Request to Approve the Reconciliation of Student Full-time-equivalent (FTE) Seats at Carmen High School of Science and Technology, South, for students served in the 2018-2019 School Year

Background

Carmen High School of Science and Technology, South, (Carmen South) was established as a non-instrumentality charter school in fall 2007 and is located at 1712 South 32nd Street. Carmen's mission is to graduate all students as critical thinkers and self-directed learners who are prepared for success in college, meaningful careers, community involvement, and family life.

Milwaukee Public Schools has received a request from Carmen for reconciliation of, and payment for, full-time-equivalent (FTE) seats to reflect 390.5 FTEs served (the actual number of students served at Carmen, South, during the 2018-2019 school year). The total of FTEs served was derived by averaging the amount of total countable pupils from the September and January state-count dates.

Strategic Plan Compatibility Statement

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

Statute, Board Rule, or Administrative Policy Statement

Administrative Policy 9.12, Charter Schools

Fiscal Impact Statement

Pending approval of this item, payment will be made to Carmen High School of Science and Technology, Inc., in the amount of $260,250.71. (Budget Code: GOEINICCW-ECTV)

Implementation and Assessment Plan

Pending approval of this item, MPS will make payment to Carmen High School of Science and Technology, Inc., for the reconciled student FTE seat amount.

Committee's Recommendation

Your Committee recommends that the Board:

1. approve the reconciliation of student full-time-equivalent (FTE) seats at Carmen High School of Science and Technology, South, for students served in the 2018-2019 School Year; and
2. direct the Administration to inform the school that it is not to exceed the seat limit at each campus.

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

* * * * *

(Item 6) Action on the FY20 Phase-Two Salary Step Schedules

Background

The Administration and the Milwaukee Teachers' Education Association (MTEA), through the meet-and-confer process, have agreed to the following salary-step schedule for the teachers' bargaining unit's members:

Steps	BA	MA	Phys Ther	OccTher	SLP	Interpreters	Nurses	SSW	Trav Music
0	$43,537.00	$46,537.00	$50,102.20	$46,671.67	$49,000.00	$32,000.00	$50,000.00	$54,650.00	$21.86
1	$45,137.00	$48,287.00	$51,852.20	$48,421.67	$50,750.00	$33,300.00	$51,750.00	$56,400.00	$22.77
2	$46,737.00	$50,037.00	$53,602.20	$50,171.67	$52,500.00	$34,600.00	$53,500.00	$58,150.00	$23.68
3	$48,337.00	$51,787.00	$55,352.20	$51,921.67	$54,250.00	$35,900.00	$55,250.00	$59,900.00	$24.59
4	$49,937.00	$53,537.00	$57,102.20	$53,671.67	$56,000.00	$37,200.00	$57,000.00	$61,650.00	$25.50
5	$51,537.00	$55,287.00	$58,852.20	$55,421.67	$57,750.00	$38,500.00	$58,750.00	$63,400.00	$26.41
6	$53,137.00	$57,037.00	$60,602.20	$57,171.67	$59,500.00	$39,800.00	$60,500.00	$65,150.00	$27.32
7	$54,737.00	$58,787.00	$62,352.20	$58,921.67	$61,250.00	$41,100.00	$62,250.00	$66,900.00	$28.23
8	$56,337.00	$60,537.00	$64,102.20	$60,671.67	$63,000.00	$42,400.00	$64,000.00	$68,650.00	$29.14
9	$57,937.00	$62,287.00	$65,852.20	$62,421.67	$64,750.00	$43,700.00	$65,750.00	$70,400.00	$30.05
10	$59,537.00	$64,037.00	$67,602.20	$64,171.67	$66,500.00	$45,000.00	$67,500.00	$72,150.00	$30.96
11	$61,137.00	$65,787.00	$69,352.20	$65,921.67	$68,250.00	$46,300.00	$69,250.00	$73,900.00	$31.87
12	$62,737.00	$67,537.00	$71,102.20	$67,671.67	$70,000.00	$47,600.00	$71,000.00	$75,650.00	$32.78
13	$64,337.00	$69,287.00	$72,852.20	$69,421.67	$71,750.00		$72,750.00	$77,400.00	$33.69
14	$65,937.00	$71,037.00	$74,602.20	$71,171.67	$73,500.00		$74,500.00	$79,150.00	$34.60
15	$67,537.00	$72,787.00	$76,352.20	$72,921.67	$75,250.00		$76,250.00	$80,900.00	$35.51
16	$69,137.00	$74,537.00	$78,102.20	$74,671.67	$77,000.00		$78,000.00	$82,650.00	$36.42
17		$76,287.00	$79,852.20	$76,421.67	$78,750.00		$79,750.00	$84,400.00	
18		$78,037.00	$81,602.20	$78,171.67	$80,500.00		$81,500.00	$86,150.00	
19		$79,787.00	$83,352.20	$79,921.67	$82,250.00		$83,250.00	$87,900.00	
20		$81,537.00	$85,102.20	$81,671.67	$84,000.00		$85,000.00	$89,650.00	

Years	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
Steps	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20

The Administration and the International Union of Operating Engineers, Local 420, through the meet-and-confer process, have agreed to the following salary-step schedules for the school engineers' bargaining unit's members:

Steps	BAT	BA	SE I	SE II	SE III	SE III+	SE IV
0	$36,000.00	$41,000.00	$46,000.00	$51,000.00	$56,000.00	$60,000.00	$65,000.00
1	$37,000.00	$42,000.00	$47,000.00	$52,000.00	$57,000.00	$61,000.00	$66,000.00
2	$38,000.00	$43,000.00	$48,000.00	$53,000.00	$58,000.00	$62,000.00	$67,000.00
3	$39,000.00	$44,000.00	$49,000.00	$54,000.00	$59,000.00	$63,000.00	$68,000.00
4	$40,000.00	$45,000.00	$50,000.00	$55,000.00	$60,000.00	$64,000.00	$69,000.00
5	$41,000.00	$46,000.00	$51,000.00	$56,000.00	$61,000.00	$65,000.00	$70,000.00
6	$42,000.00	$47,000.00	$52,000.00	$57,000.00	$62,000.00	$66,000.00	$71,000.00
7	$43,000.00	$48,000.00	$53,000.00	$58,000.00	$63,000.00	$67,000.00	$72,000.00
8	$44,000.00	$49,000.00	$54,000.00	$59,000.00	$64,000.00	$68,000.00	$73,000.00
9	$45,000.00	$50,000.00	$55,000.00	$60,000.00	$65,000.00	$69,000.00	$74,000.00
10	$46,000.00	$51,000.00	$56,000.00	$61,000.00	$66,000.00	$70,000.00	$75,000.00

Years	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
Steps	0	1	2	2	3	3	4	4	5	5	6	6	7	7	8	8	8	9	9	9	10

The Administration and the Psychologists Association in Milwaukee Public Schools (PAMPS), through the meet-and-confer process, have agreed to the following salary-step schedule for the school psychologists' bargaining unit's members:

Years	Steps	Salary
0	0	$56,125.22

Years	Steps	Salary
1	1	$58,269.29

Years	Steps	Salary
2	2	$60,413.37

Years	Steps	Salary
3	3	$62,557.44
4	4	$64,701.51
5	5	$66,845.58
6	6	$68,989.66
7	7	$71,133.73
8	8	$73,277.80

Years	Steps	Salary
9	9	$75,421.87
10	10	$77,565.95
11	11	$79,710.02
12	12	$81,854.09
13	13	$83,998.16
14	14	$86,142.24

Years	Steps	Salary
15	15	$88,286.31
16	15	$88,286.31
17	15	$88,286.31
18	15	$88,286.31
19	15	$88,286.31
20	15	$88,286.31

The Administration has developed the following salary-step schedule for the members of the former Local 1616 bargaining unit:

Steps	H21	F12	B11	04M	4K	4KA	04B	F2
0	$14.25	$16.44	$21.01	$16,877.32	$17,790.40	$29,204.86	$37,220.59	$40,574.98
1	$14.67	$16.77	$21.43	$17,368.58	$18,277.99	$30,062.07	$38,448.87	$41,386.48
2	$15.08	$17.10	$21.85	$17,859.84	$18,765.58	$30,919.28	$39,677.15	$42,197.98
3	$15.50	$17.43	$22.27	$18,351.09	$19,253.16	$31,776.49	$40,905.43	$43,009.48
4	$15.91	$17.76	$22.69	$18,842.35	$19,740.75	$32,633.70	$42,133.71	$43,820.98
5	$16.33	$18.09	$23.12	$19,333.61	$20,228.34	$33,490.92	$43,361.99	$44,632.48
6	$16.75	$18.41	$23.54	$19,824.87	$20,715.93	$34,348.13	$44,590.26	$45,443.98
7	$17.16	$18.74	$23.96	$20,316.13	$21,203.52	$35,205.34	$45,818.54	$46,255.48
8	$17.58	$19.07	$24.38	$20,807.38	$21,691.10	$36,062.55	$47,046.82	$47,066.98
9	$17.99	$19.40	$24.80	$21,298.64	$22,178.69	$36,919.76	$48,275.10	$47,878.48
10	$18.41	$19.73	$25.22	$21,789.90	$22,666.28	$37,776.97	$49,503.38	$48,689.98

Steps	F5	9A	C3	F5A	F6	F7	D3
0	$44,542.50	$44,892.41	$46,439.92	$47,660.29	$49,787.51	$51,031.71	$54,237.23
1	$45,870.67	$45,783.77	$47,361.49	$49,080.38	$50,774.43	$52,043.29	$56,400.73
2	$47,198.85	$46,675.12	$48,283.05	$50,500.48	$51,761.34	$53,054.87	$58,564.23
3	$48,527.02	$47,566.48	$49,204.62	$51,920.57	$52,748.26	$54,066.45	$60,727.74
4	$49,855.20	$48,457.83	$50,126.18	$53,340.67	$53,735.17	$55,078.03	$62,891.24
5	$51,183.37	$49,349.19	$51,047.75	$54,760.76	$54,722.09	$56,089.61	$65,054.74
6	$52,511.54	$50,240.54	$51,969.32	$56,180.85	$55,709.01	$57,101.19	$67,218.24
7	$53,839.72	$51,131.90	$52,890.88	$57,600.95	$56,695.92	$58,112.77	$69,381.74
8	$55,167.89	$52,023.25	$53,812.45	$59,021.04	$57,682.84	$59,124.35	$71,545.25
9	$56,496.07	$52,914.61	$54,734.01	$60,441.14	$58,669.75	$60,135.93	$73,708.75
10	$57,824.24	$53,805.96	$55,655.58	$61,861.23	$59,656.67	$61,147.51	$75,872.25

Years	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
Steps	0	1	2	2	3	3	4	4	5	5	6	6	7	7	8	8	8	9	9	9	10

The Administration is reviewing the Administrators and Supervisors Council's (ASC's) pay grades 00-07 structure for phase two. This pay structure will brought forward next month.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Board Rule, or Administrative Policy Statement

Administrative Policy 6.21, Salary Schedules: Staff

Fiscal Impact Statement

The Administration continues to work on finalizing the costing of each salary-step schedule. The cost is not to exceed six million dollars. Funding for year-one implementation of the phase-two salary-step schedules will be provided in the fall adjustments to the fiscal year 2019-20 budget that will be brought to the Board for approval.

Implementation and Assessment Plan

Upon the Board's approval, the Administration will implement the salary-step schedules no later than March 16, 2020.

Committee's Recommendation

Your Committee recommends that the Board:

1. adopt the steps and lanes, with no implementation date to be determined until after the Board's special meeting on October 29, 2019; and
2. direct that the cost is not to exceed $6 million.

Your Committee further reports that it has directed the Administration to bring to the full Board, prior to its meeting, information on retroactive pay for permit teachers, with the five-year forecast to be included.

Director Taylor moved to:

1. adopt the steps and lanes with no implementation date to be determined until after the Board's special meeting on October 29, 2019;

2. direct that the cost is not to exceed $6 million; and

3. with the goal of the January 2020 Board cycle.

The motion passed, the vote being as follows:

Present — Directors Báez, Herndon, O'Halloran, Peterson, Phillips, Siemsen, and President Miller — 8.
Noes — none — 0.
Temporarily Absent — Director Woodward — 1.

The gavel was passed to Director Báez at 9:31 p.m.

The gavel was returned to President Miller at 9:49 p.m.

* * * * *

(Item 7) 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 2020-21 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 3, 2020) for the 2020-21 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 2020-21 school year. The request will cite the fact that the post-September 1, 2020, 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 2019-20 school year, and it was granted by the DPI.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Board Rule, or Administrative Policy 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, 2020, deadline for an early start date for the 2020-21 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 3, 2020) 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, 2020, deadline for an early start date for the 2020-21 school year for Ronald Wilson Reagan College Preparatory High School, Rufus King International High School (grades 9-12), and Casimir Pulaski High School.

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

* * * * *

(Item 8) Action on a Request to Approve the Proposed 2020-2021 and 2021-2022 School Calendars

Background

Attached to the minutes of your Committee's meeting are the proposed 2020-2021 and 2021-2022 school calendars for the traditional schools and the early-start schools.

The early-start district calendar will apply to the same high schools, traditional middle schools, and former year-round schools as in the 2019-2020 school year. The traditional district calendar will apply to the same elementary schools as in the 2019-2020 school year.

Strategic Plan Compatibility Statement

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

Statute, Board Rule, or Administrative Policy Statement

Administrative Policy 7.03, School Year/School Calendar

Fiscal Impact Statement

No fiscal impact

Implementation and Assessment Plan

Upon approval by the Board, the Administration will implement the calendars for the 2020-2021 and 2021-2022 school years.

Committee's Recommendation

Your Committee recommends that the Board approve and adopt the proposed 2020-2021 and 2021-2022 school calendars as presented in the attachments to the minutes of your Committee's meeting and as summarized below.

2020-21 Traditional Calendar			
Aug 25	Organizational Day	Dec 24-25	Winter break
Aug 26-28, 31	Professional Development Days	Dec 28-31	Winter break
Sept 1	First Day of School — Students	Jan 1	Winter break
Sept4	Labor Day break	Jan 18	MLK. Jr. Day
Sept 7	Labor Day	Feb 15	Mid-Semester break
Oct 23	Parent-Teacher Conference Day	Feb 16	Record Day
Oct 26	October break	March 19	Parent-Teacher Conference Day
Nov 3	November break	April 2, 5-9	Spring break
Nov 16	Record Day	May 31	Memorial Day
Nov 25, 27	Thanksgiving break	June 4	Records Day
Nov26	Thanksgiving Day	June 11	Last Day of School — Students
Dec 23	Professional Development Day	June 14-15	Professional Development Days

2020-21 Early-start Calendar			
Aug 10	Organizational Day	Dec 24-25	Winter break
Aug 11-14	Professional Development Days	Dec 28-31	Winter break
Aug 17	First Day of School — Students	Jan 1	Winter break
Sept4	Labor Day break	Jan 18	MLKJr. Day
Sept 7	Labor Day	Feb 15	Mid-Semester break
Oct 23	Parent-Teacher Conference Day	Feb 16	Record Day (K-8) and Professional Development Day (H.S.)
Oct 26	October break	March 19	Parent-Teacher Conference Day
Nov 3	November break	April 2, 5-9	Spring break
Nov 16	Record Day (K-8) and Professional Development Day (H.S.)	May 17	Record Day (K-8) and Professional Development Day (H.S.)
Nov 25, 27	Thanksgiving break	May 26	Last Day of School - Students
Nov26	Thanksgiving Day	May 27	Record Day (H.S.) and Professional Development Day (K-8)
Dec 23	Record Day (H.S.) and Professional Development Day (K-8)	May 28	Professional Development Day (all)
Note: ACT testing dates to be determined.			

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

* * * * *

(Item 9) Action on a Request to Carry Over FY19 School Deficit and Contracted Carry-over Amounts

Background

School leaders take the lead responsibility for spending in accordance with their schools' budgets. A school's overall deficit balance occurs when total expenditures exceed the total to-date 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 staff are alerted to potential problems, and where warranted, controls to limit school spending are put in place to mitigate risk.

School	FY18 Deficit	Total FY19 Working Budget	FY19 Deficit	Total Deficit	% of Working Budget
Accelerated Learning	(1,126)	2,586,840	(8,724)	(9,850)	0.38%
ALBA	0	2,791,702	0	31,036	1.11%
Allen Field	0	2,489,805	(987)	(987)	0.04%
Alliance High School	(1,887)	870,367	(20,965)	(22,852)	2.63%
Audubon Middle School	(65,408)	1,861,908	0	(21,255)	1.14%
Auer Avenue	(78,032)	968,580	(6,475)	(84,507)	8.72%
Barton Elementary	0	1,004,791	(9,364)	(9,364)	0.93%
Burdick	0	2,321,016	(1,381)	(1,381)	0.06%
Carson Academy of Science	(8,286)	1,576,808	0	(6,435)	0.41%
Cass	(2,517)	1,517,151	0	(1,891)	0.12%
Clement	0	1,541,787	(9,791)	(9,791)	0.64%
Congress Elementary	(6,288)	2,515,994	(10,862)	(17,150)	0.68%
Craig Montessori	0	1,412,653	(1,769)	(1,769)	0.13%
Emerson Elementary	0	959,721	(1,183)	(1,183)	0.12%
Fifty-Third Street	(6,201)	1,518,745	0	(1,024)	0.07%
Grant	(886)	2,610,092	(2,254)	(3,140)	0.12%
Grantosa Drive Elem	0	2,198,808	(13,255)	(13,255)	0.60%
Hamilton High School	(20,544)	5,647,313	(263,041)	(283,585)	5.02%
Hartford	(7,046)	2,351,906	0	(1,450)	0.06%
Hawthorne Elementary	0	993,300	(18,863)	(18,863)	1.90%
Hi-Mount Boulevard Elem	0	812,707	(2,156)	(2,156)	0.27%
King Middle	0	1,695,151	(476)	(476)	0.03%
MacDowell	(4,073)	3,173,636	(15,302)	(19,375)	0.61%
Manitoba	0	2,060,304	(835)	(835)	0.04%
Marshall High School	(112,145)	2,861,036	(112,469)	(224,614)	7.85%
Marvin Pratt Elem	0	1,156,722	(434)	(434)	0.04%
Meir	(26,072)	4,515,623	(111,466)	(137,538)	3.05%
Metcalfe	(14,043)	1,075,958	(15,759)	(29,802)	2.77%
Milw Acad of Chinese Language	0	1,867,611	(3,933)	(3,933)	0.21%
Milw French Immersion	(17,745)	2,500,480	0	(16,555)	0.66%
Milw High Sch of Arts	(24,767)	3,482,915	(201,218)	(225,985)	6.49%
Milw Sign Language	(10,836)	2,368,672	(23,375)	(34,211)	1.44%
MORSE	(6,231)	1,346,114	(28,909)	(35,140)	2.61%
North Division	(95,148)	1,128,249	0	(75,926)	6.73%
Parkside	(17,102)	3,391,493	0	(10,195)	0.30%
Parkview Elementary	0	1,589,609	(3,500)	(3,500)	0.22%
Pulaski High School	(75,385)	3,308,984	0	(63,200)	1.91%
River Trail Elementary	(28,864)	1,483,137	(59,058)	(87,922)	5.93%
Rogers Street	(41,755)	2,571,182	0	(10,264)	0.40%
Ronald Reagan High School	(81,643)	5,420,101	0	(27,501)	0.51%
Roosevelt	(44,156)	1,393,481	0	(28,672)	2.06%
Sherman Multicultural Art	(58,509)	1,214,120	0	(2,227)	0.18%
South Division	(13,901)	3,694,915	0	(8,241)	0.22%
Spanish Immersion	0	2,847,292	(1,996)	(1,996)	0.07%
Story	0	1,761,179	(955)	(955)	0.05%
Thoreau Elementary	(1,817)	1,732,737	0	(1,334)	0.08%
Trowbridge	(2,798)	950,568	(6,309)	(9,107)	0.96%
Vieau	(2,448)	3,126,314	(1,284)	(3,732)	0.12%
Vincent High School	(103,725)	2,878,652	(55,181)	(158,906)	5.52%
Washington High School	(17,237)	2,361,278	0	(12,205)	0.52%
Wedgewood	(18,687)	3,467,036	0	(2,527)	0.07%
Whitman	(3,132)	1,517,647	0	(2,401)	0.16%
Total Deficit*	(1,020,437)		(1,013,531)	(1,720,561)	

**FY18 does not balance due to some schools having paid off their deficits*

Schools with Deficits in Excess of 3%		
School	Percent	Cause/Future Impact

Auer Avenue	8.72%	Other wages overspent
Hamilton High School	5.02%	High number of substitute teachers, educational maintenance and contract services costs
Marshall High School	7.85%	Spending was high in all areas
Meir	3.05%	Other wages overspent
Milw High Sch of Arts	6.49%	Spending is high in all areas
North Division	6.73%	Deficit from FY18 was $76,118. School was in positive for FY19. Deficit is the result of prior-year balance
River Trail Elementary	5.93%	Other wages overspent
Vincent High School	5.52%	Other wages overspent due to part-time certificated and para class coverage

According to Administrative Policy 3.05, concerning school deficits, year-end deficits incurred shall be carried over into the next year.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Board Rule, or Administrative Policy 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. The total deficit among the schools is $1,720,561. About $583,866 will be paid back in the first year.

Committee's Recommendation

Your Committee recommends that FY19 school-deficit and contracted carry-over amounts be carried over to FY20 and that schools with deficits from FY19 pay back the amounts within three years and not more than five years.

Adopted with the roll call vote to approve 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

RFP 5777 Authorization to Enter into a Blanket Contract with Virtucom, Inc., for Interactive Touch Flat Panels and Stands

The Administration is requesting authorization to enter into a blanket contract with Virtucom, Inc., for interactive touch flat panels and stands. This vendor will be used to provide interactive flat panels ("IFPs") and stands to schools for use in classrooms.

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 and by students in the daily instructional processes in the classroom.

Contractor was chosen pursuant to RFP 5777, which closed on June 25, 2019. The contract will run from November 1, 2019, through October 30, 2020, (the "Initial Term") with two additional one-year options to extend if certain performance metrics incorporated into the blanket contract are met.

The total cost of the contract in the Initial Term will not exceed $1,274,250.10

Budget Code: Varies by ordering location.....$1,274,250.10

Virtucom, Inc.
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 10t

Routine Monthly Reports

The report on revenues and expenses, the monthly expenditure control report, the report on administrative and school fund transfers, the monthly 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 reports, and no action is required.

Donations

Location	Donor	Amount	Gift or Purpose
Monetary Donations			
Audubon High School	Kingfish Solutions, LLC	$196.98	Athletics Donations
Audubon High School	American Cancer Society	$1,000.00	Athletics Donations
Audubon Middle School	LeadDog Marketing Group	$890.00	Kohl's Cares Field Trip Grant
Bay View High School	Allan J. Sharafinski	$100.00	Scholarship Fund
Bradley Trade & Tech	GSI General Contractors, LLC*	$100.00	Football Donation
Bradley Trade & Tech	Calderone Club*	$1,000.00	Football Donation
Bradley Trade & Tech	Steve Calvin*	$200.00	Football Donation
Emerson School	American Income Life Insurance	$28.00	General School Supplies
Fifty-Third Street School	University of Wisconsin-Milwaukee	$500.00	Research Donation
Forest Home Avenue School	Philip & Gail Passler*	$150.00	Lunch Program Donation
Garland School	Garland PTA	$87.50	Office Supplies
Garland School	Garland PTA	$300.00	Safety Donation
Honey Creek Elementary School	Mark Borkowski	$25.00	Library Donation
Humboldt Park School	The Benevity Community Impact Fund	$485.50	Field Trip Donation
Keefe Avenue School	YourCause, LLC.	$140.00	General School Supplies
Keefe Avenue School	YourCause, LLC.	$140.00	General School Supplies
Keefe Avenue School	Heavy Hitters	$100.00	PBIS Donation
King High School	Kathleen J. Dreyer	$1,000.00	Football Donation
King High School	Kathleen J. Dreyer	$1,000.00	Cross Country Donation
King High School	Ford Motor Company	$3,380.00	Girls Basketball Donation
King High School	Ford Motor Company	$1,460.00	Girls Basketball Donation
King High School	Wisconsin Power & Light Company	$19.44	Scholarship Donation
King High School	Cooperative Educational Service Agency	$1,500.00	Wellness Donation
King High School	American Cancer Society	$1,000.00	Cooking Club Donation

Location	Donor	Amount	Gift or Purpose
King High School	Saz's Catering, Inc.	$828.60	Girls Swimming Donation
Lafollette School	Fidelity Information Services	$2,500.00	Volunteer Day Donation
Lloyd Barbee Montessori	American Heart Association	$3,000.00	Garden Project Donation
Lloyd Barbee Montessori	Marquette University	$130.00	Field Trip Donation
Longfellow School	Medical College of WI Epidemiology	$1,000.00	Garden Project Donation
Longfellow School	Generac Power Systems	$250.00	Garden Project Donation
MacDowell Montessori	MPS Foundation, Inc.	$4,012.00	Ballroom Donation
Meir School	Paula E. Jones	$400.00	Forensics & Debate Donation
Milw. School of Languages	King Solutions, Inc.	$28.36	General School Supplies
Riley School	Skylark Automatic Vending, Inc.	$100.00	Staff Breakfast Donation
Riverside High School	LeadDog Marketing Group	$997.42	Kohl's Cares Field Trip Grant
Riverside High School	LeadDog Marketing Group	$1,000.00	Kohl's Cares Field Trip Grant
Ronald Reagan High School	Samuel & Mary Hill	$33.00	Field Trip Donation
Ronald Reagan High School	Al Hurvis/Adamm Education Foundation	$250.00	Boys Tennis Donation
School of Career & Tech Ed	Kwik Trip, Inc.	$0.96	General School Supplies
Marvin Pratt	Socially Responsible Evaluation In Education	$500.00	Research Donation
Marvin Pratt	Neighborhood House of Milwaukee	$1,500.00	Field Trip Donation
South Div High School	The Bradley Family Foundation	$300.00	Multi-Cultural Club Donation
Starms Early Childhood School	LeadDog Marketing Group	$1,000.00	Kohl's Cares Field Trip Grant
Starms Early Childhood School	LeadDog Marketing Group	$1,000.00	Kohl's Cares Field Trip Grant
Victory School	Zach Lindow Insurance Agency	$150.00	General School Supplies
Victory School	Zach Lindow Insurance Agency	$150.00	General School Supplies
Victory School	Zach Lindow Insurance Agency	$150.00	General School Supplies
Washington High School of I.T.	Washington High School Alumni	$1,380.00	General School Supplies
Westside Academy	Action for Healthy Kids	$1,750.00	General School Supplies
Whitman School	American Cancer Society	$1,000.00	Wellness Donation
	Total Monetary Donations	*$38,212.76*	
Non-Monetary Donations			
Academy of Accelerated Lrng.	Donors Choose	$649.00	STEM Materials
Academy of Accelerated Lrng.	Donors Choose	$350.96	Books
Academy of Accelerated Lrng.	Donors Choose	$299.28	Scholastic News
Academy of Accelerated Lrng.	Donors Choose	$696.66	Books
Academy of Accelerated Lrng.	Krispy Kreme	$80.00	Donuts
ALBA	Donors Choose	$602.59	Music Donation
Bradley Trade & Tech	W.T. Walker Group, Inc.	$100.00	General School Supplies
Doerfler School	Donors Choose	$318.72	Art Supplies
Doerfler School	Donors Choose	$483.31	Rest Mats
Elm Creative Arts School	Green Standards Ltd.	$2,304.00	Furniture & Wall Mounted TV
Grant School	Donors Choose	$321.25	STEM Kits
Greenfield School	Donors Choose	$384.81	General School Supplies
Hamilton High School	Donors Choose	$1,276.58	Non-Fiction Books
Honey Creek Elementary School	Donors Choose	$105.19	Sensory & Calming Tools
Honey Creek Elementary School	Anonymous-Donors Choose	$106.48	Sensory Items

Location	Donor	Amount	Gift or Purpose
Longfellow School	Donors Choose	$270.93	Magna Tiles
MacDowell Montessori	Donors Choose	$424.06	STEM & Headphone
MacDowell Montessori	Donors Choose	$271.85	Art Books & Storage
MacDowell Montessori	Donors Choose	$471.68	Art Supplies
MacDowell Montessori	Donors Choose	$1,263.10	Math Supplies
MacDowell Montessori	Donors Choose	$129.98	Cones & Chalk
Maple Tree School	Donors Choose	$151.62	General School Supplies
Maple Tree School	Donors Choose	$524.85	General School Supplies
Maple Tree School	Donors Choose	$118.77	General School Supplies
Maple Tree School	Donors Choose	$231.68	General School Supplies
Meir School	Donors Choose	$454.08	Books
Meir School	Donors Choose	$445.31	Books
Meir School	Donors Choose	$500.00	Leadership Conference
Meir School	Donors Choose	$451.85	Books
North Division High School	American Legion Auxiliary Post 449	$75.00	General School Supplies
Siefert School	Colectivo Coffee	$90.00	Coffee Donation
	Total Non-Monetary Donations	*$13,953.59*	
Total Value of Donations for October 2019		$52,166.35	
	**Donations from MPS Alumni*	*$1,450.00*	

Your Committee recommends that the Board:

1. authorize the purchases; and
2. accept the donations listed, with appropriate acknowledgment to be made on behalf of the Board.

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

* * * * *

(Item 11) Action on the Award of Exception-to-Bid Contracts

Exception Authorization to Enter into Contracts with Sebastian Family Psychology Practice LLC; Aurora Family Services, Inc.; and Children's Service Society of Wisconsin, d/b/a Children's Hospital of Wisconsin Community Services, for School Community Partnership for Mental Health (SCPMH) Services as Part of the U.S. Department of Education's Project Prevent/ Resilient Kids Grant

The Administration is requesting authorization to enter in to a contract with Sebastian Family Psychology Practice LLC ("SFPP"); Aurora Family Services ("Aurora"); and Children's Service Society of Wisconsin, d/b/a Children's Hospital of Wisconsin Community Services ("Children's Hospital"), to provide mental health services and supports to students, family, and staff. These contractors provide collaboration, direct services to students and families, professional development, and training for staff and parents.

Contractor will provide direct and indirect mental health services to students, family members, and staff within the SCPMH's parameters and guidelines. Services may include professional development for staff, parent education, student education, teacher consultation, critical- incident debriefing, connecting with other agencies with specialized competencies, and mental health consultation.

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 as part of the U.S. Department of Education's Project Prevent/ Resilient Kids Grant (Administrative Policy 3.09(2)(c)).

The contracts will run from December 1, 2019, through June 30, 2020, (the "Initial Term") with the option to extend for up to two additional one-year terms, from July 1, 2020, through June 30, 2021, and from July 1, 2021, through June 30, 2022, upon mutual written consent.

The total cost of these contracts in this first year will not exceed $196,764 as follows:

SFPP..... $65,588
Aurora $65,588
Children's Hospital $65,588

Budget Code: SDV-0-S-RX0-DE-ECTS (U.S. Department of Education — Contracted Services) $196,764

Sebastian Family Psychology Practice 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

Aurora Family Services, 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

Children's Service Society of Wisconsin, d/b/a Children's Hospital of Wisconsin Community Services

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, Board Rule, or Administrative Policy 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.

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

* * * * *

(Item 12) Action on Monthly Facilities Matters: FMS Award of Professional Services Contract

RFP 19001 Authorization to Enter into a Contract for Green Infrastructure Upgrades at Academy of Accelerated Learning, Doerfler, Golda Meir Lower Campus, Vincent High, Westside Academy I, and Clement Avenue School.

A request for Proposal (RFP #19001) was issued by Facilities and Maintenance Services to obtain a firm to provide design services for green infrastructure upgrades at Academy of Accelerated Learning, Doerfler, Golda Meir Lower Campus, Vincent High, Westside Academy I, and Clement Avenue School.

The selected firm is Stormwater Solutions Engineering, LLC, for a contract amount of $173,701.00. The budget codes will vary.

The contract period will be November 1, 2019, to August 14, 2020.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Board Rule, or Administrative Policy Statement

Administrative Policy 3.09, Purchasing and Bidding Requirements

Fiscal Impact Statement

The item authorizes expenditures for $173,701.00

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 attached 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 13) Action on Request to Enter into a Lease Agreement with the Wisconsin Department of Natural Resources for the District's Use of Oakridge Farm

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 addition to hosting a series of curricula-based programs for school-age students, the Farm is also host to K5 MPS Learning Journeys and serves as a field-trip destination for the community and for the Summer Academy's participants. More than 9,500 youth visit the farm on an annual basis.

The Administration is requesting approval of a lease agreement commencing on October 1, 2019, and terminating on December 31, 2024, at a one-time rate of $1.00 and an option to extend the lease for two additional five-year terms, contingent upon approval by the Board, in order to continue to provide educational opportunities that promote growth and create opportunities for future success.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Board Rule, or Administrative Policy Statement

Administrative Policy 3.09, Purchasing and Bidding Requirements

Fiscal Impact Statement

Total lease expense for the lease term is $1.00.

Implementation and Assessment Plan

Upon the Board's approval, the lease agreement, as attached to the minutes of your Committee's meeting, with the Wisconsin Department of Natural Resources shall be executed.

Committee's Recommendation

Your Committee recommends that the Board approve the lease agreement, as attached to the minutes of your Committee's meeting, with the Wisconsin Department of Natural Resources for the district's use of Oakridge Farm, located at S40W35961 County Rd. C, Dousman, WI, 53118.

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

* * * * *

(Item 14) Action on Request to Waive Administrative Policy 3.09(9)(e) and to Extend a Contract with Accounting Equipment Corp, d/b/a AE Business Solutions, for IT-Support 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 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 928. The original contract was authorized by the Board to run from November 1, 2016, through October 31, 2017 with two one-year extensions. The current extension expires on October 31, 2019. The waiver of Administrative Policy 3.09(9)(e) is being sought as a result of the three-year maximum contract term' having been exceeded. The Administration has a current Request for Proposal ("RFP") out for solicitation of RFP 1025, so this three-month extension is necessary to avoid a lapse in services.

This contract extension will run from November 1, 2019, through January 31, 2020.

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, Board Rule, or Administrative Policy 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: TSV-0-0-TLN-DW-ECTS (Tech License — Contract Services) $75,000

Accounting Equipment Corp, d/b/a AE Business Solutions

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 10t

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 Account Equipment Corp, d/b/a AE Business Solutions, 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.

* * * * *

REPORT OF THE COMMITTEE ON PARENT AND COMMUNITY ENGAGEMENT

Director Woodward 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 Southwest Region 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 previous action, the 2018-19 monthly Regional Showcase item structure has been enhanced to provide a thorough picture of each region as they are presented on a monthly basis. This will include goals as well as progress in attaining then. 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 region comprises 24 schools, including Montessori, Immersion, International Baccalaureate, Bilingual, Project Lead the Way, Community Schools, and specialty schools. The Southwest Region serves 12,857 students in diverse settings to meet the varied needs of our students. Schools in the Southwest Region include A.L.B.A., Academy of Accelerated Learning, Alcott, Allen Field, Curtin, Doerfler, Forest Home, Grant, Greenfield, Hayes, Honey Creek, Kagel, Lincoln Avenue, Longfellow, Lowell, Manitoba, Milwaukee Spanish Immersion, Mitchell, Morgandale, Riley, Rogers, Vieau, Whitman, and Zablocki.

The Southwest Region offers the following programming to meet the various needs of learners in pursuit of academic excellence at these schools: developmental bilingual and traditional monolingual biliteracy experiences, immersion, International Baccalaureate Primary Years Programme, dual-language

Montessori education beginning with grades K3 and K4, Project Lead the Way (PLTW), Engineering is Elementary, and Systems Thinking.

The Southwest Region is successful due to the families, staff, and dedicated community partnerships, a vital component to the success of students. The following are a few community partnerships in the Southwest region: United Way, Arts in Community Education, Milwaukee Symphony Orchestra, Junior Achievement, Skylight Theater, Milwaukee Repertory Theater, City Year, and many colleges and universities.

[Additional details are provided in the presentation attached to the minutes of your Committee's meeting.]

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Board Rule, or Administrative Policy Statement

Administrative Policy 7.01, Teaching and Learning Goals

Fiscal Impact Statement

N/A

* * * * *

REPORT OF THE COMMITTEE ON STUDENT ACHIEVEMENT AND SCHOOL INNOVATION

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

(Item 1) Report with Possible Action on Wisconsin Student Assessment System Data

Background

The presentation attached to the minutes of your Committee's meeting is aligned to the Board's action in February 2018 to review district data regularly throughout the school year. The Wisconsin Student Assessment System (WSAS) is a comprehensive statewide program designed to provide information about what students know in core academic areas and whether they can apply what they know. The WSAS includes:

- The Wisconsin Forward Exam at grades 3-8 in English language arts (ELA) and mathematics; at grades 4 and 8 in science; and 4, 8, and 10 in social studies
- Dynamic Learning Maps (DLM) at grades 3-11 in ELA and mathematics; at grades 4 and 8-11 in science; and at grades 4, 8, and 10 in social studies
- ACT Aspire at grades 9 and 10
- The ACT Plus Writing at grade 11 for reading, English, mathematics, science, and writing.

The Every Student Succeeds Act (ESSA) requires all states to test all students in English language arts (ELA) and mathematics in grades 3-8 and once in high school. ESSA also requires students be assessed in science once each grade span (3-6, 7-9, and 10-12 grades). Students' performance on these assessments is reported in proficiency categories and used for accountability determination at the school, district, and state levels, including state accountability report cards. Wisconsin State Statutes also require students to take grade-9 and -10 assessments as well as the social studies test. These tests together create the Wisconsin Student Assessment System.

This presentation will review the results of the Wisconsin Forward Exam with DLM, ACT Aspire with DLM, and ACT with writing with DLM that were released in September 2019.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Board Rule, or Administrative Policy Statement

Administrative Policy 7.38, Balanced Assessment Systems

Fiscal Impact Statement

N/A

* * * * *

(Item 2) Report with Possible Action on Academic Standards

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

Background

As required by the Wisconsin Department of Public Instruction, a notice identifying the academic standards adopted by the school board is included as an item on the Board's agenda at the start of the school year. The academic standards addressed in this report are as follows.

Common Core State Standards

On September 27, 2012, the Milwaukee Board of School Directors received a report on the Common Core State Standards (CCSS) and the alignment to the Comprehensive Literacy Plan (CLP) and the Comprehensive Mathematics and Science Plan (CMSP). It is 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.

Common Core Essential Elements

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.

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, which are developed in grade bands PK-5, 6-8, 9-12,cover six content areas:

- agriculture, food and natural resources
- business and information technology
- family and consumer sciences
- health science
- marketing, management, and entrepreneurship
- technology and engineering.

Wisconsin Model Early Learning Standards

On May 27, 2014, the Board supported two initiatives aligned to the Wisconsin Model Early Learning Standards (WMELS) plan and testing. The WMELS stresses the importance of creating a base of child-initiated and teacher-initiated activities. These standards reflect the belief that children should be provided with opportunities to explore and to apply new skills through child-initiated and teacher-initiated activities and through interactions with peers, adults, and materials.

Next Generation Science Standards

In November 2017, the Wisconsin Department of Instruction adopted the Next Generation Science Standards. These standards identify content and science and engineering practices that all students should

learn from K-12 grades. These include elementary science, physical science, life science, earth and space science, and engineering, technology, and applications of science in middle and high school.

Standards for Social Studies

In 2018, the Wisconsin Department of Public Instruction adopted Standards for Social Studies. These standards provide a foundation of what students should know and be able to do at the appropriate grade levels.

Common Core State Standards for World Languages

On June 3, 2019, the Wisconsin Department of Public Instruction reaffirmed the Common Core State Standards for World Languages that had been developed to parallel the English language arts and the development of bilingualism and biliteracy.

Wisconsin Academic Standards

Per the Wisconsin Department of Public Instruction, all academic areas not covered by CCSS and CCEE and WMELS are covered by the Wisconsin Academic Standards:

- art and design education
- dance
- environmental education
- health education
- information and technology literacy
- music education
- nutrition education
- personal financial literacy
- physical education
- reading
- school counseling
- theatre education
- world languages.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Board Rule, or Administrative Policy 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 MPS Head Start Policy Council and to the Title I District Advisory Council (DAC).

* * * * *

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

In an effort to support the goals that have been identified by the Board as essential to the accomplishment of the MPS Vision and Mission, the President's activities during October 2019 included the following:

Academic Achievement

- October 7, attended Wisconsin Public Education Milwaukee meeting
- October 8, attended a presentation by Fania Davis at Mt. Mary College on restorative justice
- October 10, Visited Riverside High School to observe student entry at day start
- October 10, met with Fania Davis to discuss Milwaukee's work on restorative-justice practices
- October 14, met with Common Council President Ashanti Hamilton
- October 21, presented to student teacher group
- October 23-25, attended the Council of Great City Schools' annual national conference, including workshops on early-childhood reading, world-language instruction and bilingualism, ethnic studies, and more.
- October 26, attended a meeting of the Executive Committee of the Council of Great City Schools
- October 29, attended a meeting at Carver school to discuss STEM work
- October 30, met with a math tutor from Bay View Boys and Girls Club on strengthening high-school tutoring

Student, Family, and Community Engagement

- October 7, attended a meeting of the Montessori Advisory Committee
- October 9, attended a meeting of the Milwaukee Library Board's Innovation Committee
- October 9, conducted a Beyond the Board Room session at Cass Elementary
- October 11, attended a meeting of the Black Lives Matter at School's planning committee at MLK Elementary
- October 15, attended a Family Values at Work event in Washington, DC
- October 17, met with a "Think Tank" of students at Riverside
- October 17, Toured the new Arts@Large building and met with leadership
- October 18, met with representatives from the City and County at City Hall to begin discussion of coordination of services and finances
- October 22, attended the monthly meeting of the Milwaukee Library's Board of Trustees.

Effective and Efficient Operations

- Met weekly with Dr. Posley

* * * * *

NEW BUSINESS

(Item 1) Action on a Request to Revise Administrative Policy 4.01, Emergency Plans; Administrative Procedure 4.01(2), Emergency Hospital Locations; and Administrative Procedure 4.01(3), Emergency Closings.

Referred to the Committee on Legislation, Rules and Policies

(Item 2) Action on a Request to Approve Creation of Administrative Policy 7.44, Music Education.

Referred to the Committee on Legislation, Rules and Policies

(Item 3) The next item of new business for referral is Action on a Request to Approve the Proposed Revisions to Administrative Policies 8.28, Student Discipline, and 8.31, Student Suspensions.

Referred to the Committee on Legislation, Rules and Policies

* * * * *

COMMUNICATIONS AND PETITIONS

(Item 1) Communication from the U.S. Marines on Career Opportunities for Life After High School

The following communication was received by the Office of Board Governance:

Good Morning Ma'am/Sir,

I am the Executive Officer for Recruiting Station Milwaukee, United States Marine Corps. I am requesting, on behalf of my commanding officer, an opportunity for him to speak with the school board. We are requesting a policy change on how and when lists of students are provided. We would like to give all students who do no Opt-out, from each of the schools in your district, a career opportunity for life after high school.

When is the next board meeting? How do we reserve a time slot on the schedule?

Very respectfully,
1st Lt Brianna S. La Mee'
Executive Officer
U.S. Marine Corps Recruiting Station Milwaukee

Referred to the Superintendent.

* * * * *

RESOLUTIONS

Resolution 1920R-008

By Director Woodward

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

WHEREAS, All humans possess unique, rich cultural histories, backgrounds, and experiences deserving of respect and inclusion; and

WHEREAS, Diversity includes, but is not limited to, differences in race, ethnicity, nationality, gender and gender identity, sexual orientation, socio-economic status, age, physical and/or mental ability, and religious beliefs; and

WHEREAS, Students' cognitive, social, and emotional development are culturally and socially based, thus, creating a more diverse workforce supports the connection between the school and the larger community;

WHEREAS, Efforts to meet the district's goal of academic achievement would be better served if we recruit a diverse workforce that more closely resembles the diversity of the students we serve; and

WHEREAS, The information presented to the Board in January 2019 indicates a lack of diversity in certain work groups, including paraprofessional educational assistants, safety and security, handicapped

aides, school psychologists, and school social workers, both in the district's current work force and in the applicant pools for these group; and

WHEREAS, For FY19, the teacher workforce was 68% white, 18% Black/African-American, less than 10% Hispanic/Latino and about 4% Asian and other groups; and

WHEREAS, The student body of MPS, by contrast, is approximately 14% white, 55% Black/African-American, 25% Hispanic/Latino, 5% Asian, and 1% other groups; and

WHEREAS, MPS has numerous schools where the racial demographics of students differs significantly from that of the school's staff; now, therefore, be it

RESOLVED, That the Milwaukee Board of School Directors seeks to enrich the educational environment by providing students with diverse student-facing faculty and staff; and be it

FURTHER RESOLVED, That the Administration structure its recruitment efforts in order to cultivate a more diverse workforce which should include, but not be limited to

- showing diversity in recruitment materials;
- targeting graduates or soon-to-be graduates of Historically Black Colleges and Universities;
- working with community based organizations that serve specific demographic groups;
- placing an emphasis on recruiting for diversity among Para Professional Educational Assistants, Safety and Security, Handicapped Aids, School Psychologists, and School Social Workers, and Teachers; and, be it

FURTHER RESOLVED, That the Administration, in its efforts to recruit, advance diversity by recruiting a pool of candidates whose culturally responsive methods and strategies will enable them to implement practices that promotes awareness of, respect for, and responsiveness to the variety of diverse cultures within the student body; and be it

FURTHER RESOLVED, That all relevant policies, procedures, and handbooks be reviewed to ensure that the recruitment of a diverse workforce is included; and be it

FURTHER RESOLVED, That the Administration is to provide an update to the Board on its efforts to recruit for diversity by the January 2020 Board cycle.

Referred to the Committee on Accountability, Finance, and Personnel

* * * * *

Resolution 1920R-009

By Director Miller

WHEREAS, In April 2015, the Milwaukee Board of School Directors adopted Resolution 1516R-001, known as the Black Lives Matter resolution, and in November 2018, the Board adopted Resolution 1819R-009, known as the Black Lives Matter at School resolution; and

WHEREAS, The Black Lives Matter resolution called for:

- creating safe spaces, quality restorative justice practices, community and parent involvement, and involvement of student leaders of all types;
- discussions of biases, racial micro-aggressions, fears, cultural ignorance, and stereotypes of Black youth;
- discussions that lead to training of school staffs in methods of de-escalation, mindfulness, creating a culture of trust, and cultural relevance and reviewing and strengthening curriculum, and creating critical ethnic studies;
- bringing community into our schools and strengthening schools as centers of support for communities; and

- the district review its programs that may be contributing to unfair, unequal power relationships with community and school policing; and

WHEREAS, The national Black Lives Matter movement has called for a week of "Black Lives Matter at School Week" for the 1st week of February 2020 to focus on the need to:

- replace harsh zero-tolerance discipline policies, which disproportionately suspend students of color, with a restorative 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 police; and
- provide free quality breakfast and lunches for all students; now, therefore, be it

RESOLVED, That the district support the 2020 "Black Lives Matter at School Week" of education and student participation; and be it

FURTHER RESOLVED, That all schools be presented with activities for student education on the issues raised by the Black Lives Matter movement; and be it

FURTHER RESOLVED, That all schools are to develop a plan for implementation of activities supporting the week of Black Lives Matter at School; and be it

FURTHER RESOLVED, That district-wide activities be considered for the week; and be it

FURTHER RESOLVED, That an advisory committee be established of students, community, parents, teachers, and school and administrative staff to advance this effort and the national Black Lives Matter at School program.

Referred to the Committee on Student Achievement and School Innovation

The Board adjourned at 10:05 p.m.

JACQUELINE M. MANN, Ph.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
NOVEMBER 21, 2019

Regular meeting of the Board of School Directors called to order by President Miller at 6:30 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, the Chair asked for a moment of silence to commemorate the passing of:

- Mildred L. Harpole, a reading specialist and community leader at MPS, who passed away October 24, 2019;
- Russ Kaeske, a retired teacher who had worked at Fritsche Middle School, who passed away October 26, 2019;
- Mavis Maxine Drew, a retired worker assistant, who passed away October 31, 2019;
- LaTanya Rushing, a secretary at Roosevelt Middle School, who passed away November 3, 2019;
- Mary Fisher Morris, a retired teacher, who passed away November 4, 2019.
- Peg Randall Gardner, a teacher at Milwaukee School of Languages, who passed away November 12, 2019;
- Lawrence J. Geib, a former MPS teacher, who passed away November 16, 2019;
- Deyon Virgil, a sixth-grade student at IDEAL, who passed away November 20, 2019.

AWARDS AND COMMENDATIONS

(Item 1) Excellence in Education Award: Lawrence "Larry" J. O'Neil (Posthumous)

Each month, the Milwaukee Board of School Directors recognizes an outstanding school, student, staff member, parent, or community member for a display of excellence, achievement, and innovation that may serve as an example to our school district and the entire Milwaukee community.

This month, the Milwaukee Board of School Directors is pleased to present posthumously the "Excellence in Education Award" to:

Lawrence "Larry" J. O'Neil

Lawrence J. O'Neil served the MPS family as a dedicated member of the Milwaukee Board of School Directors for 28 years after being elected in 1977. It was when his children began school that he first sought a position on the MPS Board. He ran successfully in seven elections and remained a strong advocate for students throughout his tenure on the Board.

During his longstanding tenure on the Board, Larry O'Neil made many contributions to support Milwaukee Public Schools as a place where students and staff engage in meaningful learning on a daily basis. These contributions have and will continue to impact countless MPS students.

In addition to his 28 years of public service as an MPS board member, Larry O'Neil was an active member of the community. He sang in the St. Rita's church choir as a tenor and was also an usher. He was a

member of the American Legion Post 537 and a volunteer transport driver for the Milwaukee VA Medical Center. He loved nature, world history, and the Milwaukee Brewers.

Larry O'Neill was a dedicated family man to his wife, Bernice, and daughters Debra, Diane, Peggy, Mary Lynn, and Maureen.

The Milwaukee Board of School Directors posthumously recognizes and honors Lawrence "Larry" J. O'Neil for his dedication, outstanding leadership, and commitment to excellence on behalf of the students of the Milwaukee Public Schools.

* * * * *

APPROVAL OF MINUTES

The minutes of the special and regular board meetings of October 2019 were approved as printed.

* * * * *

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

School visits remain a priority and serve as an excellent mechanism for gathering feedback to support the District's improvement efforts. This month, I had the opportunity to visit Roosevelt School of the Arts, Manitoba School, and Vincent and Marshall High Schools.

Events/Programs/Announcements

MPS Partners to Increase Healthful Food Options for Students

Serving breakfast and lunch to nearly 76,000 students every school day is a big task, and selecting healthful foods that children enjoy can be a challenge, but this work is about to get a little easier. Through a partnership with the Life Time Foundation, the Milwaukee Public Schools Department of Nutrition Services will evaluate foods and look for substitutions to eliminate certain additives and processed ingredients that may have health consequences.

The partnership was announced on November 7 at Manitoba School, with district leaders and the Life Time Foundation pledging to improve health and the ability to learn of Milwaukee's children.

The Life Time Foundation is a Minneapolis-based nonprofit organization that is helping 310,000 students at 544 schools across the country. The Foundation's registered dietician will team up with MPS to review food labels and recommend changes, with the goal of eliminating the "Harmful 7" ingredients: trans fats and hydrogenated oils; high-fructose corn syrup; hormones and antibiotics; processed and artificial sweeteners; artificial colors and flavors; artificial preservatives; and bleached flour. The District has already eliminated some of these categories from foods offered to students and is grateful to have support to continue to remove certain ingredients from menus.

MPS will work with the Life Time Foundation over a three-year period to evaluate and to make changes to breakfast and lunch programs.

Resource Fair Offers Support for Families of Children with Special Needs

Special-needs children were the focus of MPS's 17th annual Foro Latino event held at South Division High School. More than 40 community agencies were on hand to provide information and workshops. This free resource fair improved access to support for children with special needs.

Foro Latino is presented in both Spanish and English. It is the only event of its kind in the state. Attendees had access to a wide range of community resources, including medical agencies, and had opportunities to network with other families who have children with special needs.

The event was a collaboration uniting MPS, *Alianza Latino Aplicando Soluciones,* Milwaukee County, the U.S. Department of Education, the Wisconsin Department of Public Instruction, the Wisconsin Board for People with Developmental Disabilities, the Wisconsin Statewide Parent Educator Institute, and Disability Rights Wisconsin.

MPS Schools Design Learning around Hispanic Heritage Month

MPS schools took advantage of National Hispanic Heritage Month (September 15 through October 15) by providing students with real-world experiences, including dance, music, art, writing, research, and more.

Milwaukee Spanish Immersion School hosted its annual Heritage Night to conclude Heritage Month. Families were invited to view student projects, to enjoy performances, and to witness their students using their Spanish-language skills firsthand.

Fourth-grade students at Alexander Mitchell Integrated Arts School created research projects about Hispanics who have made a difference, then took their show on the road to visit veterans at the Milwaukee VA Medical Center. The class was presented with a plaque and a hat from each of the four branches of service. In honor of Veterans Day, students are writing thank-you notes to residents at the VA center, and more activities are planned for the future.

ALBA School hosted a Hispanic Heritage Celebration and invited families to view its students' projects about the Incas, Mayans, Aztecs, and Tainos. Students performed indigenous music, and everyone enjoyed the festive celebration.

The celebration at Forest Home Avenue School lasted several weeks, with students posting their Hispanic Heritage work on bulletin boards, and fourth- and fifth-grade classes engaging in research projects. Parents enjoyed a traditional meal at the monthly parent meeting, and students and families took part in the Mexican Independence Day parade with their cheerleaders, mascot, and a school float.

Students from Escuela Vieau designed artworks as part of the *Dia de los Muertos* Art and Culture Family Project. Their projects were on display at the Milwaukee Art Museum for a week, and families received free admission to view the works and to enjoy the museum.

Fairview School and Allen-Field School created a festive atmosphere by designing bulletin boards, posting student work, and encouraging lively discussions in class about Hispanic/Latino culture and famous individuals. Students explored art, literature, music, history, and politics in Spain, Central America, and South America.

Mother-and-Son Superhero Night Thrives in Second Annual Event

Milwaukee Recreation hosted the second annual Mother-and-Son Superhero Night on Saturday, November 9, at Hamilton High School Community Center.

Mothers and sons attended in their favorite superhero attire for an evening of arts and crafts, superhero-training activities, and healthful snacks.

This event, intended for one- to ten-year-olds, saw over 200 participants put their superhero skills to the test. Superhero activities included Black Panther bowling, Race through Gotham, flash dance, lightsaber training, and much more!

* * * * *

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

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

Background

In January of this year, the Blue Ribbon Commission on K-12 Funding issued a report with a number of recommendations to better support Wisconsin Students. Although a number of bills have been drafted, the Legislature has yet to pass meaningful legislation tied to the report's recommendations. (This month's hearings were held on a bill to mandate instruction in cursive writing.)

In regard to disparities in student funding tied to unequal revenue limits, the following table provides greater detail on the amount of support that students would receive if districts were reimbursed for students with disabilities at the recommended level of 60% and if the Blue Ribbon Commission's recommended weighting of 1.2 were applied to economically-disadvantaged students and English-language learners within MPS. In that scenario, MPS students would be supported with an additional $211 million on an annual basis.

A = 2019-20 Base Revenue llimit per Pupil: The maximum base value per student allowed by state law.
B = Wisconsin's per-pupil value difference between suburban districts and MPS
C = Total increase that would be available annually to MPS students if state law valued MPS students at the same level as it does suburban students.
D = Blue Ribbon Commission's recommendations for students with disabilities, Fnglish-language learners, and economically disadvantaged students as applied to MPS.
E = "Equality" Column C + "BRC Equity" Column D

District	A	B	C	D	E
Nicolet	$15,590.00	$5,293.27	$400,324,716.83	$211,276,043	$611,600,759.83
Maple Dale-Indian Hill	$14,643.18	$4,346.45	$328,717,667.05	$211,276,043	$539,993,710.05
Fox Point	$13,197.71	$2,900.98	$219,398,216.42	$211,276,043	$430,674,259.42
Glendale-River Hills	$12,333.60	$2,036.87	$154,046,441.23	$211,276,043	$365,322,484.23
Brown Deer	$12,065.17	$1,768.44	$133,745,348.76	$211,276,043	$345,021,391.76
Elmbrook	$11,843.77	$1,547.04	$117,001,088.16	$211,276,043	$328,277,131.16
Shorewood	$11,797.92	$1,501.19	$113,533,498.51	$211,276,043	$324,809,541.51
Whitefish Bay	$11,452.35	$1,155.62	$87,398,384.98	$211,276,043	$298,674,427.98
Franklin	$11,308.85	$1,012.12	$76,545,623.48	$211,276,043	$287,821,666.48
Menomonee Falls	$11,242.61	$945.88	$71,535,958.52	$211,276,043	$282,812,001.52
Greendale	$11,202.10	$905.37	$68,472,227.73	$211,276,043	$279,748,270.73
Mequon	$10,915.16	$618.43	$46,771,242.47	$211,276,043	$258,047,285.47
Whitnall	$10,819.53	$522.80	$39,538,841.20	$211,276,043	$250,814,884.20
Cudahy	$10,560.48	$263.75	$19,947,148.75	$211,276,043	$231,223,191.75
Wauwatosa	$10,494.60	$197.87	$14,964,710.23	$211,276,043	$226,240,753.23
Greenfield	$10,363.75	$67.02	$5,068,655.58	$211,276,043	$216,344,698.58
Milwaukee Public Schools	**$10,296.73**	**$0.00**	**$0.00**	**$211,276,043**	**$211,276,043.00**
West Allis	$10,239.58	-$57.15	-$4,322,197.35	$211,276,043	$206,953,845.65
South Milwaukee	$10,083.10	-$213.63	-$16,156,623.27	$211,276,043	$195,119,419.73
Oak Creek-Franklin	$9,700.00	-$596.73	-$45,130,093.17	$211,276,043	$166,145,949.83

Strategic Plan 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

Board Governance Policy BG 2.13, Board Legislation Program

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

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

* * * * *

REPORTS AND COMMUNICATIONS FROM THE OFFICE OF ACCOUNTABILITY AND EFFICIENCY

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

Background

These monthly reports provide the Milwaukee Board of School Directors and the public with updates 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 in the District's financial operations; to evaluate fiscal performance; and to recommend solutions in furtherance of fiscal stewardship of Milwaukee Public Schools.

Strategic Planning

The Office of Accountability and Efficiency continues to make progress on a broad strategic-planning process which began in July 2019. The goals of the strategic-planning process are as follows:

Goal One: To evaluate the work conducted by OAE since its inception, to evaluate the Office's capacity used for recurring work and required for non-recurring work, and to review relevant policies and procedures

Goal Two: To reaffirm or revise the mission, vision, and responsibilities of the Office, to reaffirm or revise relevant policies and procedures, and to establish future priorities

Goal Three: To introduce an annual plan of work, including metrics for the plan's evaluation.

This month, OAE continued phase two of the strategic-planning process: strategic alignment. All OAE team members participated in a collaborative alignment process using a tool to analyze strengths, weaknesses, opportunities, and threats as they relates to seven alignment elements. Findings from the tool, which will be reported to the Board in December 2019, will be used to inform the development of an annual work plan.

Accountability and Efficiency Services

Between October 23, 2019, and November 13, 2019, Accountability and Efficiency Services fulfilled six requests for information, participated in one board advisory committee, and led implementation of board-adopted resolution 1920R-006, regarding the early retirement window, as presented at this month's meeting of the Committee on Accountability, Finance and Personnel. Additionally, Accountability and Efficiency Services completed one process-improvement project related to automating the creation of the District's public budget presentation. With this improvement, the Office of Finance is now able to produce the public budget display in significantly less time.

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

Contract Compliance Services

On October 23 and 24, the Contract Compliance Services team participated within the 38th Annual MARKETPLACE Wisconsin, the Governor's Conference on Diverse Business Development held at Potawatomi Hotel & Conference Center. The event is a one-stop shop for networking, learning, and meetings that resulst in business opportunities for minority-owned, woman-owned, veteran-owned, and LGBTQ-owned companies.

Contract Compliance Services's annual fall job-readiness training session was held on Friday, October 25, at Employ Milwaukee. District high-school students attended the workshop and participated in a hands-on, interactive training session focused on personal and professional development. The session included mock interviews to introduce students to Milwaukee Public Schools' contractors and vendors who are interested in hiring interns for their contract requirements.

Additionally, the Contract Compliance Services team is preparing to provide an update on Resolution 1819-001, Local Purchasing Program, at the December 2019 meeting of the Committee on Accountability, Finance, and Personnel. Contract Compliance Services also continues 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 Statement

Board Governance Policy BG 3.08, Role of the Management of the Office of Accountability and Efficiency

* * * * *

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

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

Director Peterson moved to accept the reports of the Independent Hearing Officers of October 30 and 31 and November 6, 8, 12, 14, and 15, 2019.

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

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

* * * * *

REPORTS OF STANDING COMMITTEES

Separate consideration was requested of the following items from the Report of the Committee on Accountability, Finance and Personnel:

- Item Two, Action on Recommended Administrative Appointments, Promotions, Reassignments and Reclassifications, Salary Increases/Decreases, Limited-Term Employment (LTE) Contracts Exceeding Sixty Days, which had been forwarded to the Board without recommendation;

- Item Seven, Action on Professional Services Contracts, which was set aside at the request of President Miller; and

- Item Nine, Report with Possible Action on Resolution 1920R-006 Regarding the Early Retirement Window (ERW), which was set aside at the request of Director Siemsen.

On the motion of Director Phillips, 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, and Affirmative Action Report

Classified Personnel Transactions

Code	Name	Position	Salary	Date
		New Hires		
2	Damon Douglas	Building Service Helper I	$13.12/hr.	10/28/2019
2	Jada Fox	Building Service Helper I	$13.12/hr.	10/28/2019
2	Clarence Harris	Building Service Helper I	$13.12/hr.	10/07/2019
2	Delamonte Johnson	Building Service Helper I	$13.12/hr.	10/28/2019
2	Stephanie Murry	Building Service Helper I	$13.12/hr.	10/07/2019
2	Walter Love	Boiler Attendant Trainee	$34,520.32	10/28/2019
4	Eric Mendoza	Boiler Attendant Trainee	$34,520.32	10/28/2019
5	Brian Fuller	Carpenter	$37.47/hr.	10/14/2019
5	David Miller	Carpenter	$37.47/hr.	10/14/2019
2	Winter Hughlett	Children's Health Assistant	$17,599.68	10/29/2019
2	Patricia Larry	Children's Health Assistant	$17,599.68	10/29/2019
3	Kayla Lovejoy	Children's Health Assistant	$17,599.68	10/09/2019
5	Patricia Cornelius	Duplicating Equipment Operator I	$30,160.00	10/10/2019
2	Deniessa Boyd	Food Service Assistant	$12.94/hr.	10/07/2019
2	Kachae Burks	Food Service Assistant	$12.94/hr.	10/01/2019
2	Carla Cochran	Food Service Assistant	$12.94/hr.	10/07/2019
2	Qiana Holder	Food Service Assistant	$12.94/hr.	10/21/2019
2	Anyssia Currie	Food Service Assistant	$12.94/hr.	10/09/2019
2	Natalie Davenport	Food Service Assistant	$12.94/hr.	10/07/2019
2	Jeremy Dew	Food Service Assistant	$12.94/hr.	10/07/2019
2	Jasmine Fields	Food Service Assistant	$12.94/hr.	10/07/2019
2	Anton Gardner	Food Service Assistant	$12.94/hr.	10/07/2019
2	Amyia Hill	Food Service Assistant	$12.94/hr.	10/07/2019
2	Taquita Hodges	Food Service Assistant	$12.94/hr.	10/08/2019
2	Cicelia Johnson	Food Service Assistant	$12.94/hr.	10/21/2019
2	Martasia Lathan	Food Service Assistant	$12.94/hr.	10/08/2019
2	Linda Lee	Food Service Assistant	$12.94/hr.	10/01/2019

Code	Name	Position	Salary	Date
4	Viviana Montilla	Food Service Assistant	$12.94/hr.	10/15/2019
2	Yolonda Moore	Food Service Assistant	$12.94/hr.	10/07/2019
2	LaDonna Quarles	Food Service Assistant	$12.94/hr.	10/01/2019
2	Letriana Turner	Food Service Assistant	$12.94/hr.	10/09/2019
2	Christine Virgil	Food Service Assistant	$12.94/hr.	10/07/2019
2	Stevenson Wallis	Food Service Assistant	$12.94/hr.	10/03/2019
2	Debra Watford	Food Service Assistant	$12.94/hr.	10/01/2019
2	Barbara Wilson	Food Service Assistant	$12.94/hr.	10/01/2019
2	Shaquida Wingo	Food Service Assistant	$12.94/hr.	10/07/2019
2	Anastasia Wolfe Walker	Food Service Assistant	$12.94/hr.	10/07/2019
2	Amber Brown	Para – Parent Involvement	$22,671.88	10/09/2019
5	Jennifer Hofschulte	Para – Parent Involvement	$18,759.84	10/03/2019
4	Matilde Acevedo Ramos	Para Ed Assistant	$18,311.04	10/03/2019
4	Melissa Agront	Para Ed Assistant	$18,311.04	10/07/2019
4	Olisbeth Ascanio Vera	Para Ed Assistant	$18,311.04	10/02/2019
5	Vicki Asimakopoulos	Para Ed Assistant	$18,311.04	10/03/2019
4	Ronald Barrios	Para Ed Assistant	$18,311.04	10/01/2019
2	Gary Campbell	Para Ed Assistant	$18,311.04	10/08/2019
5	Abby Collett	Para Ed Assistant	$18,311.04	10/07/2019
4	Ana Cortes	Para Ed Assistant	$18,311.04	10/29/2019
5	Nancy de Malignon	Para Ed Assistant	$19,433.04	10/14/2019
2	Keanna Dotson	Para Ed Assistant	$21,362.88	10/30/2019
1	Guinevere Duquaine	Para Ed Assistant	$18,311.04	10/07/2019
4	Maria Figuerora	Para Ed Assistant	$18,311.04	10/29/2019
2	Tasheenia Gilliam	Para Ed Assistant	$18,311.04	10/14/2019
2	Cashay Harris	Para Ed Assistant	$18,311.04	10/10/2019
2	Thelma Hobson	Para Ed Assistant	$18,311.04	10/23/2019
2	Jerome Johnson	Para Ed Assistant	$18,311.04	10/09/2019
4	Cecilia Lozano	Para Ed Assistant	$18,311.04	10/02/2019
5	Jordyn Milton	Para Ed Assistant	$18,311.04	10/21/2019
5	Julie Mina Saaverdra	Para Ed Assistant	$25,584.00	10/07/2019
4	Gisela Molina	Para Ed Assistant	$18,311.04	10/22/2019
2	Dwight Morgan	Para Ed Assistant	$18,311.04	10/03/2019
3	Bao Moua	Para Ed Assistant	$20.106.24	10/02/2019
5	Brenna Olson	Para Ed Assistant	$18,311.04	10/01/2019
4	Sierra Paniagua	Para Ed Assistant	$18,311.04	10/14/2019
2	Natasha Phillips	Para Ed Assistant	$20,106.24	10/07/2019
5	Christopher Purdy	Para Ed Assistant	$18,311.04	10/14/2019
2	Rodrequize Rhodman	Para Ed Assistant	$18,311.04	10/07/2019
2	Michael Smith	Para Ed Assistant	$18,311.04	10/22/2019
2	Lachelle Terry	Para Ed Assistant	$18,311.04	10/29/2019
2	Erica Ward	Para Ed Assistant	$18,311.04	10/14/2019
5	Jodi Williams	Para Ed Assistant	$18,311.04	10/29/2019
2	Steffeny Woods	Para Ed Assistant	$18,311.04	10/14/2019
2	Kaliah Benson	School Safety Assistant	$22,814.00	10/21/2019
2	Erick Ellis	School Safety Assistant	$22,814.00	10/21/2019
2	Kuante Falls	School Safety Assistant	$22,814.00	10/21/2019
2	Rhoneysha Freeman	School Safety Assistant	$22,814.00	10/21/2019
2	Darius Haynes	School Safety Assistant	$22,814.00	10/21/2019
2	DeShawn Haynes	School Safety Assistant	$22,814.00	10/21/2019
2	Malcolm Moore	School Safety Assistant	$22,814.00	10/21/2019
2	Willie Myrick	School Safety Assistant	$22,814.00	10/21/2019
2	Keosha Turner	School Safety Assistant	$22,814.00	10/21/2019
2	Jennifer Washington	School Safety Assistant	$22,814.00	10/21/2019
2	Whitney Whitlow	School Safety Assistant	$22,814.00	10/21/2019
2	Ionia Wilson	School Safety Assistant	$22,814.00	10/21/2019
2	Tanisha Davis	School Secretary I — 10-month	$24,400.00	10/09/2019
4	Mildred Ramos	School Secretary I — 10-month	$29,040.00	10/14/2019
4	Iliana Clark	School Secretary I — 12-month	$30,160.00	10/14/2019
2	Leeaukirra Anderson	School Kitchen Manager Trainee	$13.44/hr.	10/21/2019
2	Michell Mcgee	School Kitchen Manager Trainee	$13.44/hr.	10/14/2019

Code	Name	Position	Salary	Date
5	Christie Wiedower	School Kitchen Manager Trainee	$15.94/hr.	10/29/2019
		Promotions		
2	Willie Goldsmith	Building Service Helper II	$34,840.00	10/14/2019
2	Tracey Wade	Building Service Helper II	$34,840.00	10/14/2019
2	Demetrius Johnson	Boiler Attendant Trainee	$35,931.15	10/28/2019
2	Marcus Leach	Boiler Attendant Trainee	$38,752.82	10/14/2019
5	Shannon Witkowski	Boiler Attendant Trainee	$38,752.82	10/14/2019
2	Marlena Gladney	Boiler Attendant	$39,787.27	10/14/2019
2	Nyiomi Pritchard	Para Ed Assistant	$18,759.84	10/14/2019
2	Corinthia Diggins	School Safety Assistant	$22,814.00	10/21/2019
2	Chiquitia Edwards	School Secretary I — 12-month	$31,366.40	10/21/2019
2	Joel Hunter	School Engineer III	$55,913.11	10/14/2019
		Rehires		
2	Teresa Kilpatrick	Building Service Helper I	$13.12/hr.	10/28/2019
2	Joyce Strong	Building Service Helper I	$13.12/hr.	10/07/2019
2	Tywanda Boston	Children's Health Assistant	$17,599.68	10/14/2019
2	Ora Collins	Food Service Assistant	$12.94/hr.	10/07/2019
2	Patrice Martin	Food Service Assistant	$12.94/hr.	10/01/2019
5	Robert Doucette	Para Ed Assistant	$18,311.04	10/22/2019
2	Cheryl Ellsworth	Para Ed Assistant	$20,106.24	10/22/2019
4	Elaine King	Para Ed Assistant	$18,311.04	10/30/2019
2	Shawndra Mitchell	Para Ed Assistant	$19,433.04	10/15/2019
2	Charlene Reynolds	Para Ed Assistant	$20,779.44	10/14/2019
2	Paris Wilborn	Para Ed Assistant	$18,311.04	10/29/2019
2	Courtney Winters	Para Ed Assistant	$20,106.24	10/07/2019
5	Michael Rooney	School Kitchen Manager I	$29,796.00	10/29/2019
2	Brittany Echols	School Secretary I — 12-month	$31,366.40	10/14/2019

Certificated Appointments

Teachers

Codes	Name	Position	Salary	Start Date
4,r	Cramer,Elsa N	Gen'l Elem & K8 — All Grades	$43,537.00	10/7/2019
5,nr	Luxner,Jessica M	English as Second Language	$46,920.00	10/7/2019
6,r	Tillman,Elan M	Multicateg. Comp. Sen	$43,537.00	10/29/2019
4,nr	Vera,Abisag	Spec Ed Multicateg.	$43,537.00	10/8/2019

Permit Teachers

Codes	Name	Position	Salary	Start Date
5,nr	Abu Hakmeh,Iman	English as Second Language	$43,537.00	9/30/2019
3,nr	Bhojak,Nidhi	General Operations	$50,275.00	10/14/2019
2,r	Hatchett,Terrence T	Spec Ed Multicateg.	$43,537.00	10/9/2019
2,r	Kimber,Shantale R	Spec Ed Multicateg.	$43,537.00	10/7/2019
2,r	Mckinney Jr,Thomas	AMP Art	$43,537.00	10/21/2019
5,r	Michalak,Nicole M	Spec Ed Multicateg.	$43,537.00	10/1/2019
5,nr	Patton,Trisha A	AMP HPE	$43,537.00	10/14/2019
4,r	Robles,Perla M	Art	$43,537.00	10/21/2019
4,r	Valdez Reyes,Narcisa	Spec Ed Multicateg.	$43,537.00	10/7/2019

Speech Pathologists

Codes	Name	Position	Salary	Start Date
5,r	Stricker,Taryn A	Speech Pathology	$51,685.27	10/14/2019

Teachers — Early-start

Codes	Name	Position	Salary	Start Date
5,r	Beeson,Rebecca W	Specialty Program	$59,348.48	10/2/2019
2,nr	Cherry,Tamara T	English	$43,537.00	10/29/2019
2,r	Clark,Jacqueleen P	Spec Ed Multicateg.	$43,537.00	10/4/2019
2,r	Davidson,Decerdric A	General Operations	$43,537.00	10/21/2019
2,r	Dillon,Santanna A	Social Studies	$43,537.00	10/29/2019

Codes	Name	Position	Salary	Start Date
3,r	Jan,Jason Lateef	Multicateg. Comp. Sen	$43,537.00	10/7/2019
2,r	Johnson, Theresa L	Science	$43,537.00	10/7/2019

Permit Teachers — Early-start

Codes	Name	Position	Salary	Start Date
2,r	Cross,Malvin R	Spec Ed Multicateg.	$43,537.00	10/16/2019
2,nr	Morgan,Terrel R	Spec Ed Multicateg.	$43,537.00	9/30/2019
2,r	Onalo,Selline	Foreign Language	$47,520.00	10/10/2019

Codes and Counts
nr Non-Residents
r Residents

		Teachers	SSWS	Psychologists	Other	Total
1	Native American	0	0	0	0	0
2	African American	11	0	0	0	11
3	Asian/Oriental/Pacific Islander	2	0	0	0	2
4	Hispanic	4	0	0	0	4
5	White	5	0	1	1	6
6	Other	1	0	0	0	1
7	Two or More Ethnic Codes	0	0	0	0	0
	Male	9	0	0	0	9
	Female	14	0	0	1	15

Leaves of Absence

	Present Assignment	Effective From
Illness Leave, September 2019		
Darryl Thomas	Currently on Leave	9/3/2019
Heidi Labute	Mitchell	9/20/2019
Illness Leave, October 2019		
Anne DiCamelli	Goodrich	10/07/2019
Illness Leave, March 2020		
Vanessa Durand	Eighty-First Street	3/9/2020
Personal Leave, October 2019		
Angela Rajchel	Franklin	10/22/2019
Brendan Laguna-Senne	Vieau	10/29/2019
Personal Leave, November 2019		
Omar Estrada	King HS	11/4/2019
Yamika Hernandez	Rogers	11/18/2019

Report on Certificated Resignations and Classified Retirements

Reason	Svc Years	Ethnic Code	Name	Position	Location	Effective Date
Certificated Resignations						
Personal	0.1	6	Ghali Boulanouar	Teacher	Wedgewood Park	10/15/2019
Personal	3.1	2	Trypheana Camara Curtain	Teacher	Townsend	10/11/2019
Personal	0.2	5	Caroline Carpenter	Teacher	Vincent	10/18/2019
Other Work	3.2	5	Jennifer Collins	Teacher	North Division	10/30/2019
Personal	20.2	2	Alecia Corbett	SSW	Central Svcs	10/28/2019
Personal	0.9	5	David Dison	Teacher	WCLL	11/15/2019
Retire	31.4	5	Susan Fischer	Teacher	Bruce	06/12/2020
Retire	29.7	5	Deborah French	Teacher	Washington HS	11/12/2019
Personal	4.2	4	Vanessa Garde	Teacher	Garland	11/09/2019
Personal	0.2	5	Allyssa Golec	Teacher	Sherman	10/02/2019
Personal	4.7	2	LaKeyca Howard	Teacher	South Division	10/04/2019
Personal	0.1	2	Theresa Moore	Teacher	Marshall	10/18/2019
Other Work	0.2	6	Bocar Ndiaye	Teacher	Riley	10/15/2019

Reason	Svc Years	Ethnic Code	Name	Position	Location	Effective Date
Personal	0.2	5	Matthew Przybyiski	Teacher	Siefert	10/25/2019
Other Work	0.2	5	Lauren Racey	Teacher	Maple Tree	10/22/2019
Personal	7.1	4	Yaribel Rodriguez	Principal	Lincoln Ave	10/02/2019
Personal	0.1	5	Pierre Schmidt	Teacher	MSL	10/09/2019
Personal	6.8	5	Katie Schoenung	Teacher	Parkside	10/18/2019
Personal	0.2	5	Natalie Schwartz	Teacher	Greenfield	10/18/2019
Retire	31.0	5	LuAnn Seefeldt	Teacher	Bruce	06/12/2020
Personal	0.2	5	Danielle Seeger	Teacher	Sherman	11/01/2019
Personal	0.1	5	Devorah Sorbo	Teacher	Townsend	10/03/2019
Personal	3.2	5	Holly Wegmann	Teacher	ALBA	10/29/2019
Personal	1.1	2	James Wright	Teacher	Carson Acad	10/30/2019
Classified Retirements						
Retire	30.1	2	Sherry Pearson	Manager I	Central Svcs	10/08/2019
Retire	38.6	5	Diane Winter	Secretary I	Central Svcs	10/05/2019

Affirmative Action Report

The Affirmative Action monthly personnel transaction report for October 2019 is attached to the minutes of your Committee's meeting. This is an informational report, and no action is required.

Committee's Recommendation

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

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

* * * * *

(Item 2) Action on Recommended Administrative Appointments, Promotions, Reassignments and Reclassifications, Salary Increases/Decreases, 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.

Codes	Name	Position	Location	Salary Sched	Salary Range	Salary Amount
4, nr	Calvin Fermin	Deputy Superintendent	Office of the Superintendent	03	19A	$158,597
5, r	Christopher Hauser	Deputy Superintendent	Office of the Superintendent	03	19A	$158,597
2, nr	Jeremiah Holiday	Chief Academic Officer	Office of the Chief of Academics	03	18A	$152,497
5, r	Evangeline Scoptur	Chief Human Resources Officer	Office of the Chief of Human Resources	03	18A	$152,497
5, nr	Luther Albinger	Coordinator I, Procurement	Office of the Chief of Finance	03	06A	$87,818
5, r	Kristin Berard	Data Support Analyst III	Office of the Chief of Communications & School Performance	03	07A	$78,901
5, nr	Austin Weber	Recreation Supervising Associate II	Office of the Chief of Finance	03	04A	$72,686
5, r	Grace Nicora	Research Analyst III	Office of the Chief of Communications & School Performance	03	07A	$63,969
5, nr	Kali Norton	Recreation Supervising Associate II	Office of the Chief of Finance	03	04A	$50,387

Codes	Name	Position	Location	Salary Sched	Salary Range	Salary Amount
5, r	Lori Wierzba	Central Kitchen Manager Assistant II	Office of the Chief of Finance	03	01A	$46,410

The Director of Office of Board Governance/Board Clerk recommends that the following individual be appointed to the classification indicated, to be effective upon approval by the Board.

Codes	Name	Position	Location	Salary Sched	Salary Range	Salary Amount
(5)(nr)	Jillain Kawala	Manager II, Assistant Board Clerk	Office of Board Governance	03	12A	$95,138

Recommended LTE Contracts *(to be effective upon the Board's approval)*

The Superintendent recommends that the Board review and approve the following LTE Contracts exceeding sixty days, pursuant to Administrative Policies 6.23(4)(b) and 6.37(5).

Codes	Name	Position	Location	Hourly Pay	Dates
2, r	Beverly Gladney	Community Communication Support	Office of the Superintendent	$55.00	10/21/19-04/21/20
5, r	Christine Wilkinson	New Montessori Teacher Mentor	Office of the Chief of School Administration	$32.55	11/01/19-04/30/20
2, r	Willie Fuller	Induction Specialist	Office of the Chief of Academics	$30.00	10/01/19-04/01/20
5, r	Karen Green	Computer Science Instructional Coach	Office of the Chief of Academics	$30.00	07/01/19-12/31/19
5, r	Sarah Shinkle	Kindergarten Immersion Support	Office of the Chief of School Administration	$30.00	07/01/19-12/31/19
5, nr	Jessica Das	Dietitian Associate	Office of the Chief of Finance	$26.72	08/16/19-02/16/20
4, r	Maria Navarro	Human Resources Assistant	Office of the Chief of Human Resources	$25.00	10/21/19-04/21/20
5, r	Kelly West	Immersion Project Assistant	Office of the Chief of School Administration	$14.00	09/30/19-12/30/19

Codes

1	Native American
2	African American
3	Asian/Oriental/Pacific Islander
4	Hispanic
5	White
6	Other
r	Resident
nr	Non-resident

Committee's Recommendation

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

Director Taylor moved to retire to executive session under the provisions of Wis. Stat., §19.85(1)(c). 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 retired to Executive Session at 7:37 PM.

The Board reconvened in open session at 8:45 PM.

Director Báez moved to approve the limited-term employment contracts and the appointment of the Office of Board Governance. 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 3) Action on Monthly Finance Matters: Report on Change Orders in Excess of $25,000; Report on Revenues and Expenses; Monthly Expenditure Control Report; Report on Administrative and School Fund Transfers; Report on Contracts under $50,000 and Cumulative Total Transfers; Report on Monthly Grant Awards; and Acceptance of Donations.

Report on Change Orders in Excess of $25,000

In compliance with Administrative Policy 3.09(10)(e)1, the Administration is reporting a change order to an existing contract whose collective net value exceeds $25,000. This is an informational report, and no action is required.

Contract: C028150
Smart Interpreting Services, Inc., d/b/a Professional Interpreting Enterprise

On December 20, 2018, the Administration requested authorization to enter into a contract with Professional Interpreting Enterprise for interpretation services for students and staff who are deaf and hard of hearing in MPS.

The increase is being executed due to services needed under the the American with Disabilities Act ("ADA") for employees because of the new licensing requirement from the ADA. Wisconsin statutes now requires that all American Sign Language ("ASL") interpreters have issued Wisconsin 440.032 licenses.

Original Contract Amount.....$210,000.00
Increase.....$100,000.00
Adjusted Contract Amount.....$310,000.00

Routine Monthly Reports

The report of revenues and expenses, the monthly expenditure control report, the report on administrative and school fund transfers, the monthly 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. Nno action is required.

Acceptance of Donations

Location	Donor	Amount	Gift or Purpose
Monetary Donations			
Alliance High School	Austin J. Leclere	$792.05	Painting Supplies
Andrew Douglas School	Brenda Jones	$8.00	Fall Fun Fair Donation
Andrew Douglas School	Ameshia Greer	$20.00	Fall Fun Fair Donation
Andrew Douglas School	Stanley L. Levells	$20.00	Fall Fun Fair Donation
Andrew Douglas School	Melissa Johnson*	$10.11	Fall Fun Fair Donation
Andrew Douglas School	Yolanda Parker	$20.00	Fall Fun Fair Donation
Andrew Douglas School	Kellie Carson	$20.00	Fall Fun Fair Donation
Audubon High School	Kingfish Solutions, LLC.	$167.60	Athletics Donation
Bay View High School	Inventory Trading Company	$30.00	Football Supplies
Cass Street School	Steven L. & Kathryn J. Baptie	$3,000.00	After-school Program Donation
Cass Street School	Fresh Thyme Farmers Market	$1.00	Fresh Thyme Giving Bag Program

Location	Donor	Amount	Gift or Purpose
Clarke Street School	Healthy Classroom Foundation	$534.00	Mindfulness Donation
Clarke Street School	Action For Healthy Kids	$1,750.00	Wellness Donation
Clarke Street School	University of Wisconsin-Milwaukee	$250.00	General School Supplies
Clemens School	Milwaukee Public Schools Foundation, Inc.	$1,000.00	General School Supplies
Doerfler School	United Way	$1,000.00	My Very Own Library Donation
Emerson School	American Income Life	$28.00	General School Supplies
Fratney Street School	Luna Listings, LLC.	$200.00	Field Trip Donation
Fratney Street School	University of Wisconsin- Madison	$447.20	Field Trip Donation
French Immersion School	YourCause, LLC.	$35.00	General School Supplies
French Immersion School	Pange Tshabu	$150.00	Basketball Supplies
German Immersion School	YourCause, LLC.	$12.00	General School Supplies
German Immersion School	YourCause, LLC.	$8.24	General School Supplies
German Immersion School	YourCause, LLC.	$12.36	General School Supplies
German Immersion School	YourCause, LLC.	$8.24	General School Supplies
Goodrich School	American Cancer Society	$1,000.00	Snacks and Beverages for Students
Goodrich School	First Stage Learning Center, Inc.	$646.07	Field Trip Donation
Gwen T. Jackson School	United Way	$1,000.00	My Very Own Library Donation
Hawthorne School	American Cancer Society	$1,000.00	General School Supplies
Hawthorne School	American Cancer Society	$1,000.00	General School Supplies
Hawthorne School	American Cancer Society	$1,000.00	General School Supplies
Hawthorne School	American Cancer Society	$1,000.00	General School Supplies
Hopkins Street School	United Way	$1,000.00	My Very Own Library Donation
Howard Avenue Montessori	Bay View Montessori PTO	$500.00	General School Supplies
I.D.E.A.L. at Sholes	American Cancer Society	$1,000.00	Healthy Program Donation
Kagel School	United Way	$1,000.00	My Very Own Library Donation
Keefe Avenue School	Heavy Hitters	$100.00	PBIS Donation
King High School	Michael & Tamie Dudor	$100.00	Music Supplies Donation
King High School	Brent C. Bedwell	$50.00	Music Supplies Donation
King High School	Paul H. Schmitz	$150.00	Music Supplies Donation
King High School	Mark II, Inc.	$500.00	Boys Basketball Donation
Lincoln Avenue School	American Cancer Society	$1,000.00	Healthy Program Donation
Lincoln Avenue School	United Way	$1,000.00	My Very Own Library Donation
Lloyd Barbee Montessori	Oneida Nation	$400.00	Seed Grant Donation
Longfellow School	United Way	$1,000.00	My Very Own Library Donation
Longfellow School	Earnest & Young	$2,568.78	Student & Staff Incentives
Maple Tree School	American Cancer Society	$1,000.00	Healthy Program Donation
Meir School	Michael & Pamela Caroll	$100.00	STEM Supplies
MHSA	Wisconsin Tavern League	$500.00	Jazz Donation
Milw. Sign Language School	Action For Healthy Kids	$700.00	General School Supplies
Mitchell School	John Michael Kohler Arts Center, Inc.	$227.00	Field Trip Donation
Mitchell School	Kiwanis Club of Milwaukee	$2,000.00	Books Donation
Mitchell School	University of Wisconsin-Milwaukee	$500.00	General School Supplies
Riley School	United Way	$1,000.00	My Very Own Library Donation
Riverside High School	Riverside University High School Foundation, Inc.	$50.00	Music Supplies
Starms Discovery School	Saz's Catering	$448.85	General School Supplies
Story School	M&M Sub Ventures	$249.00	Cousins Subs Donation
Thoreau School	Educators Credit Union	$500.00	Parental-involvement Support
Thoreau School	Brown Deer United Methodist Church	$100.00	Family-engagement Support

Location	Donor	Amount	Gift or Purpose
Townsend School	United Way	$1,000.00	My Very Own Library Donation
Trowbridge School	Patricia Cadorin	$100.00	Field Trip Donation
Trowbridge School	Martin & Elaine Schreiber	$200.00	Field Trip Donation
Trowbridge School	Jolene Plautz	$30.00	Field Trip Donation
Trowbridge School	Theresa Reagan	$100.00	Field Trip Donation
Trowbridge School	SJA Financial Advisory, LLC.	$400.00	Field Trip Donation
Trowbridge School	Roberta Drews	$250.00	Field Trip Donation
Vincent High School	National FFA Foundation, Inc.	$2,600.00	General School Supplies
Wedgewood Park Int'l Middle Sch	Freeze Food Mart, LLC.	$250.00	Staff Appreciation Donation
Westside Academy I	Tyrone Gauger	$15.00	Sunshine Club Donation
Whitman School	American Cancer Society	$1,000.00	Healthy Program Donation
	Total Monetary Donations	$39,858.50	
Non-Monetary Donations			
A.L.B.A	Donors Choose	$314.12	Classroom Library Supplies
A.L.B.A	Donors Choose	$530.61	Science Supplies
Burbank School	Donors Choose	$493.20	Writing Supplies
Forest Home Avenue School	Donors Choose	$207.59	Writing Supplies
Forest Home Avenue School	Donors Choose	$331.74	Writing Supplies
Forest Home Avenue School	Donors Choose	$412.42	Scholastic Student Magazines
Forest Home Avenue School	Donors Choose	$342.65	Bilingual Literacy Supplies
Forest Home Avenue School	Donors Choose	$547.36	Manipulatives
Forest Home Avenue School	Donors Choose	$573.18	Books
Forest Home Avenue School	Donors Choose	$615.05	Printer & Toner
Forest Home Avenue School	Donors Choose	$691.84	Microsoft Surface Pro
Forest Home Avenue School	Donors Choose	$588.40	Printing Supplies & Printer
Forest Home Avenue School	Donors Choose	$396.29	Graduation Decorations
Forest Home Avenue School	Donors Choose	$182.98	Classroom Supplies & Decoration
French Immersion School	Martin Curlick*	$150.00	Recess Equipment
French Immersion School	Anonymous Donor	$150.00	Water & Popsicles
Garland School	Donors Choose	$565.31	Anchor Books for 5th Grade
Grantosa Drive School	Donors Choose	$479.00	Classroom Rug
Greenfield School	Donors Choose	$748.99	Kitchen/Food Set
Honey Creek Elementary School	Donors Choose	$451.00	Hands-on Materials
Honey Creek Elementary School	Anonymous-Donors Choose	$219.96	Stool
Keefe Avenue School	Sarah A. Smasal	$300.00	Walmart Gift Cards
Keefe Avenue School	Sarah A. Smasal	$300.00	General School Supplies
Kilbourn School	Donors Choose	$329.34	General School Supplies
Kilbourn School	Donors Choose	$554.20	General School Supplies
Kilbourn School	Donors Choose	$927.32	General School Supplies
Kilbourn School	Donors Choose	$488.96	General School Supplies
Lloyd Barbee Montessori	Donors Choose	$455.34	Practical Life Supplies
MacDowell Montessori	Donors Choose	$356.93	Playground Equipment
MacDowell Montessori	Donors Choose	$377.98	Printer Ink
MacDowell Montessori	Donors Choose	$399.00	Printer
MacDowell Montessori	Donors Choose	$689.10	Writing Supplies
Milw. Sign Language School	Donors Choose	$385.81	Graphic Novels for Sign Language
Townsend School	Blessings In a Backpack	$82.71	General School Supplies
Trowbridge School	Donors Choose	$530.00	General School Supplies
Trowbridge School	Donors Choose	$367.38	General School Supplies
Whitman School	Adopt A Classroom	$28.70	Pencils & Letter Blocks

Location	Donor	Amount	Gift or Purpose
	Total Non-Monetary Donations	*$15,564.46*	
	Total Value for November 2019	$55,422.96	
	*Donations from MPS Alumni	$160.11	

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rules 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 above, with appropriate acknowledgement to be made on behalf of the Board.

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

* * * * *

(Item 4) Action on a Request to Approve Conservation Easements Between Milwaukee Public Schools, the City of Milwaukee, and Milwaukee Metropolitan Sewerage District

Background

Milwaukee Public Schools has collaborated with the Milwaukee Metropolitan Sewerage District and the City of Milwaukee to further advance the school district's sustainability initiatives through a $265,000 partnership funding grant for green infrastructure projects at the following five school sites:

- Academia de Lenguaje y Bellas Artes (ALBA), 1712 S. 32nd St.
- Lynde and Harry Bradley Technology and Trade School, 700 S. 4th St.
- Escuela Vieau, 823 S. 4th St.
- Lincoln Avenue School, 1817 W. Lincoln Ave.
- Rufus King International High School, 1801 W. Olive St.

The funding agreements state that, upon completion of these green infrastructure projects, an 11-year limited-term conservation easement will 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, permeable pavers, new tree plantings, and additional green space. More than 43,000 square feet of outdoor space have been positively impacted by these efforts, which not only provide a direct benefit to the environment, but also create additional opportunities for 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 Rules 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 limite- term conservation easements will be executed with the City of Milwaukee in favor of Milwaukee Metropolitan Sewerage District.

Committee's Recommendation

Your Committee recommends that the Board approve the limited-term conservation easements, as attached to the minutes of your Committee's meeting, between Milwaukee Public Schools and the City of Milwaukee in favor of the Milwaukee Metropolitan Sewerage District.

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

* * * * *

(Item 5) Action on a Request to Approve 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 2018.

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	FY19 Current Rate	FY20 MBCTC Prevailing Wage
Bricklayer	38.03	38.93
Bricklayer Crewleader	39.93	40.88
Building Laborer	30.23	31.62
Building Laborer Crewleader	31.80	33.26
Carpenter	37.47	38.29
Carpenter Crewleader	39.35	40.21
Electrician	39.31	41.03
Electrician Crewleader	42.26	44.11
Elevator Constructor Mechanic	47.94	49.47
Insulator Crewleader	35.73	38.20
Insulator/Asbestos Worker	34.03	36.38
Locksmith	37.47	38.29
Locksmith Crewleader	39.35	40.21
Machine Maintenance Crewleader	39.93	41.58

Job Classification	FY19 Current Rate	FY20 MBCTC Prevailing Wage
Machine Maintenance Repairman	38.43	40.08
Painter (Buildings)	31.55	32.95
Painter Crewleader	31.93	33.33
Plasterer	33.76	35.31
Plumber	41.27	43.65
Plumber Crewleader	43.75	46.27
Plumber-Rest. Journeyman I	37.04	39.42
Roofer	33.45	34.95
Roofer Crewleader	33.95	35.45
Sheet Metal Crewleader	46.79	48.85
Sheet Metal Worker	43.52	45.44
Steamfitter	45.52	46.89
Steamfitter Crewleader	47.80	49.24

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rules 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's budget as approved by the Board for FY20.

Implementation and Assessment Plan

Upon the Board's approval, the new wage rates as presented above will be implemented as required.

Committee's Recommendation

Your Committee recommends that the Board approve the prevailing wage rates as presented above, to be effective as of July 1, 2019.

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

* * * * *

(Item 6) Action on Monthly Facilities Matters: FMS Award of Construction Contract, Professional Services Contract, and Material Purchases Recommendation

Award of Contracts

The contract award recommendations for the Board's regular November 2019 meeting are listed below for your review. Adequate funding is available in the accounts as noted.

Construction Contract

Fan Replacement — Bay View High School

Prime Contractor Butters-Fetting Co., Inc.
1669 South 1st Street
Milwaukee, WI 53204-2999

Low Bidder, Base Bid of $98,500.00

HUB Participation
- Certified HUB Vendor? ..... No
- Total # of Employees 307
- Total # of Minorities 15
- Total # of Women 13
- Required 15%
- Submitted 20.3%
- $ Value $20,000.00

COIN
- Required 10%

Student Engagement (required hours)
- Paid Employment 200
- Career-education Activity 10

Funds are available for the fan-replacement project from account code FAR 00 MM2 BV ECNC (Project No. 5428). The project's start date is scheduled for November 22, 2019, and completion date is May 4, 2020.

Professional Services Contract

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

RFP #2647 HVAC Mechanical Upgrades — Division 2 at Audubon Multi-Plex.

A request for Proposal (RFP) was issued by Facilities and Maintenance Services to obtain a firm to provide HVAC Mechanical Upgrade Design — Division 2 at Audubon Multi-Plex.

Selected firm: Thunderbird Engineering, Inc.

Contract Amount: $106,758.00

Contract Period: November 22, 2019-July 24, 2020

Budget Code: FAR 00 MMQ AD ECNC HVA8

Material Purchases

Door Hardware

Lincoln Center of the Arts

Prime Contractor
Accredited Lock and Door Hardware Co.
1161 Paterson Plank Road
Secaucus, NJ 07094

Low Bidder, Base Bid of.....$125,964.00

Funds are available for the door-hardware project account code FAR 00 MMQ LN ECNC ADA8 (Project No. 3008).

Milwaukee Academy of Chinese Language

Prime Contractor
Accredited Lock and Door Hardware Co.
1161 Paterson Plank Road
Secaucus, NJ 07094

Low Bidder, Base Bid of.....$90,606.50

Funds are available for the door-hardware project account code FAR 00 MMQ CC ECNC ADA8 (Project No. 2607).

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rules Statement

Administrative Policy 3.09, Purchasing and Bidding Requirements

Fiscal Impact Statement

The item authorizes expenditures for:

- Total Construction Contract Requested ..... $ 98,500.00
- Total Professional Services Contract Requested..... $ 106,758.00
- Total Material Purchase Requested..... $ 216,570.50

Implementation and Assessment Plan

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

Committee's Recommendation

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

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

* * * * *

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

RFP 962 Authorization to Extend a Contract with Goodwill Talentbridge, LLC, for Contingent Staffing Services

The Administration is requesting authorization to extend a contract with Goodwill Talentbridge, LLC, ("Goodwill") for contingent staffing services. This contractor will be used to deliver contingent staffing services for nonexecutive personnel (classified positions), which 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 which the District is required to do for classified positions, contingent staffing is necessary to fill these positions temporarily while the recruitment-and-hiring process is completed.

The contractor was chosen pursuant to RFP 962, which closed on November 2, 2017. The original contract provided for two one-year options to extend if certain performance metrics were met. Goodwill has met the performance metrics codified in the contract; therefore, MPS is exercising the second, and final, option year for the contract. This contract extension will run from January 1, 2020, through December 31, 2020.

The total cost of the contract in this final extension year will not exceed $5,795,000.

Budget Code: Varies by location using service $5,795,000

Goodwill Talentbridge LLC

Prime Contractor Information
- Certified HUB Contractor? .....No
- Total # of Employees 6,114
- Total # of Minorities 3,118
- Total # of Women 3,485

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

Student Engagement (hours per 12-month contract)
- Paid Student Employment-Hour Commitment 600
- Student Career-awareness Commitment 30

RFP 989 Authorization to Extend a Contract with National Vision Administrators, LLC, to Provide Vision Benefits

The Administration is requesting authorization 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; 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 59,776 providers at 24,835 locations. 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. This first renewal term will run from January 1, 2020, through December 31, 2020, with the same terms and rates. Certain performance guarantees are associated with the contract.

The total cost of the contract term will not exceed $855,000.

Budget Code: DWC-0-0-EMB-DW-EMDI (Medical Insurance — District-Wide) $855,000

National Vision Administrators, LLC

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

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rules 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, with the exception of the Talent Bridge contract, as set forth in the attachments to the minutes of your Committee's meeting.

The gavel was passed to Director Báez at 7:17 PM.

Director Miller moved to approve the Administration's recommendation with a $1 million reduction in the contract with Talen Bridge. 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 7:19 PM.

* * * * *

(Item 8) Action on Revised FY20 Phase Two Salary-step Schedules for the Psychologists Association in Milwaukee Public Schools (PAMPS) and for the Administrators' and Supervisors' Council (ASC) in Pay Grades 00-07

Background

The Administration and the Psychologists Association in Milwaukee Public Schools (PAMPS), through the meet-and-confer process, have agreed to the following revised salary step schedules for the school psychologists' bargaining unit's members:

Years	Steps	Psychologist
0	0	$56,125
1	1	$58,459
2	2	$60,792
3	3	$63,125
4	4	$65,459
5	5	$67,792
6	6	$70,125

Years	Steps	Psychologist
7	7	$72,459
8	8	$74,792
9	9	$77,125
10	10	$79,459
11	11	$81,792
12	12	$84,125
13	13	$86,459

Years	Steps	Psychologist
14	14	$88,792
15	15	$91,125
16	15	$91,125
17	15	$91,125
18	15	$91,125
19	15	$91,125
20	15	$91,125

The Administration has developed a salary-increment amount of $1,300 for those exempt from the Administrators' and Supervisors' Council (ASC) in pay grades 00-07. They will not be on a salary-step schedule.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rules Statement

Administrative Policy 6.21, Salary Schedules: Staff

Fiscal Impact Statement

The total cost for Phase Two is not to exceed six million dollars. Funding for year-one implementation of the phase-two salary step schedules was provided in the fall adjustments to the fiscal year 2019-20 budget which the Board approved at its special meeting on October 29, 2019.

Implementation and Assessment Plan

Upon the Board's approval, the Administration will implement the salary-step schedule and the step increments with an implementation goal date in January of 2020.

Committee's Recommendation

Your Committee recommends the Board approve the revised salary-step schedule and the step increments.

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

* * * * *

(Item 9) Action on Resolution 1920R-006 Regarding the Early Retirement Window (ERW)

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. At its meeting on September 26, 2019 the Board adopted the resolution as presented below:

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 the current ERW and 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 November 2019 Board cycle.

The Administration and the OAE have worked closely with the actuarial firm Gabriel Roeder Smith & Company (GRS) to prepare the following analysis.

Board Action — September 2019

- Direct the Administration and the Office of Accountability and Efficiency to estimate fiscal impact of
  - current Early Retirement Window (ERW)
  - extending ERW.

Current ERW

- Three-year period (July 1, 2017-June 30, 2020)
- Eligibility
  - 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)

Current ERW — Goals and Success Criteria

- Goals
  - Cost savings
  - Opportunity to develop fresh talent
- Success Criteria
  - Savings realized and invested in HR
  - Sufficient quantity and quality of new talent

Current ERW — Analysis of Outcomes

Eligibility and Participation Rates

	Fiscal Year			Total
	17-18	18-19	19-20	to Date
Number Eligible	531	184	174	889
Number Participated	151	122	?	273
Participation Rate			?	31%

Cost Savings

– Occur only during the period that begins the day the employee retires and ends the day the employee would have retired had the ERW not occurred (put simply, only short-term)
– Salary and benefit savings
– Requires a match between replacement and retiree to calculate

	Fiscal Year		Total
	17-18	18-19	to Date
ERW Retirees	151	122	273
Matched Replacements	86	61	147
Match Rate	57%	50%	54%
% of Savings Estimated	43%	50%	46%

Compensation Analysis Associated with Early Retirement Window 7/1/2017-6/30/2019 ($ in Millions)

Table A	2017-2018	2018-2019	2019-2020	2020-2021
Comp Savings	$0.047	$2.862	$4.792	$3.990
Benefit Savings	$0.007	$0.414	$0.692	$0.577
Total Savings	$0.053	$3.275	$5.484	$4.566
Health Care Cost (-)	$0.058	$1.755	$3.518	$3.298
ASC SERP Cost (-)	$0.233	$0.182	$0.147	$0.121
Teacher SERP Cost (-)	$0.159	$0.159	$0.159	$0.159
Total Cost (-)	$0.449	$2.095	$3.823	$3.578
Net Savings (Cost)	($0.396)	$1.180	$1.661	$0.989

Table B	2021-2022	2022-2023	2023-2024	2024-2025	Total (Tables A & B)
Comp Savings	$2.634	$1.653	$0.627	$-	$16.604
Benefit Savings	$0.381	$0.239	$0.091	$-	$2.399
Total Savings	$3.015	$1.892	$0.718	$-	$19.003
Health Care Cost (-)	$2.249	$1.373	$0.540	$-	$12.790
ASC SERP Cost (-)	$0.100	$0.084	$0.070	$0.060	$1.249
Teacher SERP Cost (-)	$0.159	$0.159	$0.159	$0.159	$2.403
Total Cost (-)	$2.508	$1.616	$0.769	$0.219	$16.442
Net Savings (Cost)	$0.507	$0.276	($0.051)	($0.219)	$2.561

Summary

- 31% participation, inception to date
- Savings can be estimated only with uncertainty
- New hires
  — Lower retention
  — Higher percentage of permit teachers

Scenario 1

Extending ERW to June 30, 2023

Compensation Savings Associated With Extended Early Retirement Window ($ in Millions)

Table A	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025
Comp Savings	$0.146	$2.774	$6.750	$9.831	$9.625
Benefit Savings	$0.021	$0.401	$0.975	$1.421	$1.391
Total Savings	$0.167	$3.174	$7.726	$11.251	$11.016
Health Care Cost (-)	$0.124	$2.531	$6.410	$9.738	$9.686
Teacher SERP Cost (-)	$0.411	$0.411	$0.411	$0.411	$0.411
ASC SERP Cost (-)	$0.021	$0.006	($0.005)	($0.002)	$0.002
Total Cost (-)	$0.556	$2.948	$6.816	$10.147	$10.099
Net Savings (Cost)	($0.388)	$0.227	$0.910	$1.105	$0.917

Table B	2025-2026	2026-2027	2027-2028	2028-2029	2029-2030	Total (Tables A & B)
Comp Savings	$8.189	$4.734	$1.383	$-	$-	$43.432
Benefit Savings	$1.183	$0.684	$0.200	$-	$-	$6.276
Total Savings	$9.373	$5.418	$1.583	$-	$-	$49.708
Health Care Cost (-)	$8.451	$5.181	$1.682	$-	$-	$43.801
Teacher SERP Cost (-)	$0.411	$0.411	$0.411	$0.411	$0.411	$4.110
ASC SERP Cost (-)	$-	$-	$-	$-	$-	$0.022
Total Cost (-)	$8.862	$5.592	$2.093	$0.411	$0.411	$47.933
Net Savings (Cost)	$0.511	($0.175)	($0.510)	($0.411)	($0.411)	$1.775

ERW Actuarial Liability ($ in millions) 7/1/2020 to 6/30/2023, as of July 1, 2017
Eligible Members 463
Increased Unfunded Actuarial Liability $31.97

Scenario 2

Extending ERW to June 30, 2025

Compensation Savings Associated With Extended Early Retirement Window ($ in Millions)

Table A	2020-21	2021-22	2022-23	2023-24	2024-25	2025-26
Comp Savings	$0.146	$2.774	$6.750	$9.941	$13.137	$15.165
Benefit Savings	$0.021	$0.401	$0.975	$1.437	$1.898	$2.191
Total Savings	$0.167	$3.174	$7.726	$11.378	$15.035	$17.356
Health Care Cost (-)	$0.124	$2.531	$6.410	$9.913	$13.267	$15.781
Teacher SERP Cost (-)	$0.568	$0.568	$0.568	$0.568	$0.568	$0.568
ASC SERP Cost (-)	$0.023	$0.008	($0.003)	($0.001)	$0.003	$-
Total Cost (-)	$0.715	$3.107	$6.975	$10.480	$13.838	$16.349
Net Savings (Cost)	($0.547)	$0.068	$0.751	$0.898	$1.197	$1.007

Table B	2026-27	2027-28	2028-29	2029-30	2030-31	2031-32	Total (Tables A & B)
Comp Savings	$11.472	$7.948	$5.018	$1.701	$-	$-	$74.053
Benefit Savings	$1.658	$1.148	$0.725	$0.246	$-	$-	$10.701
Total Savings	$13.130	$9.096	$5.743	$1.947	$-	$-	$84.753
Health Care Cost (-)	$12.349	$8.616	$5.358	$1.975	$-	$-	$76.323
Teacher SERP Cost (-)	$0.568	$0.568	$0.568	$0.568	$0.568	$0.568	$6.816
ASC SERP Cost (-)	$-	$-	$-	$-	$-	$-	$0.030
Total Cost (-)	$12.917	$9.184	$5.926	$2.543	$0.568	$0.568	$83.169
Net Savings (Cost)	$0.213	($0.087)	($0.183)	($0.596)	($0.568)	($0.568)	$1.584

ERW Actuarial Liability ($ in millions) 7/1/2020 to 6/30/2025, as of July 1, 2017
Eligible Members 787
Increased Unfunded Actuarial Liability $53.83

Permanent Change to ERW Scenarios

Actuarial Liability ($ in millions), as of July 1, 2017

	Scenario 3		Scenario 4	
	Eligibility 55/20/90%, 100% Retire	Eligibility 55/20/90%, Graded Retire	Eligibility 57/20/90%, 100% Retire	Eligibility 57/20/90%, Graded Retire
Eligible Members	5,293	5,293	5,293	5,293
Increased Unfunded Actuarial Liability	$152.5	$46.3	$117.7	$26.0

No cost-savings in these scenarios

Quantity and Quality of Replacement Talent

- Considerations
  - Percentage of permit/unlicensed teachers
  - Number of vacancies and time to fill
  - Equitable distribution of highly-qualified teachers throughout District
  - Retention rate of replacement staff
  - WRS retiree return-to-work constraints

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rules Statement

Administrative Policy 3.06, Fiscal Accounting and Reporting

Fiscal Impact Statement

N/A

Committee's Recommendation

Your Committee recommends extending the Early Retirement Window for three additional years.

The gavel was passed to Director Báez at 7:21 PM.

Director Miller moved to permanently extend the ERW benefit to those 600+ employees that have earned eligibility in the current ERW but have not yet elected to participate, and to direct the Administration, in collaboration with the MTEA and other bargaining units, to:

1. develop a plan to review and to fix a permanent retirement age that will allow the district to attract and toretain staff; and

2. bring back a plan within the next budget cycle that includes implementation by the 2020-2021 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 — 0.

The gavel was returned to President Miller at 7:35 PM.

* * * * *

(Item 10) Action on a Request for Position Authority for Emerging Educators

Background

The Administration is seeking position authority for the position of emerging educator. A Milwaukee Public Schools (MPS) emerging educator provides an instructional program for students which is appropriate to their educational needs and developmental levels. The employee is responsible for implementing the lesson plans of the teacher whom he/she is replacing and for meeting the duties of teaching as outlined in the policies and procedures of MPS. The emerging educator participates as an integral member of the instructional team to include tutoring students, assisting in documentation of pupils' progress, and the preparation and organization of materials and equipment for instruction. The emerging educator is assigned to a specific school for the duration of the school year, filling vacancies within that school for up to ten (10) school days per classroom/assignment.

The emerging educators are not teachers of record, but are emerging educators in a teacher-degree-and-licensure program and hold substitute teacher's licenses with the Wisconsin Department of Public Instruction.

The position description is attached to the minutes of your Committee's meeting.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rules Statement

Administrative Policy 6.19, Positions: Staff

Fiscal Impact Statement

These positions are already budgeted for in the FY20 budget.

Implementation and Assessment Plan

Upon the Board's approval, the Administration will move forward with the placement of those in the program into these positions.

Committee's Recommendation

Your Committee recommends that the Board approve the request for position authority for the emerging educators.

Adopted with the roll call vote to approve the balance of the Committee's reports.

* * * * *

(Item 11) Action on Resolution 1819R-014 By Directors Phillips and Woodward Regarding Appointing School Leaders

Background

At its meeting on January 24, 2019, the Milwaukee Board of School Directors referred Resolution 1819R-014 by Directors Phillips and Woodward to the Committee on Accountability, Finance, and Personnel.

WHEREAS, Board Governance Policy BG 3.02, Role of the Superintendent, Section (1)(b), gives the Superintendent the authority and responsibility to "…appoint, subject to confirmation by the Board…principals, assistant principals, and teachers as may be authorized by the Board"; and

WHEREAS, As laid out in Administrative Policy 9.04, Community Involvement In Decision Making, the Milwaukee Board of School Directors, in acknowledging "…the value of broad citizen involvement

[in] the program[ming] and operations of the Milwaukee Public Schools," recognizes the importance of the involvement of parents and other citizens of the community in identifying the educational needs and the broad goals of achievement for their children and in formulating the goals, objectives, and programs of the school system; and

WHEREAS, In approving Administrative Policy 9.11, School Engagement Councils, the Milwaukee Board of School Directors codified its intent that every school enable "…families, staff, students (when appropriate), and community to work to support and inform shared leadership, equity, and cultural relevance resulting in increased student achievement"; and

WHEREAS, Section (1) of Administrative Policy 6.01, General Personnel Policies, commits the Milwaukee Board of School Directors "…to employing the most effective staff possible for all schools and departments"; and

WHEREAS, As stated in Section (1) of Administrative Policy 6.01, among the "specific factors and conditions" that the Board endorses to make schools and departments more effective are strong local (site) leadership and shared decision making; and

WHEREAS, A school leader has a strong and direct impact on the morale of students and staff, the climate of the school in general, and the achievement of its students; and

WHEREAS, In the contemporary school, the school leader is not only responsible for the traditional task of managing students, staff, and grounds efficiently, but also must be aware of, and participate in, instructional and community issues; and

WHEREAS, The success of a school leader relying heavily upon the support and "buy-in" of teachers, staff, parents, and other members of the school community members, the selection of a new school leader should be a local effort that includes stakeholders who understand the school's population, culture, and direction; now be it

RESOLVED, That the Milwaukee Board of School Directors hereby directs that the process of selecting and appointing new school leaders, while not superseding the superintendent's authority as established by the Board, be modified to provide strong input from the school communities to which these new leaders are to be assigned; and be it

FURTHER RESOLVED, That the modification of this process include the establishment of effective hiring committees (which includes the School Engagement Council) that understand the specific leadership needs both of the schools to which new leader will be assigned and the District and that will be responsible for ensuring that appropriate matches are made between schools' new leaders and the local school community; and be it

FURTHER RESOLVED, That such a hiring committee shall be established for each school to which a new leader is to be assigned and that such committee shall comprise members of the current leadership of the school (if appropriate), representative teachers and staff of the school, the School Engagement Council (or equivalent), representatives from the MPS Department of Human Resources, and staff from the Superintendent's office; and be it

FURTHER RESOLVED, That the hiring committee shall be committed to recruit the strongest candidates based on criteria that best meet the needs and goals of both the school and the District, to conduct an onsite performance assessments of every finalist, and to plan for as smooth a transition in leadership as possible; and be it

FURTHER RESOLVED, That the hiring committee shall participate in the selection and evaluation of the school leader in a manner consistent with all federal, state, and District guidelines and regulations regarding employment, contracting laws, and record keeping as are applicable, including the District's policy on criminal background screening and the required physical examinations of new employees, which functions shall be performed under the auspices of MPS Department of Human Resources; and be it

FURTHER RESOLVED, That the hiring committee is to serve only in an advisory capacity and shall not have the authority to hire or fire any employees of the school, including the school leader, and may only make recommendations with regard to the individual appointed to the position of school leader such that no school leader shall be appointed without the agreement of MPS; and be it

FURTHER RESOLVED, That the committee shall interview and recommend to the superintendent for appointment the school leader in a manner that is consistent with Administrative Policy 6.23, Recruitment and Hiring: Staff, and shall provide a detailed statement of the candidate's qualifications and reasons for the committee's recommendation, at which time the superintendent shall review the recommendation and either forward it to the Board for final confirmation by the Milwaukee Board of

School Directors in accordance with Board Governance Policy 3.02, Role of the Superintendent, or return it to the hiring committee with a detailed explanation of any concerns that the superintendent may have with the recommendation; and be it

FURTHER RESOLVED, That, upon adoption of this resolution by the Milwaukee Board of School Directors, the Administration will prepare for the Board's approval the plan for implementation of this resolution, which the Administration shall present to the Board no later than the April 2019 board cycle; and be it

FURTHER RESOLVED, That, upon the Board's approval of a plan for implementation of this resolution, the Administration shall revise all administrative policies and procedures affected by its adoption and bring them to the Board for its approval no later than the June 2019 board cycle.

Since the time of referral, the Administration has had the opportunity to meet with the resolution's authors for discussion and clarification.

The Administration is in agreement with the objectives of Resolution 1819R-014 regarding selecting and appointing new school leaders. The current practice for filling school-leader vacancies is in alignment with the resolution. The resolved portions of the resolution include an emphasis on school communities being very involved in the selection of their leaders, while also acknowledging that the superintendent has the authority to use the interview process or to directly assign leaders in the best interest of the district.

Administrative procedure 6.23(3) outlines the process for filling the school-leadership positions. Specific qualifications of candidates, as well as the interview process, including the make-up of the interview team, are defined.

The District uses a three-step interview process for selecting school leaders: School-based interview teams screen applicants and decide on the individuals that they wish to interview. From that pool, the school-based interview team conducts interviews, decides who it thinks are the best candidates to lead its school, and sends those individuals to round two, where the Office of School Administration will conduct interviews. Candidates that successfully make it to be finalists from those interviews are presented to the superintendent and the chief school administration officer, who make the final decision.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rules Statement

Administrative Policy 6.23, Recruitment and Hiring: Staff

Fiscal Impact Statement

This item does not authorize expenditures.

Committee's Recommendation

Your Committee recommends that the Board continues the current practice, which is aligned to Resolution 1819R-014, and place Resolution 1819R-014 on file.

Adopted with the roll call vote to approve the balance of the Committee's reports.

* * * * *

COMMITTEE ON LEGISLATION, RULES AND POLICIES

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

(Item 1) Action on a Request to Revise Administrative Policy 4.01, Emergency Plans; Administrative Procedure 4.01(2), Emergency Hospital Locations; and Administrative Procedure 4.01(3), Emergency Closings

Background

At its meeting on January 24, 2019, the Milwaukee Board of School Directors referred Resolution 1819R-013 regarding inclement weather to the Committee on Legislation, Rules and Policies. At its meeting on March 28, 2019, the Board adopted the resolution and directed the Administration to make revisions to Administrative Policy 4.01, Emergency Plans, and Administrative Procedure 4.01(3), Emergency Closings. Additionally, the Administration was to investigate and report back to the Board regarding the feasibility of designating some sites throughout the district as emergency or contingency shelters in cases in which schools are closed due to inclement weather.

The Administration is proposing revisions to the policy and procedures in alignment with the Board's action. This includes the addition of current guidelines for the closure of schools due to inclement weather and various factors that could contribute to the decision to close schools due to inclement weather. Language has also been added to reflect the District's continued practice of communicating with nearby districts as well as CESA #1 and the Milwaukee Archdiocese regarding the factors which they are considering in cases of extreme weather and the potential closure of schools.

The Administration is also continuing to research the feasibility of designating some sites distributed throughout the district as emergency or contingency shelters that would be open when schools are closed due to inclement weather and on other non-attendance days for students who are in need of food and shelter.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rules Statement

Administrative Policy 4.01, Emergency Plans
Administrative Procedure 4.01(2), Emergency Hospital Locations
Administrative Procedure 4.01(3), Emergency Closings

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 and publish the revisions.

Committee's Recommendation

Your Committee recommends that the Board approve the proposed revisions to Administrative Policy 4.01, Emergency Plans; Administrative Procedure 4.01(2), Emergency Hospital Locations; and Administrative Procedure 4.01(3), Emergency Closings presented below:

Administrative Policy 4.01
Emergency Plans

Advance planning for emergencies and disasters is essential to provide for the safety of students and staff, should a threat to safety arise from fire or other causes. It also strengthens the morale of all concerned to know that preparedness plans exist and that students and staff have been trained in carrying them out.

(1) Fire, Civil, and Natural Disaster Emergencies

(a) The school system shall develop and maintain plans to meet the requirements of state law for preparedness in case of fire, civil emergencies, and natural disasters.

(b) ~~Building principals~~ School leaders shall be scrupulous in meeting the statutory requirement for conducting fire drills at least once a month to give students practice in moving with orderly dispatch to designated areas under emergency conditions, and in providing staff practice in carrying out their assigned responsibilities for building evacuation.

(c) At least twice annually, ~~one shelter drill~~ an evacuation drill shall be conducted in each school every school year to give students practice in evacuating and sheltering in place for tornadoes, school safety matters, or other hazards.

(d) ~~Principals of all schools~~ All school leaders shall file crisis response plans with the superintendent or his/her designee. School crisis plans shall be considered confidential documents and shall not be circulated beyond those employees who need to know the specific details.

(e) A record and report of safety drills shall be maintained in accordance with state statutes.

(2) Accident and Health Emergency Plans

Each school principal shall develop local school plans and procedures to deal with health and accident emergencies in accordance with general guidelines set forth by the superintendent. These processes shall include a plan of action, which clearly indicates each person's responsibilities in handling emergency health and accident cases.

(3) Accident Reports

Schools must report every accident involving a student which occurs on school grounds or while the student is under the supervision of school authorities. Student accidents are to be reported on the student accident form.

(4) Emergency Closings

(a) The decision to close schools because of weather conditions (heavy snow, extreme temperatures, other severe weather conditions) shall reside with the superintendent or his/her designee.

(b) Each year, in early October, the superintendent or his/her designee shall contact area radio and television stations capable of handling emergency school closing announcements to seek their cooperation during the approaching snow season. The superintendent shall also schedule staff for early morning weather observation on school days during the snow season and shall develop procedures concerning the notification of students, parents, staff members, vendors, appropriate governmental and private agencies, and all other affected citizens on the days when schools will be closed because of extreme weather conditions.

Administrative Procedure 4.01(2)
Emergency Hospital Locations

1. Children's Hospital of Wisconsin-Milwaukee Campus
9000 West Wisconsin Avenue..... ~~266-2626~~ 266-2000

2. Ascension Columbia St. Mary's Hospital Milwaukee
~~2025 E. Newport Avenue~~ 2301 N. Lake Drive..... ~~961-3500~~ 585-1000

3. Froedtert ~~Memorial Lutheran Hospital~~ & Medical College of Wisconsin
9200 West Wisconsin Avenue..... ~~257-5717~~ 805-3000

~~4. Northwest General Hospital~~
~~5310 West Capitol Drive.....447-8573~~

~~5~~ 4. Ascension St. Francis Hospital
3237 South 16th Street..... ~~647-5165~~ 647-5000

~~6~~ 5. Ascension SE Wisconsin Hospital — St. Joseph's ~~Hospital~~ Campus
5000 West Chamber Street..... ~~447-2171~~ 447-2000

~~7~~ 6. Aurora St. Luke's ~~Hospital~~ Medical Center
2900 West Oklahoma Avenue..... ~~649-6333~~ 649-6000

~~8~~ 7. Aurora St. Luke's South Shore ~~Hospital~~
5900 South Lake Drive..... ~~769-4055~~ 489-9000

~~9. St. Mary's Hospital~~
~~2323 North Lake Drive.....291-1200~~

~~10~~ 8. ~~St. Michael's Hospital~~ Ascension All Saints Family Health Center
2400 West Villard Avenue ..... ~~527-8175~~ 527-8191

~~11~~ 9. Aurora-Sinai ~~Samaritan~~ Medical Center
9485 North 12th Street ..... ~~219-6666~~ 219-2000

~~12~~ 10. Aurora West Allis ~~Hospital~~ Medical Center
8901 West Lincoln Avenue ..... ~~328-1111~~ 328-6000

Administrative Procedure 4.01(3)
Emergency Closings

(a) General

1. The decision to close schools because of extreme weather conditions shall reside with the Superintendent or his/her designee.

2. A number of factors will be considered regarding the closure of schools due to inclement weather, including extreme temperature (20-degrees-below-zero wind chill in the winter and when heat index values are expected to be 95 degrees or higher during the daytime hours), rain, ice, and snow. The Superintendent shall also schedule staff for early morning weather observation on school days during the snow season and shall develop procedures concerning the notification of students, parents, staff members, vendors, appropriate governmental and private agencies and all other affected citizens on the days when schools will be closed because of weather conditions. The same approach will be applied during those months when summer school is in session.

3. During the summer months when school is in session, and temperatures are determined to be extreme, the administration will develop and implement emergency plans. This will include relocating students to sites with whole-building air conditioning-systems and coordinating with the City of Milwaukee Health Department'S Heat Task Force. In alignment with the Heat Task Force'S guidelines, a heat-related hazardous-weather outlook is considered when heat index values are expected to be 95 or higher during daytime hours in the next 1-7 days. Advisory threshold values are a single daytime period in which heat index values are expected to be 100 or higher or daytime heat index values are expected to be 95 to 99 for four consecutive days or more.

(b) Closing Procedures

1. The decision to close schools because of weather conditions is made by the Superintendent based on information received from a variety of sources: suburban school districts, the Archdiocese of Milwaukee, CESA #1, City of Milwaukee Health Department, the National Weather Service, the City of Milwaukee's supervisor in charge of snow emergencies, the fire department and, for reports of weather and travel conditions throughout Milwaukee, the police department, the sheriff's department, bus companies, and others as required.

2. If schools are not to be closed, no announcement will be made. If, however, the decision is made to close the schools, the cooperating media will be informed of the fact between 5:30 and 6:00 a.m. on the morning of the closing. Announcements will not be made the night before unless extraordinary circumstances make such an announcement in the best interest of students and parents.

3. If schools are already in session, and developing weather conditions indicate a closing or other adjustment may be necessary, administrative specialists will call key ~~principals~~ school leaders to determine travel conditions in various areas in the city. Particular attention will be given to schools where children are transported and to schools ~~housing exceptional~~ that have children with disabilities who are transported. When the Superintendent decides that weather conditions necessitate closing schools, schools will be notified via ~~the Wizard mail,~~ email and text message, and cooperating media will be requested to make the announcement public.

4. After receiving the ~~wizard mail~~ email and text message authorizing the closing of schools, ~~principals~~ school leaders are to take the following actions:

a. acknowledge, within 20 minutes, receipt of the message;
b. send students and staff members home after making provisions for crossing guards, supervision, and other safety measures. Supervision must be provided for those children who are transported until the buses have loaded and departed. Principals are to personally check to make sure that all students and staff have left the building;
c. contact, within 60 minutes, transportation services regarding the success or failure of vacating the building.

(c) Procedures When Unable To Vacate Building

In the event a ~~principal~~ school leader reports being unable to vacate the building, the procedures listed below shall be followed.

1. Transportation services will establish on---going communication with the school, the ~~Emergency Government Administration~~ Office of Emergency Management and Homeland Security, the police and fire departments, the mass media, and other appropriate agencies. This communication network will function until all students and staff have left the school.

2. The ~~Emergency Government Administration~~ Office of Emergency Management and Homeland Security has a number of emergency vehicles, including snowmobiles, which can be dispatched to schools if it is absolutely essential to evacuate people in need of medical treatment or other situations warranting emergency evacuations. The principal is to contact Transportation Services if the principal feels, or a doctor recommends, that a child or adult be evacuated because of a physical condition.

3. In the event of a telephone failure, Transportation Services will coordinate efforts to dispatch emergency vehicles to schools to check on conditions in the school during the period of the emergency.

4. The mass media will be notified that certain schools have been unable to evacuate and that provisions are being made in these schools for the safety and welfare of students and staff.

5. Under the direction of the principal, food from the school lunch program may be served to students and staff during severe weather emergencies.

6. It is essential that these procedures be reviewed with the total staff and that individual school plans be developed to make provisions for this type of emergency.

(d) Make-up Day

~~The 181st day of the school year in June will be set aside as a make---up day for a school day lost earlier in the year because of weather. If there is no school closing because of weather during the year, the 181st day will be a non-student day and a non-work day.~~ The professional-development days and record days during the school year will be used as make---up days for student attendance days lost earlier in the year because of inclement weather.

(e) Information to Students and Parents

1. Parents will receive information in the parent/student handbook informing them what to do in case of weather---related problems that would cause schools to close.

2. Parochial school systems, at their request and with the approval of the Administration, may also be included automatically in any Milwaukee Public Schools early morning school closing announcements to the media.

Adopted with the roll call vote to approve the balance of the Committee's reports.

* * * * *

(Item 2) Action on a Request to Approve Creation of Administrative Policy 7.44, 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 met on October 4 and October 11, 2019. The objectives of the collaborative meetings included discussing and implementing edits to the proposed policy as suggested by the Office of the City Attorney and reviewing the five-year implementation plan, fiscal impacts, and next steps.

The advisory committee has completed the proposed music education policy for the Board's consideration.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rules Statement

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

Fiscal Impact Statement

This item does not authorize expenditures. Funding will be budgeted and expended in future years.

Implementation and Assessment Plan

Should this policy be adopted, the Office of Board Governance will publish it for implementation.

Committee's Recommendation

Your Committee recommends that the Board approve creation of Administrative Policy and Procedure 7.44, Music Education, with the inclusive of a statement that all district-purchased instruments are the property of MPS and must be allocated to schools in an equitable manner by the District's music curriculum specialists:

Administrative Policy 7.44
Music Education

(1) Statement of Purpose

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

(b) All students shall be provided with the opportunity to have music instruction and to develop 21st-century skills and understandings through music education.

(2) Standards for the Instruction of Music

(a) Music instruction shall be provided in accordance with a written comprehensive music curriculum, including developmental experiences involving singing, playing instruments, listening, movement, creative expression, and music reading.

(b) Music instruction shall be provided for all pupils in grades kindergarten through 6 and shall be performed by, or under the direction of, a licensed music teacher.

(c) Music instruction, including general, vocal, and instrumental music classes, shall be available to all pupils from grades 7 through 12 and shall be taught by a licensed music teacher.

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

(e) All classroom music teachers are to be employees of Milwaukee Public Schools and be licensed by the State of Wisconsin. Traveling music teachers must work in collaboration with the licensed music teacher in the building.

(f) School leaders, in collaboration with the classroom music teacher, are responsible for the scheduling of elementary, middle, and high school music classes to ensure that all students receive the appropriate amount of instruction.

(g) Class sizes for music instruction shall be determined pursuant to Administrative Policy 7.25, Class Size. Larger performing ensemble class sizes may be determined at the discretion of the music teacher in collaboration with the school leader.

(h) Music instruction shall be conducted in class space that is conducive to the study of music.

(3) Hours of Instruction

(a) The school leader shall be responsible for ensuring that the following hours of instruction are met. The district music curriculum specialist shall be responsible for monitoring elementary, middle, and high school music classes to ensure that all students receive the appropriate amount of instruction:

(1) Each student in grades K3-K4 shall have regular music instruction for no fewer than 30 minutes per week.
(2) Each student in grades K5-grade 2 shall have regular music instruction for no fewer than 60 minutes per week.
(3) Each student in grades 3-5 shall have regular music instruction for no fewer than 75 minutes per week.
(4) Each student in grades 6-8 shall have regular music instruction for no fewer than 100 minutes per week.
(5) Instrumental and vocal classes in grades K-8 shall meet at least three times weekly for a minimum of 120 minutes per week.
(6) All performance-based classes and general music classes at the high school level shall meet for a minimum of 200 minutes per week.
(7) All schools shall budget for one 45-minute period of lessons for each 100 students in grades 4 and above either by an MPS traveling music teacher or another qualified music instructor.

(4) Musical Instruments

(a) All MPS schools shall maintain an inventory of instruments to be made available for student rental and use.
(1) All district-purchased instruments are the property of MPS and can be allocated to schools at the discretion of the district music curriculum specialist.
(2) Inventory, records, repair, and maintenance of these instruments shall be the responsibility of the building music teacher in collaboration with the district instrument specialist.
(3) Musical instruments that remain in the school building shall be stored in a secure location.
(4) The district music curriculum specialist shall be responsible for maintaining a district-level inventory of instruments and developing appropriate rental policies.
(b) Instruments shall be made available for student use in an equitable manner that considers the needs of individual students.

(5) Monitoring and Evaluation

Bianually, in March and August, a report shall be presented by the district's music curriculum specialist to the Board on the district's music education programs.

Adopted with the roll call vote to approve the balance of the Committee's reports.

* * * * *

COMMITTEE ON PARENT AND COMMUNITY ENGAGEMENT

Director Woodward presented the following report for the Committee on Parent and Community Engagement:

TO THE BOARD OF SCHOOL DIRECTORS:

Your Committee on Parent and Community Engagement presents the following report:

(Item 1) Report with Possible Action on the Citywide Region 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

At the Board's direction, the structure of the 2019-2020 monthly Region Showcase item has been enhanced to provide a thorough picture of each region as it is presented on a monthly basis. This will include goals as well as 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. The region, which serves 9,896 students has 1,201 staff members, comprises 22 schools, including K3-5, K4-8, traditional middle schools, high schools, and an

alternative school. The schools include the following: Browning, Bruce, Clarke, Elm, Fairview, Lancaster, Riverwest, Townsend, Audubon Middle School, Douglas Middle School, Green Tree, King Middle Years, Lincoln Center of the Arts, Morse, Roosevelt, Wedgwood, Audubon High School, Bradley Tech, North Division, South Division, South Accelerated Academy, and Washington High School.

The Citywide Region offers the following programming to meet the various needs of learners in pursuit of academic excellence: developmental bilingual and traditional monolingual biliteracy experiences, gifted-and-talented, International Baccalaureate Middle Years Program, Project Lead the Way (PLTW), Engineering is Elementary, and GE STEM, to name a few.

The Citywide Region is successful due to its families, staff, and dedicated community partnerships, a vital component to the success of students. The following are some of the community partnerships in the Citywide region: Arts@Large, Junior Achievement, Boys & Girls Clubs of Greater Milwaukee, and Math Motivators.

[A detailed presentation, including a spotlight on Wedgwood, is included in the attachments to the minutes of your Committee's meeting.]

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rules Statement

Administrative Policy 7.01, Teaching and Learning Goals

Fiscal Impact Statement

N/A

* * * * *

(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 Milwaukee Board of School Directors approved implementation of the 53206 Initiative.

The Principals' Cohort continues to move forward with this Initiative. The Principals' Cohort--consisting of nine school leaders from North Division, Andrew Douglas, Auer Avenue, Benjamin Franklin, Hopkins-Lloyd, Green Bay Avenue, Gwen T. Jackson, Keefe Avenue, and Lafollette--has met monthly to further discuss the needs in 53206 schools.

Leaders have worked collaboratively to make the necessary reconfigurations for the 2019-2020 school year: Auer Avenue, Keefe Avenue, and Hopkins-Lloyd have transformed from K-8 schools to become K5 schools, while Benjamin Franklin and Lafollette will maintain their K8 status. Andrew Douglas's educational program has moved to a middle-school program serving only students in grades 6, 7, and 8. Andrew Douglas has relocated into the original Andrew Douglas School building for the 2019-2020 school year. The Andrew Douglas School building was renovated and refreshed to accommodate the learning needs of middle-grade students.

North Division High school will serve as a flagship high school for the 53206 Initiative. North Division has produced "The Blueprint," which outlines the "re-envisioning" of North Division High School. The plan showcases the four National Academies Foundations at North.

The nine 53206 schools will have common innovative academic and cultural programs rooted in our district's Ambitious Instruction plan to promote academic success for some of our most disadvantaged students whoreside in this zip code.

The update attached to the minutes of your Committee's meeting provides an overview of the progress that has been made, alignment to the Superintendent's Five Priorities for Success, and next steps to continue to move the 53206 Initiative forward.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rules Statement

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

Fiscal Impact Statement

N/A

* * * * *

(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

MPS operates within a family-and-community-engagement framework which includes six standards that provide districtwide support to schools for partnering with families to increase student outcomes:

1. Schools are welcoming and culturally relevant environments
2. Schools are connected to the community
3. Schools have tools and knowledge needed to build relationships with families and the community
4. Families have avenues to serve as leaders
5. Families have opportunities to build peer networks
6. Families have tools and knowledge needed to be active in their children's education,

This framework was developed from a strength-based position to build trusting relationships between schools and families. This report provides an update on some of the work currently being done by Parent Coordinators (PCs) relative to standards 1, 3 and 6.

Each year Milwaukee Public Schools works to increase efforts around family engagement. These efforts are recognized as the responsibility of all school-based personnel, and the role of the PC is critical to each school's ability to meet the Family & Community Engagement Framework's standards.

The role of the PCs is multi-faceted: their focus is on strengthening the family-school relationship while actively engaging in the school's overall educational process. The PC's primary goals include helping schools provide a welcoming and culturally relevant environment; equipping parents with the necessary tools to be active in their children's education and building meaningful, sustained relationships with MPS families. Each of these goals are geared toward one main objective, which is improved student outcomes.

The supervision for all PCs is provided by the school leader, while training and support is provided by the Department of Strategic Partnerships & Customer Service's family and community engagement associates (FACEs).

Strategic Plan Compatibility Statement

Goal 2, Student, Family, and Community Engagement

Statute, Administrative Policy, or Board Rules Statement

Administrative Policy 9.04, Community Involvement in Decision Making

* * * * *

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) Report with Possible Action on the Office of Human Resources Update

Your 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 Council of the Great City Schools reviewed the current structures and practices of the Office of Human Resources. This presentation shares the updates on the changes made to the Office based on the report.

Recruitment and Events

- Holding quarterly MPS Job Fairs
- Outside recruitment fairs
  - City of Milwaukee's Diversity Recruitment Fair
  - CESA recruitment fairs
  - National, regional, local education conventions
  - College and university recruitment fairs
  - Spain, Puerto Rico, Mexico
- College and university events
  - Meet with students in college and university Departments of Education
  - Meet with students in other college and university departments
  - MATC para program
  - Meet with student teachers in MPS prior to graduation

Efficiencies in Recruitment and Hiring

- Reviewing new-applicant tracking systems
- Reviewing video recruitment and interviewing programs
- Changes to City Civil Service Exams
  - Children's health aids and kitchen managers no longer take exam
  - Exam for food service assistant and building service modified
- Physical Screenings
  - Reviewing possibility of two to four smaller contracts with providers for physicals and drug-screenings during the height of hiring season
  - Now require only one visit for screening
    - > Moved to paper screener for TB instead of shot, which required second visit
    - > Frees up two days a week for scheduling appointments at clinic
    - > Reduces travel and time commitment for candidates

Retention and Onboarding of Certificated Staff

- New Educator Institute (NEI) — Office of Academics, Department of Organizational Development
  - Has an online onboarding resource as well as the three-day in-person training which includes intense learning around Ambitious Instruction 2.0, restorative practices, culturally-responsive teaching, trauma-informed care, and classroom management
  - Increasing it to five days
  - Getting ID badge machine at NEI

Retention and Onboarding of Classified Staff

- The Office of Human Resources has an online onboarding resource which covers mandated reporting, the Employee Handbook, and the benefit offerings for new classified staff.

- Departments have their own training programs which new classified staff attend before being assigned to their work locations.

Retention and Onboarding

- Full benefits package — health, dental, vision, life
- WRS and ERS pensions; 403(b)
- Wellness programs
- Employee-assistance program
- Tuition reimbursement and assistance
- MPS university
- Professional development and trainings
- Salary step schedules
- Retention study
  - Exit-survey data already being collected for certificated staff
  - Conduct stay interviews — surveys of teachers about why they choose to stay in MPS
  - Compile into report for data review and analysis to guide future planning
- Evaluations and Job Descriptions
  - Districtwide evaluations of all non-certificated staff started in FY20
  - Currently working with all departments and offices to create and update job descriptions in the district
- Once finalized, they will be publically housed on the portal

Other Steps and Efficiencies

- Compensation manual
  - Details all district processes and procedures
  - Will be housed on the employee portal once finalized with new salary schedules
- Outsource (no-cost) employment and income verification

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

* * * * *

COMMITTEE ON STUDENT ACHIEVEMENT AND SCHOOL INNOVATION

Director Baéz 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 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 Montessori Advisory Committee, which helped formulate the plan, has now shifted its efforts to support the implementation of the

strategic plan and to improve, enhance, and expand high-quality Montessori education for all the children of Milwaukee. The Montessori Strategic Plan includes long- and short-term planning. The areas of focus are curriculum and program fidelity, resource alignment, staffing and leadership, systems of communication, and facilities.

The following update on the implementation of the Montessori Strategic Plan will cover items that have been completed and what is being worked on at this time and will provide an outline of future work. Included will be the MPSU pathways for Montessori training and the updated Montessori district marketing efforts.

Montessori Strategic Plan Elements of Focus

Curriculum/Program Fidelity

- Adopt Montessori essential elements
- Develop secondary-teacher training pathway

Resource Alignment

Montessori coordinator position

Staffing and Leadership

Implement teacher-and-administrator-pipeline proposal

Systems of Communication

- Marketing and community outreach
- Collaborative communication structure

Facilities

Expand program offerings with equity

Montessori Strategic Plan's Progress

Completed Work

Hired Montessori coordinator

- Began Montessori training through MPSU-Alverno
- Transition of paraprofessional to emerging educator
- Implemented standards-aligned, Montessori-specific report card for primary
- Established calendar of monthly Montessori principal and SST meetings
- Attended Wisconsin Montessori Association conference in Madison

Current Work

- Finalizing paraprofessional and non-Montessori staff onboarding professional development
- Creating marketing included in the Strategic Plan
- Establishing secondary-teacher training to be held at MPSU
- Began monthly collaboration with the Office of School Administration's representative, Dr. Dinkins
- Conducting program-support discussions
- Supporting Ambitious Instruction 2.0 professional development and other related activities
- Compiling Montessori Essential Elements

MPSU — Montessori Teacher Pathways

MPSU-Alverno

- For Paraprofessionals
- Began August 2019
- 11 students enrolled
- Montessori certification, grades 1-6
- Bachelor's degree

- WI state license, K4-grade 9

MPSU-UW River Falls

- For WI state-licensed teachers
- Scheduled for January 2020
- Enrollment goal: 12 students
- Montessori certification, grades 1-6

Montessori Strategic Plan: Next Steps

November 2019	December 2019	January 2020	February 2020
• Establish Montessori recruitment procedures and hiring timelines • Develop MPSU pathway for state licensing support for current Montessori teachers	• Solidify Montessori student enrollment practice procedure • Develop and implement retention survey for Montessori employees	• Begin MPSU/University of Wisconsin-River Falls Montessori pathway • Establish staff retention goals • Propose Montessori Essential Elements for consideration by the board • AMI conference, Seattle, WA	• February 8: MPS Montessori Summit, MacDowell, 1-4 p.m.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rules Statement

Administrative Policy 2.12, Advisory Committees: Administration-originated

Fiscal Impact Statement

This item does not authorize expenditures.

* * * * *

(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

On June 19, 2014, the Milwaukee Board of School Directors adopted Resolution 1415R–003, regarding bilingual multicultural education. This Resolution promotes bilingualism through the implementation of essential aspects to enhance our one-way and two-way dual-language programs. Our goals are that students graduate academically prepared in English and Spanish, become conversant in other languages, and capitalize on the cultural and linguistic backgrounds of all English-learner students (ELs). Another important component of the Resolution is encouraging the participation of parents, staff, and other community stakeholders.

Since the adoption of the Resolution, district staff has been working with the community to implement the Resolution. This presentation will provide a brief overview regarding the Resolution's essential aspects, programs that are housed in the Bilingual Multicultural Department, progress, and next steps.

Bilingual Multicultural Education

Mission: The mission of the Department of Bilingual Multicultural Education is to provide equitable access to quality multilingual and multicultural programming in Milwaukee Public Schools.

Vision: MPS students graduate with strong cultural and linguistic identities, leveraging these assets to navigate college, career, and life as global citizens in an inclusive society.

Fundamentals: Bilingual Resolution

- Bilingual expansion and programing
- Engage all stakeholders
- Parental engagement and marketing
- Draw on internal and external expertise
- DMMAC
- Grow your own pipeline
- Increased hiring of bilingual staff
- Strengthened academic assessments in the native language

Components of the Bilingual Multicultural Education {BME)

Lau Compliance	English as a Second Language (ESL)	Dual Language One-Way and Two-Way	World Language/Immersion	First Nations Studies
Language Instruction Educational Program (LIEP) Bilingual and ESL	English Language Development Framework (ELD)	Teaching for Biliteracy (T4B) Pedagogy	Face-to-Face Instruction	Classroom Academic Assistance and tutoring Assistance to teachers on incorporating culture in the classroom
Home Language Survey and Program-participation Form	Home Language Survey and Program Participation	Biliteracy Curriculum and Instruction	Proximity Learning (WL)	District and community cultural workshops
WIDA Screener	ACCESS Data	Content and Language Allocation	Ambitious Instruction for all students learning in a target language (IM)	Assistance with authentic resource materials
Flagging and Coding		Biliteracy Scheduling		Talking Circles Culture/Language class

Progress: Bilingual Resolution

Completed Work

- Expansion: ALBA (6th Gr.)
- Change of Programing:
  Doerfler (7th Gr.)
  Mitchell (8th Gr.)
- Expansion and Change of Programing:
  Riley
  Kagel (K4)
- 19 bilingual program sites have received training in T4B
- Morgandale, GreenTree, Andrew Douglas, Obama, JMAC, and Vincent offer WL.
- lstation: Spanish Literacy Intervention Resource

Current Work

- Professional development and coaching
- English Language Development (ELD) training K-12
- Seal of Biliteracy — WL Pathway
- Informational parent/community meetings related to bilingual education and second-language acquisition programs
- Revised Handbook for Immersion Schools (K-8)
- Hamilton and Project Stay are implementing World Language through Proximity.

Future Work

- Targeted Principal Support
- Seal of Biliteracy — ESL and Bilingual Pathways
- Structured opportunities for parents & community members to learn more about the benefits of bilingualism
- Proximity will present data in early December to BME.

Next Steps: Bilingual Resolution

2019-20

- Training and support for the home-language survey and program-participation forms
- Development of MPS reports specific to ELs in the district
- Training and support in English Language Development (ELD)
- High-school Content Language Allocation Plan (CLAP)
- K5-5 Science Biliteracy Unit Frameworks (BUFs)
- Support to French Immersion school with Biliteracy Unit development

2020-21

- K5-5 social studies biliteracy curriculum mapping
- 6-8 biliteracy curriculum mapping

2021-22

- K5-5 social studies BUFs
- 6-8 BUFs

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rules Statement

Administrative Policy 7.15, Bilingual Instruction and Bicultural Education

* * * * *

(Item 3) Report with Possible Action on the MPS/MKE Early Childhood 1,825 Initiative

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

Background

In November 2018, Milwaukee Public Schools, in collaboration with the City of Milwaukee and other public and private partners, announced an initiative and call to action to improve early childhood education across the city. The first five years (or 1,825 days) of life for a child are the most important when it comes to a child's education and development. MPS and city leaders joined together to build on past momentum and to push forward with the MPS/MKE Early Childhood 1,825 Initiative.

The mission of this work is to improve the learning experiences for children 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

Mission

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 directly impacting children's 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.

Five-element Focus:

- Instruction
- Family Support
- Social-Emotional Learning
- Early Childhood Staff Development
- Equitable Resources

MPS/MKE EC Initiative Workgroups' Progress

Workgroup	Accomplishments
Instruction	Identified and posted instructional videos for parents on how to better work with their early learners at home
Family Support	Created parent-friendly early-childhood website to also be on the MPS mobile application
Social-EmotionaI Learning (SEL) and Cultural and Linguistic Needs	Developed an SEL Parent Guide for parents to use when selecting childcare providers for their students
Staff Development	Identified childcare centers with which to partner and to provide professional development
Equitable Resources	Partnered with Betty Brinn on its early Childhood Resource Night

Completed Work

- Early Childhood Initiative web page resource for parents
- Social-Emotional Parent Guide
- Instructional videos available online for parents
- Identified childcare centers with which to partner
- Participated in Betty Brinn EC Resource Night

Current Work

- Develop monthly "Countdown to Kindergarten" activities
- Develop community PD sessions on trauma
- Train all new MPS K3 and K4 teachers on Frog Street EC curriculum
- Begin fidelity checks on Frog Street curriculum

Future Work

- Implement "Countdown to Kindergarten"
- Provide PD for community childcare centers on trauma¬sensitive care

- Participate in CTSI Parent Summit
- MPS Kindergarten Fair for MKE families
- Update MPS Head Start enrollment process
- Develop strategies to increase YoungStar

MPS/MKE Early Childhood Initiative Timeline

November 2019	December 2019	January 2020	February 2020
"Countdown to Kindergarten" launch EC Initiative website launch Community childcare partnership launch Add community trainers to the registry	"Countdown to Kindergarten" monthly activities Provide community PD on trauma (session 1) Develop partnerships with after-school programs Develop next community PD series	"Countdown to Kindergarten" monthly activities Provide community PD in trauma (session 2) Develop strategies to increase CLC YoungStar ratings Develop next community PD series	"Countdown to Kindergarten" monthly activities Provide community PD Kindergarten Enrollment Fair Begin implementation of strategies to increase CLC YoungStar ratings

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rules Statement

Administrative Policy 7.01, Teaching and Learning Goals

Fiscal Impact Statement

No fiscal impact.

* * * * *

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 Title I District Advisory Council (DAC).

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

The Board received the monthly report of the President of the Board.

* * * * *

RESOLUTIONS

Resolution 1910R-010

By Director Miller

WHEREAS, The Milwaukee Board of School Directors (MBSD) is committed to governing MPS with a strategic perspective that continually improves its process and capability to express values and vision; and

WHEREAS, The MBSD adheres to the "division of labor" principles implicit in the organization of public education that assigns legislative, policy-making, and judicial functions to the Board; and

WHEREAS, The powers and duties of the Board are defined in law and state or imply that the Board has full power to operate the local public schools as it deems fit in compliance with state and federal mandates; and

WHEREAS, Board members are considered state officers with school-district jurisdiction over the execution of the state's school laws; and

WHEREAS, If the Board is to meet its responsibilities to the people and students of the community, it must work vigorously for the passage of new laws designed to advance the cause of good schools and for the repeal or modification of existing laws that impede this cause; now, therefore, be it

RESOLVED, That the Board direct the Administration, the Office of Board Governance, and the Office of Accountability and Efficiency to create a legislative task force of at least five members, established and operated consistent with Board Governance Policy 2.10; and, be it

FURTHER RESOLVED, That the charge of the legislative task force shall be to discuss and make recommendations on district legislative efforts and the possible creation of a legislative office to carry out the Board's legislative program; and, be it

FURTHER RESOLVED, That membership of this task force be developed as outlined in Board Governance Policy 2.10 with a list of members of the task force to be brought to the Board as an informational report pursuant to Board Governance Policy 2.10(2)(a); and, be it

FURTHER RESOLVED, That the task force review both the effectiveness of past legislative efforts and progress on the Board's current 2019-2020 legislative agenda, including efforts directed at the state legislature; federal, county, and city activities; and activities regarding related agencies and institutions in the greater Milwaukee area as outlined in Board Governance Policy 2.13; and, be it

FURTHER RESOLVED, That the task force include, but not limit itself to, the following considerations concerning the possible creation of an office to carry out the Board's legislative program:

- alignment with district vision, mission, and core beliefs
- relevant policies and procedures
- best practices in school-district legislative programs
- organizational and reporting structure
- roles, responsibilities, and job descriptions
- budgetary and staffing needs
- transition and implementation tasks and timelines
- evaluation criteria, methods, and performance measures; and, be it

FURTHER RESOLVED, That this task force begin its work as soon as possible, but no later than January 2020 with its final report and recommendations submitted to the Board through the appropriate Board committee.

Referred to the Committee on Legislation, Rules and Policies

* * * * *

Resolution 1920R-011

By Directors Taylor and Siemsen

WHEREAS, The mental health and wellbeing of students is of growing and immediate concern across the nation, especially in light of recent school shootings, cyberbullying, student suicides, and a growing sense of alienation, hopelessness, and lack of access among the nation's youth; and

WHEREAS, Although the Milwaukee Public Schools has a number of policies in place to address such issues as cyberbullying, discrimination, and students' wellbeing, the district lacks a comprehensive plan that brings together and coordinates all these policies and their execution; and

WHEREAS, Such a plan must encompass a systematic process of envisioning what we need to improve the lives and learning of our children and then the translation of this vision into broadly defined goals or objectives and the steps by which we can achieve them; and

WHEREAS, Parents, schools, mental-health professionals, law-enforcement, governmental entities at all levels, and students themselves must collaborate to address such a complicated and important issue; now, therefore, be it

RESOLVED, That the Board direct the Administration to develop for the Board's approval a Comprehensive Mental Health Initiative (CMHI) in the Milwaukee Public Schools to coordinate and to promote a holistic approach to supporting the mental health and wellbeing of our students; and be it

FURTHER RESOLVED, That the purpose of the CMHI shall be to enhance the capacity of the district and of its individual schools to complement and to expand existing programs that enhance students' health and wellbeing, engagement, retention, academic achievement, and the acquisition of life skills, as well as to develop new, innovative programs to meet the ever-changing and growing psychological, emotional, and social needs of our student population and be it

FURTHER RESOLVED, That the objectives of the CMHI shall be to:

- contribute to identified school and district priorities, particularly in addressing bullying and in supporting students with behavioral, mental-health, or welfare issues;
- work in partnership with schools and the community to develop and to promote a comprehensive student-engagement policy founded upon the recognition that a positive and engaging school culture contributes toward strong academic outcomes;
- work in collaboration with schools, with community-based services and networks, and with local, state, and federal agencies to develop programs that promote the health and wellbeing of all students; ensure smooth transitions between grade levels and, ultimately, into postsecondary education and employment; and provide additional support to students who are at risk;
- identify, document, and respond to emerging needs of the wellbeing of schools and students through evidence-based strategies and evaluation techniques;
- support a case-management approach to student interventions, including participating in student support groups and conducting follow-ups;
- strengthen partnerships among schools, student support services, and health and community organizations to provide responsive, diverse, and coordinated services to young people and their families; and be it

FURTHER RESOLVED, That the CMHI shall incorporate, but not be limited to, strategies for trauma-informed care, anti-bullying, suicide prevention and combatting depression, anti-discrimination and anti-bigotry, and restorative justice; and be it

FURTHER RESOLVED, That the desired outcomes of the CMHI shall be focused on supporting the district, its schools, and its students and their parents in creating positive and engaging school environments that promote the health, wellbeing, and academic achievement of students through strengthening their resilience, their coping skills, their life skills, their personal engagement, and their sense of belonging and self-worth; and be it

FURTHER RESOLVED, That it shall be the aim of the CMHI s to achieve the following outcomes:

- positive school cultures and enhanced capacity of schools to support students who are at-risk of disengagement and who are not achieving their educational potentials through:
  - a positive whole-school approach to the promotion of wellbeing;
  - engagement of the school community, including students, parents and guardians, families, teachers, Department of Specialized Services, and other support staff;
  - coordination of support for students and families; and
  - development of community partnerships, including with other schools, community-based service providers, and local, state, and federal governmental agencies;
- improved likelihood of students remaining in school and achieving their educational potentials through:
  - learning more effectively;
  - demonstrating improvement in engagement and attendance;
  - feeling healthy, safe, and happy; and
  - developing positive attitudes and behaviors; and be it

FURTHER RESOLVED, That the CMHI shall include:

- a plan for informing staff and families of service offerings;
- clearly-defined procedures and protocols;
- referral services;
- actionable steps;
- data for tracking outcomes;
- student-led initiatives; and

- pathways to assistance, including the development of a mobile app for parents and students; and be it

FURTHER RESOLVED, That the CMHI shall include a Strategic Plan for Mental Health (SPMH) that will clearly and concisely define the vision, guiding principles, and strategic goals of the Comprehensive Mental Health Initiative; and be it

FURTHER RESOLVED, That this CMHI and its related SPMH shall be developed in collaboration with students and parents, schools' staff, school counselors, school psychologist, nurses, and the staff of the MPS Department of Specialized Services; and be it

FURTHER RESOLVED, That the Administration shall also seek and encourage the participation of community organizations, the City of Milwaukee, Milwaukee County, and any other entities, agencies, and organizations outside of MPS that can offer insight, guidance, and resources for the development of the CMHI.

Referred to the Committee on Student Achievement and School Innovation

The Board adjourned at 8:58 PM.

JACQUELINE M. MANN, Ph.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
DECEMBER 19, 2019

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 moving to the agenda, President Miller asked for a moment of silence to commemorate the passing of:

- Déyon M. Virgil, a student at Lloyd Barbee Montessori School, who passed away on November 20, 2019;
- Berta Louise Golden, a retired MPS employee, who passed away on November 29, 2019;
- Carol Reiners, a retired MPS teacher, who passed away on November 30, 2019;
- Maxine Winston, a retired school social worker supervisor, who passed away on December 2, 2019;
- Lynn Anderson, a MPS teacher at Starms Discovery School, who passed away on December 3, 2019;
- Barbara Ann Fields, a retired secretary for Recreation, who passed away on December 3, 2019;
- Miles P. Wesley, a student at Golda Meir School, who passed away on December 4, 2019;
- Antwan Branch, a student at Banner Prep, who passed away on December 13, 2019;
- Jason Eggars, a student at North Division High School, who passed away on December 15, 2019; and
- Wanda Richards-Miller, a retired special education supervisor, who passed away on December 17, 2019.

AWARDS AND COMMENDATIONS

(Item 1) Excellence in Education Award: Patricia L. Colloton-Walsh (posthumous)

Each month, the Milwaukee Board of School Directors recognizes an outstanding school, student, staff member, parent, or community member for a display of excellence, achievement, and innovation that may serve as an example to our school district and the entire Milwaukee community.

This month, the Milwaukee Board of School Directors is pleased to posthumously present the "Excellence in Education Award" in honor of:

Patricia L. Colloton-Walsh

Milwaukee Public Schools recognizes Ms. Patricia L. Colloton-Walsh, a passionate educator who enriched the lives of many MPS students throughout her years in the district. Patricia was a great listener, mentor, social activist who always exhibited a genuine care and concern for those whom she encountered.

During her extensive career, primarily in the field of education, Ms. Colloton-Walsh was a teacher, college professor, and also a marriage and family therapist. She was well-respected and loved by those in the MPS family upon whose lives she had an impact and became an important support of MPS teachers through her work at Milwaukee Teacher Education Center (MTEC).

Ms. Colloton-Walsh began her studies in education in 1965 at Mt. Mary College and left in 1970 with two masters' degrees in elementary education and one in marriage-and-family therapy. She became interested in the Montessori method of early childhood education as a young girl in grade school and a babysitter in

high school. She felt that her knowledge and skills learned in the Montessori method contributed to her parenting and teaching ability. She taught at Linsmeier Montessori pre-schools for many years in addition to her years at MPS.

A lover of travel, culture, and adventure, Ms. Colloton-Walsh travelled and taught in Cameroon, Africa; the Hague, Netherlands; and Cochabamba, Bolivia, between the years of 1983 and 1990, bringing her children with her. This allowed her family to travel extensively through Europe, South America, and Africa.

She enjoyed spending time with her family, including with her husband, children, and two granddaughters, Olivia and Rose, whom she considered to be her biggest treasures.

The Milwaukee Board of School Directors recognizes and honors Patricia L. Colloton-Walsh for her dedication, outstanding leadership, and commitment to excellence on behalf of the students of the Milwaukee Public Schools.

* * * * *

APPROVAL OF MINUTES

The minutes of the special and regular board meetings of November 2019 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'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 November through mid-December are also included in the following report.

School Visits

School visits remain a priority and serve as an excellent mechanism for gathering feedback to support the District's improvement efforts. This month, I had the opportunity to visit Rufus King Middle School for its IB reauthorization visit; Andrew Douglas Middle School for a ribbon-cutting ceremony to celebrate the grand opening of the Twilight Center for middle-school students; and Carver for a site visit regarding the Milwaukee Partnership Schools initiative. I was also at Riverside High School for the Battle of the Drumlines and Milwaukee School of Languages for the 2019 Language Summit.

Events/Programs/Announcements

Andrew Douglas Twilight Center's Grand Opening

The District celebrated the grand opening of the Andrew Douglas Twilight Center at the middle school. The Andrew Douglas Twilight Center is the eighth Twilight Center to open and is the first such site to accommodate middle-school students, ages 10-15. We celebrated the grand opening with family-friendly

activities, giveaway items, and a ribbon cutting. The Andrew Douglas Twilight Center is open on Monday and Wednesday evenings from 5:00 until 8:00 p.m.

The Andrew Douglas Twilight Center features an open gym and the game room and will add enrichment workshops in the spring. Students got a taste of that programming at the grand opening with Digital Music Production, which allows youth to create their own music, and Kreative Fruitz, a workshop where students can design their own artwork with fruit.

Twilight Centers offer programming and extended hours at select schools so young people in the city have safe places to go during the evenings throughout the week. The following sites are home to high-school Twilight Centers (ages 12-18):

- Barack Obama SCTE
- Bay View High School
- James Madison Academic Campus
- North Division High School
- Pulaski High School
- South Division High School
- Washington High School.

Hours for these sites are Mondays and Wednesdays from 6 until 9 p.m. and Saturdays from 6 until 10 p.m. This is a free drop-in program.

MPS Language Summit Showcases Language and Cultural Programs

Families, students, teachers, job seekers in education, and the community participated in the Milwaukee Public Schools' Language Summit on Saturday, December 7, 2019. There were student performances showcasing cultures represented in our school programs. School exhibits allowed those attending to learn about MPS bilingual and immersion schools.

At the Summit, information about exciting programs in our schools was shared, including the following:

- Bilingual and ESL programs
- World language programs
- Language-immersion programs

Maple Tree Students and Staff Reach for Excellence

The staff at Maple Tree School is finding a variety of creative ways in which to motivate students to learn. Recent efforts have centered on math, behavior, and leadership, including a very special guest.

To promote achievement in math, Principal Debra Rash has developed the Maple Tree Math Club. Primary and intermediate students are invited to participate during lunch hours on Tuesdays and Thursdays. The students are challenged by engaging in math discourse, practicing facts, and solving problems during their recess time. Participants are excited to build their knowledge of math. Maple Tree Math Club, which began last year, continues to motivate students to strive for excellence in math. Ms. Rash teaches new topics every week and shares her passion for mathematics with students.

Students in 4th and 5th grades enjoyed a visit from a special guest in November: Former Green Bay Packers player LeRoy Butler spoke at Maple Tree about respect, bullying, leadership, and the importance of academics. Butler, who played his entire career with the Packers, was known for being a great teammate and now visits schools to share his story and to promote a team attitude. His message was designed to teach students to be leaders and to motivate students to achieve. The 4th- and 5th-grade students felt honored to see him at Maple Tree School.

Maple Tree has also developed a program to celebrate VIP students who follow behavior rules consistently. In every classroom, VIPs are identified and earn extra privileges each month, including a special lunch with Principal Rash. Families are invited to join their students and to share in the fun. The VIPs wear VIP buttons daily and are role models for their peers.

Young Men at Carver Academy Bond with Mentors

Some of the young men in grades 6 to 8 at Carver Academy say that Thursday is their favorite day of the week. Each Thursday, about 21 young men meet as part of Brutha'z Bond, a group designed to help youth learn life skills and give back to their community. Young men talk about issues that affect their lives and also

learn important skills such as how to tie a tie, how to shake hands properly, how to work with adults, and ways to be part of a productive group.

Over the course of the school year, the young men and their mentors discuss rules and expectations, develop a code of ethics, recite the Brutha'z Bond creed, learn about the meanings of their names, learn how to make presentations, and take part in service work. The group gives back to the community through food drives for Easter and Thanksgiving every year at Mt. Zion Church and several other projects in the city.

Brutha'z Bond at Carver is active thanks to three dedicated volunteers: Kevin Vann coordinates the group with help from Sam Yates and Marquis Cowan.

Congratulations/Honors

Marvin Pratt School "Significantly Exceeds Expectations" on Wisconsin State Report Card

Milwaukee Public Schools congratulates the students, staff, and families at Pratt for reaching the top tier of the Wisconsin State Report Card and being rated as Significantly Exceeds Expectations.

Principal Janice Carter has worked tirelessly to make Pratt a place where students can achieve. When she accepted the role of principal, she immediately decided to make changes to the building and improve the climate in the school by making it comfortable and welcoming.

Principal Carter found motivation from many sources. including mentors who inspired her and provided a vision to build the school into a success story. One goal was to implement strategies for teachers to look at test results and to use the information to increase knowledge and to respond to students' needs. Now, students and teachers understand how to leverage test scores into learning experiences and higher achievement.

Principal Carter is also a proponent of school uniforms, believing that they reduce distractions. The majority of Pratt's students wear uniforms daily. Principal Carter tells students that when they get dressed every morning, they should think of themselves as coming to work. This type of thinking puts them in the frame of mind for learning.

Celebrations are also a regular part of the school's culture. Principal Carter sees how students respond when they are rewarded for good attendance, being on time, and making improvements. Rewards range from pencils and stickers to recognition at school assemblies to special lunch events.

Milwaukee Public Schools is proud of the efforts and hard work at Marvin Pratt Elementary School. Keep up the good work — we are all MPSProud!

Rufus King Captures Title in MPS Battle of the Drumlines

Crowds were cheering at Riverside University High School on Saturday, December 7, 2019, when MPS drumlines faced off in the annual Battle of the Drumlines! Students gave their best effort with precision drumming, footwork, showmanship, and stick tricks to present a thrilling competition.

Congratulations to the Rufus King Varsity Drumline, who took home the first place trophy!

This annual event is an opportunity for our students to gain so much through music, including poise, teamwork, precision, and a strong work ethic. We are extremely proud of what all our students accomplished at this year's competition!

Awards were presented to high-school and middle-school groups. Congratulations to all our winners!

High Schools

First Place: Rufus King High School Varsity
Second Place: Riverside University High School
Third Place: Reagan High School

Middle Schools

First Place: Golda Meir School
Second Place: Milwaukee Parkside School for the Arts

Rufus King High School Students Receive All-State Award for Theater Production

The Wisconsin High School Forensic Association recognized Rufus King High School for its outstanding achievement at the 2019 State Theater Festival, held November 21-23 at the University of Wisconsin-Milwaukee. The director, Erica Allemang-Reinke, and the cast and crew received the All-State

Award for their production of the play *Pipeline.* Additionally, one of the production's actors — Nathan Berry — earned Outstanding Acting recognition.

Riverside Students Receive Interviews and Job Offers from Walmart

Local Walmart stores are tapping into a large pool of potential job candidates by partnering with Milwaukee Public Schools. For the second year, Walmart is working with MPS high schools to recruit, to hire, and to train students to provide employment opportunities and to help teenagers cultivate their marketable skills. In November, Walmart held job interviews during the school day at Riverside University High School and extended 33 on-the-spot job offers.

Students filled out applications in advance of the interview event and arrived dressed for success to take part in a multi-step hiring process. All of those hired received their job offers by the end of the school day.

Youth who work for Walmart gain several benefits that boost their future college and career success, including flexible schedules and access to the retailer's partnership with Guild Education following graduation. Through the Guild Education program, Walmart employees can earn an online bachelor of arts degree in business administration or supply-chain logistics for as little as $1.00 per day.

MPS is committed to ensuring that all students graduate from high school on time, prepared for college, career, and life. Walmart's partnership will provide opportunities to students who may feel that college is unaffordable or out of reach.

* * * * *

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

Christopher Thiel, the Board's Legislative Policy Specialist, presented a review of the state's funding policies, including levy credit, the creation of per-pupil categorical aid, and the funding that supports equalization aid.

He also presented a review of revenue-limit differences and demographic differences, as presented below.

	2018-19			*2019-20*	*Wisconsin's per-pupil value difference between suburban districts and MPS*	*Total increase that would be available annually to MPS students if state law valued MPS students at the same level as it does suburban students.*
	Students with Disabilities	*Economically Disadvantaged*	*English-language Learner Status*	*Base Revenue Limit per Pupil — the maximum base value per student allowed by the state*		
Nicolet	10.9%	18.2%	2.5%	$15,590.00	$5,293.27	$400,324,716.83
Maple Dale-Indian Hill	15.3%	13.8%	4.2%	$14,643.18	$4,346.45	$328,717,667.05
Fox Point	9.8%	11.2%	2.4%	$13,197.71	$2,900.98	$219,398,216.42
Glendale-River Hills	14.9%	32.9%	1.9%	$12,333.60	$2,036.87	$154,046,441.23
Brown Deer	14.4%	49.5%	6.4%	$12,065.17	$1,768.44	$133,745,348.76
Elmbrook	11.1%	8.0%	4.3%	$11,843.77	$1,547.04	$117,001,088.16
Shorewood	12.0%	15.2%	5.7%	$11,797.92	$1,501.19	$113,533,498.51
Whitefish Bay	9.7%	1.9%	2.5%	$11,452.35	$1,155.62	$87,398,384.98
Franklin	9.3%	14.5%	5.5%	$11,308.85	$1,012.12	$76,545,623.48
Menomonee Falls	12.1%	18.6%	2.1%	$11,242.61	$945.88	$71,535,958.52
Greendale	11.5%	25.4%	5.7%	$11,202.10	$905.37	$68,472,227.73

	2018-19			2019-20	Wisconsin's per-pupil value difference between suburban districts and MPS	Total increase that would be available annually to MPS students if state law valued MPS students at the same level as it does suburban students.
	Students with Disabilities	Economically Disadvantaged	English-language Learner Status	Base Revenue Limit per Pupil — the maximum base value per student allowed by the state		
Mequon	9.4%	11.4%	3.1%	$10,915.16	$618.43	$46,771,242.47
Whitnall	15.5%	22.4%	2.5%	$10,819.53	$522.80	$39,538,841.20
Cudahy	16.9%	62.2%	8.8%	$10,560.48	$263.75	$19,947,148.75
Wauwatosa	12.3%	23.8%	1.5%	$10,494.60	$197.87	$14,964,710.23
Greenfield	11.3%	43.3%	7.8%	$10,363.75	$67.02	$5,068,655.58
Milwaukee Public Schools	19.7%	82.9%	11.9%	$10,296.73	$0.00	$0.00
West Allis	15.0%	56.6%	3.4%	$10,239.58	-$57.15	-$4,322,197.35
South Milwaukee	14.8%	46.2%	5.5%	$10,083.10	-$213.63	-$16,156,623.27
Oak Creek-Franklin	10.0%	26.5%	8.0%	$9,649.16	-$647.57	-$48,975,071.53
Wisconsin	14%	40.7%	6.0%			

Source: WI Department of Public Instruction

Strategic Plan Compatibility Statement

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

Statute, Board Rules, or Administrative Policy Statement

Board Governance Policy BG 2.13, Board Legislation Program

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

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

* * * * *

REPORTS AND COMMUNICATIONS FROM THE OFFICE OF ACCOUNTABILITY AND EFFICIENCY

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

Background

The Office of Accountability and Efficiency (OAE) was established to enhance transparency, oversight, and accountability to the District's financial operations; to evaluate fiscal performance; and to recommend solutions in furtherance of fiscal stewardship of Milwaukee Public Schools.

The monthly report of the Office of Accountability and Efficiency (OAE) provides the Milwaukee Board of School Directors and the public with an update on current activities in service areas headed by the Senior Director of the OAE:

- Accountability and Transparency Services

- Process Improvement and Efficiency Services
- Contract Compliance Services

The following report includes activities from late November through mid-December.

Monthly Report

The Office of Accountability and Efficiency continues to make progress on a broad strategic-planning process which began in July 2019. The goals of the strategic-planning process are as follows:

Goal One: Evaluate the work conducted by OAE since its inception, evaluate the Office's capacity used for recurring work and required for non-recurring work, and review relevant policies and procedures

Goal Two: Reaffirm or revise the mission, vision, and responsibilities of the Office, reaffirm or revise relevant policies and procedures, and establish future priorities

Goal Three: Introduce an annual plan of work, including metrics for the evaluation of the plan.

This month, the OAE completed phase two of the strategic-planning process: strategic alignment. A tool to analyze strengths, weaknesses, opportunities, and threats as they relate to seven alignment elements was used by all OAE team members during this process. Findings from the tool include opportunities for: increased data tracking and analysis, including predictive analysis; increased information sharing, including public reporting; and scaled processes for broader impact. These findings, and others, will be used to inform the development of an annual work plan beginning in January 2020.

Accountability and Efficiency Services

Between November 13, 2019, and December 10, 2019, Accountability and Efficiency Services fulfilled five requests for information, one research request, and two process-improvement projects. Additionally, Accountability and Efficiency Services completed participation in one board advisory committee and completed implementation of board-adopted resolution 1920R-006, regarding the early retirement window.

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 participated on a panel within the Ensuring Economic Equity: An Industry Best Practices Summit hosted by the Milwaukee 2020 Host Committee on November 22, 2019. Leaders from a wide array of industries gathered to engage in critical conversations about best practices for economic-equity inclusion. Attendees received information about Milwaukee Public Schools' policies and civic initiatives affecting historically underutilized businesses, communities in need, and student-engagement efforts. Furthermore, the event focused on creating opportunities for businesses owned by people of color, women, LGBTQ communities, veterans, and those with disabilities, regardless of their political beliefs or partisan affiliations.

Additionally, the Contract Compliance Services team hosted a mini job-readiness training session at the request of school leaders from Pulaski and Carmen Southeast campus. More than 50 students participated in the four-hour session at the Pulaski campus and benefited from the hands-on, interactive training session focused on personal and professional development. The session included mock interviews to introduce students to Milwaukee Public Schools' contractors and vendors interested in hiring interns for their contract requirements.

Contract Compliance Services also continues 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, Board Rules, or Administrative Policy Statement

Board Governance Policy BG 3.08, Role of the Management of the Office of Accountability and Efficiency

* * * * *

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

The Board Clerk presented 26 expulsion orders from the Independent Hearing Officers of the Milwaukee Board of School Directors.

Director Peterson moved to accept the reports of the Independent Hearing Officers of November 26 and December 2, 3, 4, 5, 6, 9, 11, 12, 13, 16, and 17, 2019.

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

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

* * * * *

REPORTS OF STANDING COMMITTEES

Separate consideration was requested of the following items from the Report of the Committee on Accountability, Finance, and Personnel:

- Item Two, Action on Recommended Administrative Appointments, Promotions, Reassignments and Reclassifications, Salary Increases/Decreases, Limited-Term Employment (LTE) Contracts Exceeding Sixty Days, which had been forwarded to the Board without recommendation; and

- Item Twelve, Report with Possible Action Regarding a District Safety Drill as Required by Wi. State Statutes, § 118.07(4)(cp), and Other Associated Requirements, which had been set aside at the request of Director Siemsen.

Director Peterson requested separate consideration of the following item from the Report of the Committee on Strategic Planning and Budget:

- Item One, Report with Possible Action Regarding the Report of the Community Task Force.

Director Báez requested separate consideration of the following item from the Report of the Committee on Student Achievement and School Innovation:

- Item Seven, Action on a Recommendation for Renewal of the Non-Instrumentality Charter School Contract with Seeds of Health, Inc., for Milwaukee Community Cyber High School (MC^2).

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.

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, and Affirmative Action Report

Classified Personnel Transactions

Code	Name	Position	Salary	Start Date
		New Hires		
2	Airenia Battiste	Building Service Helper I	$13.12/hr.	11/18/2019
2	Deshana Burrell	Building Service Helper I	$13.12/hr.	11/11/2019
2	Christopher Burrage	Building Service Helper I	$13.12/hr.	11/18/2019
5	Uvette Carlson	Building Service Helper I	$13.12/hr.	11/04/2019
5	Daryl Cetton	Building Service Helper I	$13.12/hr.	11/04/2019
2	Odell Collins	Building Service Helper I	$13.62/hr.	11/04/2019
2	Darius Colson	Building Service Helper I	$13.12/hr.	11/11/2019
2	Alayjah Engel	Building Service Helper I	$13.12/hr.	11/18/2019
2	Nick Ford	Building Service Helper I	$13.12/hr.	11/04/2019
2	Melvin Igess	Building Service Helper I	$13.12/hr.	11/04/2019
2	Darien LeFlore	Building Service Helper I	$13.12/hr.	11/11/2019
2	Essie Long	Building Service Helper I	$13.12/hr.	11/11/2019
2	Shaneka Renfro	Building Service Helper I	$13.12/hr.	11/18/2019
2	Stanley Robinson	Building Service Helper I	$13.12/hr.	11/04/2019
2	Ronald Skys	Building Service Helper I	$13.12/hr.	11/11/2019
2	Joseph Thompson	Building Service Helper I	$13.12/hr.	11/04/2019
2	Cheketia Varner	Building Service Helper I	$13.12/hr.	11/11/2019
2	Alexis Veasey	Building Service Helper I	$13.12/hr.	11/04/2019
2	Angel Watson	Building Service Helper I	$13.12/hr.	11/18/2019
2	Amanda Baines	Children's Health Assistant	$17,599.68	11/19/2019
2	Sierra Baines	Children's Health Assistant	$17,599.68	11/06/2019
4	Rosalinda Balderas	Children's Health Assistant	$17,599.68	11/11/2019
2	Jessica Bryant	Children's Health Assistant	$17,599.68	11/18/2019
2	Gloria Joseph	Children's Health Assistant	$17,599.68	11/25/2019
2	Markeisha Lucas	Children's Health Assistant	$17,599.68	11/192019
2	Whitney Stewart	Children's Health Assistant	$17,599.68	11/25/2019
2	BryAnn Thompson	Children's Health Assistant	$17,599.68	11/07/2019
2	Carlissa Washington	Children's Health Assistant	$17,599.68	11/04/2019
2	Debra Anderson	Food Service Assistant	$12.94/hr.	11/19/2019
2	Billie Burgess	Food Service Assistant	$12.94/hr.	11/04/2019
2	Tiesha Cooks	Food Service Assistant	$12.94/hr.	11/19/2019
2	Dorothy Copeland	Food Service Assistant	$12.94/hr.	11/11/2019
5	Denise Franco	Food Service Assistant	$12.94/hr.	11/04/2019
2	Ravon Garner	Food Service Assistant	$12.94/hr.	11/12/2019
2	Richard Golden	Food Service Assistant	$12.94/hr.	11/19/2019
2	Evetta Gregory	Food Service Assistant	$12.94/hr.	11/19/2019
4	Clementine Haynes	Food Service Assistant	$12.94/hr.	11/04/2019
2	Chante Holloway	Food Service Assistant	$12.94/hr.	11/06/2019
2	Lanaia Hughlett	Food Service Assistant	$12.94/hr.	11/11/2019
2	Latasha McKinley	Food Service Assistant	$12.94/hr.	11/11/2019
2	Stennisha Powell	Food Service Assistant	$12.94/hr.	11/19/2019
4	Jazmiraida Ramos	Food Service Assistant	$12.94/hr.	11/19/2019
2	Katrasa Randolph	Food Service Assistant	$12.94/hr.	11/04/2019

Code	Name	Position	Salary	Start Date
2	Renita Viverette	Food Service Assistant	$12.94/hr.	11/20/2019
2	Juanita Walter	Food Service Assistant	$12.94/hr.	11/04/2019
2	Ariane Washington	Food Service Assistant	$12.94/hr.	11/19/2019
4	Dezaray Zepeda	Food Service Assistant	$12.94/hr.	11/11/2019
5	Daniel Stewart	Machine Maintenance Repairman	$38.43/hr.	11/25/2019
5	Mika Vuckovich	Nutrition Technician	$37,776.97	11/11/2019
2	Renee Hoover Hicks	Para — Parent Involvement	$20,106.24	11/04/2019
5	Susan Ayvazzadeh	Para Ed Assistant — Hourly	$16.32/hr.	11/04/2019
5	Gharam Amer	Para Ed Assistant	$18,311.04	11/25/2019
5	Virginia Armour	Para Ed Assistant	$18,311.04	11/06/2019
2	Erica Brown	Para Ed Assistant	$18,759.84	11/19/2019
2	Kash Graham	Para Ed Assistant	$18,311.04	11/11/2019
2	Verkayla Greer	Para Ed Assistant	$18,311.04	11/20/2019
4	Daniela Gruver	Para Ed Assistant	$18,311.04	11/25/2019
2	Brendon Hicks	Para Ed Assistant	$18,311.04	11/05/2019
5	Kristina Hinnawi	Para Ed Assistant	$18,311.04	11/11/2019
2	Dorothy Jones	Para Ed Assistant	$18,311.04	11/04/2019
2	Vasheka Jones	Para Ed Assistant	$18,311.04	11/11/2019
5	Kyle Julian	Para Ed Assistant	$18,311.04	11/13/2019
2	Tyvion Kendrick LeSueur	Para Ed Assistant	$18,311.04	11/19/2019
5	Thomas Matthews	Para Ed Assistant	$24,818.64	11/04/2019
2	Destiny Mercer	Para Ed Assistant	$18,311.04	11/25/2019
2	Asyia Mohamed	Para Ed Assistant	$18,311.04	11/07/2019
2	Tonya Putman	Para Ed Assistant	$18,311.04	11/11/2019
2	Kiara Satterfield	Para Ed Assistant	$18,311.04	11/05/2019
2	Angela Smith	Para Ed Assistant	$18,311.04	11/25/2019
2	Kendra White	Para Ed Assistant	$18,311.04	11/04/2019
2	Charles Wiley	Para Ed Assistant	$19,433.04	11/04/2019
3	Linda Xiong	Para Ed Assistant	$18,311.04	11/04/2019
5	Courtney Glover	School Kitchen Manager I	$25,976.00	11/04/2019
2	Sanquaita Lewis	Social Work Aide II	$16,877.22	11/21/2019
2	Tierra Moore	Social Work Aide II	$16,877.22	11/11/2019
		Promotions		
2	Cordelia Harrison	Boiler Attendant Trainee	$45,688.94	11/04/2019
2	Rajshaun Hawkins	Boiler Attendant Trainee	$35,391.15	11/04/2019
4	Manuel Andrade Ponce	Boiler Attendant	$39,787.27	11/04/2019
2	Charles Stevens	Boiler Attendant	$39,787.27	11/04/2019
2	Franchesca Langdon Robinson	Human Resources Assistant	$32,780.80	11/04/2019
4	Maricruz Martinez Chavez	Human Resources Assistant	$33,928.96	11/11/2019
5	Ryan Landry	Mach Maintenance Repairman	$38.43/hr.	11/04/2019
2	Denzel Johnson	Para Ed Assistant	$18,311.04	11/18/2019
2	Nicole Flagg	School Secretary I — 10-month	$26,256.00	11/25/2019
2	Christina Williams	School Secretary I — 10-month	$27,184.00	11/18/2019
2	Natasha Riley	School Secretary I — 11-month	$28,881.60	11/25/2019
2	Lavell Austin	School Engineer II	$47,565.24	11/04/2019
4	Bridget Inostra	School Engineer II	$47,565.24	11/04/2019
4	Dalisha Flores	Secretary II	$38,103.52	11/04/2019
2	Devonna Rushing	Secretary II	$33,966.40	11/11/2019
		Rehires		
2	Mary Boyce	Building Service Helper I	$13.12/hr.	11/18/2019
2	Jeremy Dew	Building Service Helper I	$13.12/hr.	11/04/2019
2	Hathma Rahman	Building Service Helper I	$13.12/hr.	11/11/2019
2	Shakira Thompson	Building Service Helper I	$13.12/hr.	11/04/2019
2	Debra Watford	Building Service Helper I	$13.12/hr.	11/04/2019
2	Katrina Moss	Children's Health Assistant	$17,599.68	11/19/2019
2	Dawn Davis	Food Service Assistant	$12.94/hr.	11/19/2019
2	Latonya Parks	Food Service Assistant	$12.94/hr.	11/19/2019
5	Isabelle Barry	Para Ed Assistant	$18,311.04	11/22/2019
2	Derrick Harden	Para Ed Assistant	$18,311.04	11/04/2019
2	LaQuida Jordan	Para Ed Assistant	$18,311.04	11/20/2019
2	Andrea Samuels-Scruggs	Para Ed Assistant	$18,311.04	11/04/2019

Code	Name	Position	Salary	Start Date
2	Jada McMiller	School Kitchen Manager Trainee	$14.94/hr.	11/04/2019
2	Kayla Davis	School Secretary I — 10-month	$26,256.00	11/11/2019

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	Position	Salary	Start Date
Teachers				
5,r	Anderson,Rebecca Danielle	Lrng Coord; Implementor	$51,774.00	11/13/2019
Permit Teachers				
5,nr	Deall,Laura Ann	Spec Ed Multicateg.	$43,537.00	11/11/2019
4,r	Marin Sanchez,Ana G	Bilingual Education	$43,537.00	11/7/2019
2,r	Perry,Shenile M	Spec Ed Multicateg.	$43,537.00	11/18/2019
4,r	Quibrera,Susana	Bilingual Education	$54,613.41	11/11/2019
2,r	Sylvester,Raquel M	Multicateg. Comp. Sen	$43,537.00	1/3/2020
2,r	West,Alantris T	Gen Elem & K8 — All Grades	$43,537.00	11/8/2019
Teachers — Early Start				
2,nr	Cherry,Tamara T	English	$43,537.00	10/29/2019
5,r	Harwood,Tyler J	Art	$49,704.85	11/18/2019
5,nr	Kalmer,Janet Mary	Spec Ed Multicateg.	$61,756.42	11/4/2019
2,r	Woods,Treesa R	Spec Ed Multicateg.	$43,537.00	10/30/2019
2,r	Yarbrough Quirk,Niani K	Spec Ed Multicateg.	$54,000.92	10/30/2019
Permit Teachers — Early Start				
2,r	Matthews,Shantelle N	Spec Ed Multicateg.	$43,537.00	12/2/2019
2,r	Simmons,Cheree C	English	$43,537.00	11/4/2019
2,r	Wallace,Rochell A	Science	$43,537.00	12/3/2019
School Counselor — Early Start				
2,r	Hazelwood,Tunita J	Guidance	$47,446.84	11/25/2019
Physical Therapist				
5,nr	Mooney,Margaret Callan	Therapist — Physical	$54,602.20	11/25/2019

Codes		Counts				
		Teachers	SSWs	Psychologists	Other	Total
nr	Non-Residents					
r	Residents					
1	Native American	0	0	0	0	0
2	African American	9	0	0	1	10
3	Asian/Oriental/Pacific Islander	0	0	0	0	0
4	Hispanic	2	0	0	0	2
5	White	4	0	0	1	5
6	Other	0	0	0	0	0
7	Two or More Ethnic Codes	0	0	0	0	0
	Male	1	0	0	0	1
	Female	14	0	0	2	16

Leaves of Absence

	Present Assignment	Effective
Illness Leave, August 2019		
Gregory Bates	Story	08/26/2019
Illness Leave, September 2019		
Robyn Van Treeck	Humboldt Park	09/09/2019
Illness Leave, October 2019		
Lashawnda Davis	Pulaski HS	10/29/2019
Nichole Kloss	Elm	10/14/2019
Coral Mateau-Anderegg	ALBA	10/29/2019
Ronald Sobel	Supplemental	10/9/2019
Illness Leave, January 2020		
Season Marron	Clarke	1/2/2020
Military Leave, October 2019		
Brendan Laguna Senne	Vieau	10/21/2019
Personal Leave, October 2019		
Maria McNamer	Washington HS IT	10/29/2019
Michelle Scott	Administration Building	10/31/2019
Personal Leave, November 2019		
Gina Carroll	Fernwood	11/26/2019
Personal Leave, April 2020		
Vanessa Durand	81st Street	4/20/2020

Report on Certificated Resignations and Classified Retirements

Reason	Years Svc	Ethnic Code	Name	Position	Location	Effective
Certificated Resignations						
Personal	7.6	4	Natalie Alamo	Teacher	Spanish Imm	11/08/2019
Personal	0.3	5	James Atkin	Teacher	HS of the Arts	11/15/2019
Retire	24.4	2	Juliana Awe	Teacher	Grantosa	06/12/2020
Personal	0.3	5	Amanda Banach	Teacher	Thurston Woods	11/01/2019
Personal	0.2	6	Venetia Best	Teacher	Clarke	11/04/2019
Personal	0.2	5	Katey Buczak	Teacher	Metcalfe	11/01/2019
Retire	21.3	2	Carolyn Cox	Teacher	Central Svcs	12/19/2019
Personal	0.1	2	Decerdric Davidson	Teacher	Central Svcs	12/03/2019
Personal	27.0	4	Tina Garcia	Teacher	Lincoln MS	11/13/2019
Personal	0.2	3	Yeu Her	Teacher	Hopkins Lloyd	11/01/2019
Personal	2.3	2	Cherion Holder	Nurse	Central Svcs	12/20/2019
Retire	28.9	2	Shirley Kimmons	SST	Carson Academy	12/20/2019
Retire	30.0	5	Robert Lee	Teacher	Hamilton	05/22/2020
Personal	7.9	1	Lora Meyers	Dean	Roosevelt	11/20/2019
Retire	20.8	5	Margaret Neubacher	Teacher	Holmes	06/12/2020
Other Dist	6.1	5	Kelsey Noack	Teacher	HS of the Arts	11/18/2019
Personal	0.3	5	Amanda Oudenhoven	Teacher	Franklin	12/06/201
Retire	30.0	5	Matthew Pachi	Counselor	Riverside	05/22/2020
Personal	0.3	5	Tamara Pareja Vizcaino	Teacher	Vieau	12/02/2019
Retire	28.0	2	Johnny Parker	AP	Starms	10/31/2019
Retire	26.3	5	Sandra Peterson	Principal	Bay View HS	12/31/2019
Retire	17.4	2	Lettice Pinel	Teacher	MSL	01/03/2020
Personal	0.1	5	Angela Rajchel	Teacher	Franklin	11/04/2019
Personal	0.2	5	Katherine Schauble	Teacher	South Division	11/18/2019
Other Dist	4.5	5	Eva Shaw	Sp Ed Sup	Central Svcs	12/31/2019
Other Dist	2.2	5	Gabrielle Sheltraw	Teacher	Rufus King HS	12/01/2019
Other Dist	0.3	5	Lisa Urbonya	Speech Path	Starms	11/20/2019

Reason	Years Svc	Ethnic Code	Name	Position	Location	Effective
Retire	30.0	3	Nou Vang	Teacher	Bradley Tech	12/20/2019
Personal	2.1	2	Wendy Whitley	Teacher	HS of the Arts	11/15/2019
Retire	31.0	5	John Wiedmeyer	Teacher	Alcott	06/16/2020
Personal	1.2	2	Laquisha Williams	Counselor	Carson Academy	11/06/2019
Classified Retirements						
Retire	20.6	5	Lovedia Hamer	Secretary I	MSL	11/01/2019
Retire	17.2	2	Rose Tucker	Secretary I	Holmes	10/31/2019

Monthly Affirmative Action Report

The Affirmative Action monthly personnel transaction report for November 2019 is attached to the minutes of your Committee's meeting. This is an informational report, and no action is required.

Committee's Recommendation

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

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 Cabinet Appointments

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

Codes	Name	Position	Location	Salary Sched	Salary Range	Salary Amount
4, nr	Calvin Fermin	Deputy Superintendent	Office of the Superintendent	03	19A	$158,597

Recommended Appointments

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

Codes	Name	Position	Location	Salary Sched	Salary Range	Salary Amount
2, r	Gregory T. Ware	Director I, Black & Latino Male Achievement	Office of the Chief of School Administration	03	14A	$90,000
5, r	Robert Morris	Facilities Planning Analyst II	Office of the Chief of School Administration	03	06A	$88,430
5, nr	Luther Albinger	Coordinator I, Procurement	Office of the Chief of Finance	03	06A	$87,818
2, r	Latricia Johnson	Coordinator II, School Improvement	Office of the Chief of Communications & School Performance	03	07C	$79,761
5, r	Kristin Berard	Data Support Analyst III	Office of the Chief of Communications & School Performance	03	07A	$78,901
5, nr	Austin Weber	Recreation Supervising Associate II	Office of the Chief of Finance	03	04A	$72,686
5, r	Grace Nicora	Research Analyst III	Office of the Chief of Communications & School Performance	03	07A	$63,969

Codes	Name	Position	Location	Salary Sched	Range	Amount
5, nr	Alisha Swartout	Business Analyst III	Office of the Chief of School Administration	03	07A	$63,969
5, nr	Cathleen Reigle	Audiologist	Office of the Chief of Academics	03	08C	$62,260
2, nr	Demaris Dotson	Systems Administrator	Office of the Chief of Communications & School Performance	03	06A	$61,005
2, r	Jeremy Harden	Systems Administrator	Office of the Chief of Communications & School Performance	03	06A	$61,005
1, r	Sarah Lueth	Accountant IV	Office of the Chief of Finance	03	06A	$61,005
5, r	Mya DeVecchis	Recreation Supervising Associate II	Office of the Chief of Finance	03	04A	$50,387
2, r	Margie Shaw	Administrative Assistant III	Office of the Chief of Academics	03	03A	$46,769
5, r	Lori Wierzba	Central Kitchen Manager Assistant II	Office of the Chief of Finance	03	01A	$46,410
2, r	Hope Manuel	Planning Assistant III	Office of the Chief of Academics	03	02A	$44,972

Recommended Reassignments

The Superintendent recommends that the following individuals be appointed to the reassignments indicated, to be effective upon approval by the Board.

Codes	Name	Position	Location	Salary Sched	Range	Amount
2, r	Ramon Evans	Principal II, Vincent High School	Office of the Chief of School Administration	03	15A	$134,556
2, r	Daryl Burns	Principal on Special Assignment	Office of the Chief of School Administration	03	15A	$120,315
2, r	Phyllis Smith	Assistant Principal III, Alliance High School	Office of the Chief of School Administration	03	12C	$94,274
5, r	Allan Laird	Assistant Principal, Hamilton High School	Office of the Chief of School Administration	03	12C	$85,431

Recommended LTE Contracts *(To be effective upon the Board's approval)*

The Superintendent recommends that the Board review and approve the following LTE Contracts exceeding sixty days, pursuant to Administrative Policies 6.23(4)(b) and 6.37(5).

Codes	Name	Position	Location	Hourly Pay	Dates
5, nr	Lucy Woerfel	Audiologist	Office of the Chief of Academics	$45.00	09/16/19 to 12/20/19
5, r	Teresa Grinker	Special Education Supervisor	Office of the Chief of Academics	$40.00	11/11/19 to 03/27/20
4, r	Yvette Martel	Administrator Coaching & Mentoring	Office of the Chief of School Administration	$40.00	11/01/19 to 05/31/20
5, nr	Grace Nicora	Research Analyst III	Office of the Chief of Communications & School Performance	$40.00	11/25/19 to 02/25/20
5, r	Susan Ratka	Principal Assessor	Office of the Chief of School Administration	$40.00	10/01/19 to 04/30/20
5, nr	Mary Ruzga	UNSIL World Fair Coordinator	Office of the Chief of Academics	$40.00	11/01/19 to 06/01/20
1, r	Rebecca Comfort	First Nations Studies College Access Program Coordinator	Office of the Chief of Academics	$35.00	11/01/19 to 05/01/20
5, r	Anne Desotelle	Reading Interventionist	Office of the Chief of School Administration	$35.00	11/18/19 to 06/11/20
2, r	Carla Jackson	Safety Operations Supervisor	Office of the Chief of School Administration	$33.47	09/30/19 to 03/30/20

Codes	Name	Position	Location	Hourly Pay	Dates
5, r	Doris Bisek	Induction Specialist	Office of the Chief of Academics	$30.00	11/11/19 to 06/30/20
5, r	Michele Butz	Montessori Support	Office of the Chief of School Administration	$30.00	11/01/19 to 06/01/20
2, nr	Melissa Childs	Induction Specialist	Office of the Chief of Academics	$30.00	11/18/19 to 04/01/20
2, nr	Sarita Felder	Induction Specialist	Office of the Chief of Academics	$30.00	11/11/19 to 04/01/20
2, r	Joan Kuehl	Induction Specialist	Office of the Chief of Academics	$30.00	11/11/19 to 04/01/20
2, r	Mondell Mayfield	Induction Specialist	Office of the Chief of Academics	$30.00	11/11/19 to 06/30/20
5, r	Doreen Nehmer	Math Intervention Teacher	Office of the Chief of School Administration	$30.00	11/18/19 to 04/20/20
5, r	Kathleen Porter	Science Lab Resource Instructor	Office of the Chief of School Administration	$30.00	11/15/19 to 04/15/20
5, r	John Roch	Induction Specialist	Office of the Chief of Academics	$30.00	11/11/19 to 04/01/20
5, r	Carol Stein	MYP/CP Programme Support	Office of the Chief of School Administration	$30.00	01/01/20 to 06/30/20
5, r	Jane Borden	Reading Interventionist	Office of the Chief of School Administration	$28.50	11/15/19 to 04/15/20
5, nr	Theodore Wegner	Law Clerk	Office of the Chief of Human Resources	$20.00	11/19/19 to 05/11/20

Committee's Recommendation

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

Director O'Halloran moved to retire to executive session. 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 retired to executive session at 8:31 p.m.

The Board reconvened in open session at 8:59 p.m.

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

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

* * * * *

(Item 3) Action on Monthly Finance Matters: Report on Purchases, Report on Revenues and Expenses; Monthly Expenditure Control Report; Report on Administrative and School Fund Transfers; Report on Contracts under $50,000 and Cumulative Total Transfers; Report on Monthly Grant Awards and Acceptance of Donations

Report on Purchases

Report on a Contract between the Milwaukee Board of School Directors and Fairbank, Maslin, Maullin, Metz & Associates, Inc.

Contract: C029267
Fairbank, Maslin, Maullin, Metz & Associates

Pursuant to the Board's action relative to Resolution 1920R-004, the Administration, as a next step in carrying out the Board's direction regarding engaging community stakeholders, has entered into a contract with Fairbank, Maslin, Maullin, Metz & Associates ("FM3 Research") for public-opinion survey research. FM3 Research will conduct 600 survey interviews (400 via telephone, and 200 via internet) of City of Milwaukee residents. A final report on the survey results will be submitted no later than December 16, 2019. The total cost of the contract will not exceed $31,500.

Routine Monthly Reports

The report on revenues and expenses, the monthly expenditure control report, the report on administrative and school fund transfers, the monthly 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.

Acceptance of Donations

Location	Donor	Amount	Gift or Purpose
Monetary Donations Over $5,000			
Clemens School	MPS Foundation, Inc.	$7,944.07	Back-to-School Donation
	Total Monetary Donations Over $5,000	*$7,944.07*	
Monetary Donations			
Allen-Field School	Jonathan Wish Foundation	$150.00	General School Supplies
Allen-Field School	Subway	$100.00	General School Supplies
Audubon High School	Kingfish Solutions, LLC.	$230.29	Athletic Support
Auer Avenue School	United Way	$1,000.00	My Very Own Library Donation
Bay View High School	Susan Brungraber	$300.00	Scholarship Donation
Bradley Trade & Tech	Michael & Helen Jupka	$4,606.00	Scholarship Donation
Cass Street School	Elizabeth Baptie	$100.00	Athletic Support
Congress School	Greater Milwaukee Foundation, Inc.	$1,250.00	General School Supplies
Cooper School	American Cancer Society	$1,000.00	Implementing Healthy Change
Doerfler School	Xavier Maldonado*	$100.00	Green Playground Donation
Garland School	Garland PTA	$1,000.00	Field Trip Donation
German Immersion School	YourCause, LLC.	$8.24	General School Supplies
German Immersion School	German Immersion Foundation	$2,791.92	General School Supplies
Goodrich School	American Cancer Society	$1,000.00	General School Supplies
Goodrich School	First Stage Learning Center, Inc.	$646.07	Field Trip Donation
Goodrich School	Facebook, Inc.	$300.14	Field Trip Donation
Hamilton High School	WePay	$1,498.23	Football Equipment
Hamilton High School	Rebeca Budney	$500.00	Cross-country Donation
Hamilton High School	Victor & Nancye Brazil	$50.00	Boys' Basketball Donation
Hamilton High School	Mary C. Fowlkes*	$500.00	Boys' Basketball Donation
Holmes School	L. Mcfarlane	$1,250.00	General School Supplies
Howard Avenue Montessori	Jessica Foster	$30.00	Nature's Classroom Donation
James Madison Academic Campus	Brew City Corvette Club Milwaukee, LTD.	$500.00	Boys' Basketball Donation
James Madison Academic Campus	Kelly Kids Group	$1,500.00	Boys' Basketball Donation

Location	Donor	Amount	Gift or Purpose
James Madison Academic Campus	Anonymous Donor	$1,250.00	Boys' Basketball Donation
Kagel School	United Way	$1,000.00	My Very Own Library Donation
Keefe Avenue School	St. Mark AME Church	$100.00	General School Supplies
King High School	Kathleen J. Dreyer	$1,000.00	Girls' Basketball Donation
King High School	Kathleen J. Dreyer	$1,000.00	Wresting Team Donation
King High School	Wisconsin State Fair	$1,192.00	Cheerleading- General School Supplies
King High School	Milwaukee Area Labor Council, AFL-CIO	$300.00	Music Supplies Donation
Lancaster School	United Way	$1,000.00	My Very Own Library Donation
Longfellow School	Sally A. Swetman	$1,500.00	Green Classroom Project
MacDowell Montessori	Christopher Jorlin	$40.00	General School Supplies
Manitoba School	Robert Kriefall	$27.00	6 Drumsticks
Milw High Sch of Arts	Forever Friends	$1,200.00	General School Supplies
Milw. Sign Language School	Jill Page Dallmann	$100.00	Volleyball Donation
Milw. Sign Language School	Professional Interpreting Enterprise	$200.00	Volleyball Donation
North Division High School	Annie Woodward	$300.00	Senior Trip Donation
North Division High School	Justin W. Ippoliti	$500.00	Boys' Basketball Donation
Riley School	Donate Well General Fund	$3,000.00	General School Supplies/Field Trip
Roosevelt Middle School	MPS Foundation, Inc.	$500.00	Music Support Donation
Obama SCTE	Kwik Trip, Inc.	$1.82	Dance Support Donation
Story School	Greater Milwaukee Foundation	$1,250.00	General School Supplies
Thoreau School	Educators Credit Union	$500.00	Parental-involvement Support
Thoreau School	Brown Deer United Methodist Church	$100.00	Family-engagement Support
Trowbridge School	Michael T. Jones	$100.00	Field Trip Donation
Vincent High School	Milwaukee County Farm Bureau	$1,000.00	Agricultural Donation
Vincent High School	Lillian Lawrence	$200.00	Music Support Donation
Zablocki School	United Way	$1,000.00	My Very Own Library Donation
	Total Monetary Donations	*$38,771.71*	
Non-Monetary Donations			
Acad of Acc. Learning	Donors Choose	$416.25	Books
Acad of Acc. Learning	Donors Choose	$599.49	Books
Burbank School	Walmart	$50.00	Gift Card for Harvest Event
Congress School	Roundy's Supermarkets, Inc.	$200.00	Pick n' Save Gift Card
Eighty-First Street School	Oriental Trading Company	$25.00	Gift Card
Forest Home Avenue School	Donors Choose	$883.86	Headphones & Literacy Material
Forest Home Avenue School	Donors Choose	$544.14	General School Supplies
French Immersion School	Donors Choose	$2,819.00	Books, Art Supplies
Garland School	Carrabba's Italian Grill	$375.00	75 PBIS Kids Meal Cards
Goodrich School	Donors Choose	$372.07	Books
Goodrich School	Donors Choose	$122.00	General School Supplies
Goodrich School	Donors Choose	$356.96	General School Supplies
Goodrich School	Donors Choose	$323.08	Books
Goodrich School	Donors Choose	$414.35	Books
Goodrich School	Donors Choose	$156.47	Special Education Communication Stations
Goodrich School	Donors Choose	$140.00	Classroom Supplies & Carpet
Goodrich School	Donors Choose	$161.00	Classroom Supplies
Goodrich School	Donors Choose	$343.45	Books
Goodrich School	Donors Choose	$286.27	Color Printer & Laminator
Goodrich School	Donors Choose	$392.22	Mats
Hamilton High School	Oriental Trading Company	$35.00	Art Supplies
Hawley School	Sharp Literacy Foundation	$4,500.00	Books
Lafollette School	Larry Woodward	$600.00	General School Supplies

Location	Donor	Amount	Gift or Purpose
Lancaster School	Anonymous Donation	$150.00	Treats for Celebration
MacDowell Montessori	Donors Choose	$659.24	Art Supplies
MacDowell Montessori	Donors Choose	$662.20	Educational Materials
MacDowell Montessori	Donors Choose	$253.94	Maps & Puzzles
MacDowell Montessori	Donors Choose	$686.70	Math Supplies
Maple Tree School	Donors Choose	$280.16	General School Supplies
Maple Tree School	Donors Choose	$287.92	General School Supplies
Meir School	Donors Choose	$320.99	General School Supplies
Ronald Reagan High School	Kurt Dillman	$100.00	Fundraiser Supplies
Ronald Reagan High School	Greg Roman	$250.00	Football Program
Sherman School	Ascension SE WI Hospital-St. Joseph	$255.00	School Supply Drive
Siefert School	School Outfitters	$200.00	Gift Card
Thoreau School	Donors Choose	$413.07	Forensics Supplies
	Total Non-Monetary Donations	*$18,634.83*	
	Total Value for December 2019	**$65,350.61**	
	**Donations from MPS Alumni*	*$600.00*	

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Board Rules, or Administrative Policy 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 above, 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 a Request to Rename the Lee Learning Center to the Grant Gordon Learning Center

Background

At its meeting on April 19, 2018, the Board adopted Resolution 1718R-017 by Director Woodward to rename an MPS school in recognition of Grant Gordon, a former MPS administrator, for his many contributions to the education of students in the Milwaukee Public Schools system.

Renaming the Lee Learning Center to the Grant Gordon Learning Center is in alignment with the criteria set forth in Administrative Policy 5.01(6)(a), Facilities, which states that the person after which a school is named "shall have made an outstanding contribution to the public welfare." Mr. Grant Gordon made numerous contributions to the field of education during his career with Milwaukee Public Schools and had a positive impact on the lives of many students and their families.

A letter reflecting the school community's support of the renaming of the Lee Learning Center to the Grant Gordon Learning Center is attached to the minutes of your Committee's meeting.

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

Statute, Board Rules, or Administrative Policy Statement

Administrative Policy 5.01, Facilities

Fiscal Impact Statement

This item does not authorize expenditures. Costs associated with the name change will be minimal and absorbed in the current budget for the facility.

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 the renaming of the Lee Learning Center to the Grant Gordon Learning Center.

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

* * * * *

(Item 5) Action on Resolution 1920R-008 by Director Woodward Regarding Recruitment Efforts

Background

At its October meeting, the Board referred Resolution 1920R-008 by Director Woodward to the Committee on Accountability, Finance, and Personnel.

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

WHEREAS, All humans possess unique, rich cultural histories, backgrounds, and experiences deserving of respect and inclusion; and

WHEREAS, Diversity includes, but is not limited to, differences in race, ethnicity, nationality, gender and gender identity, sexual orientation, socio-economic status, age, physical and/or mental ability, and religious beliefs; and

WHEREAS, Students' cognitive, social, and emotional development are culturally and socially based, thus, creating a more diverse workforce supports the connection between the school and the larger community;

WHEREAS, Efforts to meet the district's goal of academic achievement would be better served if we recruit a diverse workforce that more closely resembles the diversity of the students we serve; and

WHEREAS, The information presented to the Board in January 2019 indicates a lack of diversity in certain work groups, including paraprofessional educational assistants, safety and security, handicapped aides, school psychologists, and school social workers, both in the district's current work force and in the applicant pools for these group; and

WHEREAS, For FY19, the teacher workforce was 68% white, 18% Black/African-American, less than 10% Hispanic/Latino and about 4% Asian and other groups; and

WHEREAS, The student body of MPS, by contrast, is approximately 14% white, 55% Black/African-American, 25% Hispanic/Latino, 5% Asian, and 1% other groups; and

WHEREAS, MPS has numerous schools where the racial demographics of students differs significantly from that of the school's staff; now, therefore, be it

RESOLVED, That the Milwaukee Board of School Directors seeks to enrich the educational environment by providing students with diverse student-facing faculty and staff; and be it

FURTHER RESOLVED, That the Administration structure its recruitment efforts in order to cultivate a more diverse workforce which should include, but not be limited to

- showing diversity in recruitment materials;
- targeting graduates or soon-to-be graduates of Historically Black Colleges and Universities;

- working with community based organizations that serve specific demographic groups;
- placing an emphasis on recruiting for diversity among Para Professional Educational Assistants, Safety and Security, Handicapped Aids, School Psychologists, and School Social Workers, and Teachers; and, be it

FURTHER RESOLVED, That the Administration, in its efforts to recruit, advance diversity by recruiting a pool of candidates whose culturally responsive methods and strategies will enable them to implement practices that promotes awareness of, respect for, and responsiveness to the variety of diverse cultures within the student body; and be it

FURTHER RESOLVED, That all relevant policies, procedures, and handbooks be reviewed to ensure that the recruitment of a diverse workforce is included; and be it

FURTHER RESOLVED, That the Administration is to provide an update to the Board on its efforts to recruit for diversity by the January 2020 Board cycle.

The Administration is in agreement with the intent of the resolution and is recommending its adoption. Many of the items included in Resolution 1920R-008 are already underway and will continue to move forward. As directed in the resolution, the Administration will be prepared to provide an update on its efforts to recruit for diversity during the January 2020 Board cycle.

Strategic Plan Compatibility Statement

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

Statute, Board Rules, or Administrative Policy 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 continue its efforts to advance diversity in the area of employee recruitment.

Committee's Recommendation

Your Committee recommends that the Board adopt Resolution 1920R-008 by Director Woodward.

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

* * * * *

(Item 6) Action on Negotiated Collective Bargaining Agreement with PAMPS (Psychologists' Association in the Milwaukee Public Schools)

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 PAMPS (Psychologists' Association in the Milwaukee Public Schools).

The agreement has a term of one year (July 1, 2019, through June 30, 2020) and provides for a base-wage increase for the unit of 2.44%.

The 2.44% base wage increase was implemented July 1, 2019.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Board Rules, or Administrative Policy 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 FY20 budget.

Committee's Recommendation

Your Committee recommends that the Board approve and adopt the collective bargaining agreement as highlighted above.

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

* * * * *

(Item 7) Action on the Award of 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 third one-year extensions.

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, 2020, through June 30, 2021. The total contract amounts in the third extension year are as follows:

RFP 936, Leased Metro Ethernet Service

Total Contract Amount	$ 6,170,700
Anticipated E-Rate Reimbursement	$ 5,413,500.00
Anticipated MPS Share	$ 757,200*

*$155,700 of total costs are ineligible under E-Rate. As such, the 90% E-Rate share is based on total E-Rate eligible costs of $6,015,000.

RFP 937, Internet Access Service and Connectivity

Total Contract Amount	$ 270,000.00
Anticipated E-Rate Reimbursement	$ 243,000.00
Anticipated MPS Share	$ 27,000.00

Upon the Board's approval, the District will sign the contract extensions prior to filing E- Rate applications. The Administration will make a request for funds to pay its share of the contracts' costs during the FY20-21 budget process.

Budget Code: PIN-0-0-TLN-DW-ETEL (E-Rate Contracts) $6,440,700

Time Warner Cable Business LLC, d/b/a Time Warner Cable

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 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 first option year for the contract. These contract extensions will run from January 1, 2020, through December 31, 2020.

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 1025 Authorization to Contract with Accounting Equipment Corp, d/b/a AE Business Solutions, for IT-Support Services

The Administration is requesting authorization to enter into 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 contract will run from February 1, 2020, through January 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 $275,000.

Budget Code: TSV-0-0-TLN-DW-ECTS (Technology — Contracted Services)....$275,000

Accounting Equipment Corp, d/b/a AE Business Solutions

Prime Contractor Information
Certified HUB Contractor?....No
Total # of Employees....92
Total # of Minorities....12
Total # of Women....28

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

RFB 5783 Authorization to Extend a Contract with United Healthcare Insurance Company for Stop Loss Insurance

The Administration is requesting authorization to extend a contract with United Healthcare Insurance Company for stop loss insurance. This contractor will be used to reimburse the district for any medical and prescription claims in excess of $1,000,000 incurred for the period January 1, 2020, through December 31, 2020, that could otherwise be paid from the period January 1, 2020, through December 31, 2021.

Contractor was chosen pursuant to RFB 5783. The contract will run from January 1, 2020, through December 31, 2021, (the "Initial Term") with the possibility of a one-year extension upon mutual agreement of the parties at the same terms.

The total cost of the contract in the Initial Term will not exceed $1,017,500.00.

Budget Code: DWC-0-0-EMB-DW-EMDI (Medical Insurance — District Wide) $1,017,500.00

United Healthcare Insurance Company

Prime Contractor Information
- Certified HUB Vendor? ..... No
- Total # of Employees 198,126
- Total # of Minorities 145,226
- Total # of Women 77,467

HUB Participation
- Required ..... 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, Board Rules, or Administrative Policy 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 Committees' reports.

* * * * *

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

Exception Authorization to Contract with Walk on Water Consulting, Inc., for Peoplesoft Support and Upgrades

The Administration is requesting authorization to enter into a contract with Walk on Water Consulting, Inc., ("WOW") to support PeopleSoft, the District's human-resource-management system. This contractor will be used to provide critical upgrades to the PeopleSoft application and related database, to deliver support for customizations to the PeopleSoft modules, and to assist, on an as-needed basis, with application support and troubleshooting.

WOW has been involved with the PeopleSoft application since its implementation at MPS in 1999. 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 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 contract will run from January 1, 2020, through December 31, 2020, (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 $198,500.

Budget Code: TSV-0-0-TLN-DW-ECTS (Technology — Contracted Services).....$198,500

Walk on Water Consulting, 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 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 levels of the students may be from pre-K3 to 12th grade. The students will have varied proficiency in American Sign Language (ASL). Interpretation services may be needed for classroom instruction as well as after-school activities, such as sporting activities, after-school programs, and other similar programs. In addition, interpreters may be needed to accompany students on field trips. Interpretation services also will be needed for adults who participate in activities sponsored by MPS as well as for staff who work for MPS. Such activities may include, but are not be limited to, individualized education plan (IEP) meetings, parent/teacher conferences, school performances, and graduation ceremonies.

According to the Americans with Disabilities Act (ADA), MPS is required to provide interpretation services to any individual who uses sign language as his or her primary mode of communication for any school activity or individual conference at which the parent is present. The State of Wisconsin's Department of Regulations and Licensing (DRL) requires interpreters to have DRL licenses to interpret for adults who are deaf or hard of hearing in school settings.

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis of continuity of services (Administrative Policy 3.09(7)(e)(1)(b)(iv)).

The contract extension will run from January 1, 2020, through December 31, 2020, (the "Year 2") with one additional one-year option to extend if certain performance metrics incorporated into the contract are met.

The total cost of the contract in the Initial Term 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.....0

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

Exception 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

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 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 contract will run from January 1, 2020, through December 31, 2020, (the "Initial Term") with two additional one-year options to extend based on mutual consent and the Board's approval.

The total cost of the contract in the Initial Term will not exceed $63,000.

Budget Code: SDV-0-S-QU9-CI-ECTS (AIMing for Quality Arts — Contracted Services) $63,000

Board of Regents of the University of Wisconsin-Milwaukee

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 10

Exception Authorization to Contract with Frontline Technologies Group, LLC, for Recruitment, Hiring, and Onboarding Software

The Administration is requesting authorization to enter into a contract with Frontline Technologies Group, LLC (Frontline) for recruitment, hiring, and onboarding software. Frontline's software will streamline the District's recruitment-and-hiring processes and will enhance the applicants' experiences when applying for positions. The software will also provide for better tracking and reporting of human resources' recruiting activities.

Frontline is already used for certificated evaluations (educator effectiveness) and for substitute-and-absence management (AESOP) in the district. Contracting with Frontline will allow for the use of a single system throughout the district to manage multiple human- resources applications and processes. The Administration has already had a successful implementation of Frontline products and has received excellent customer service throughout the implementation process, as well as throughout the use of the systems. This makes the Administration confident it will be able to implement the products within the estimated 12-week window. The recruitment, hiring, and onboarding software will meet all of the goals identified in the Human Resources update presented at the meeting of the Board's Committee on Strategic Planning and Budget on November 14, 2019.

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis of continuity of services (Administrative Policy 3.09(7)(e)(1)(b)(iv)).

The contract will run from December 20, 2019, through June 30, 2021. The total cost of the contract will not exceed $301,046.13.

Budget Code: STF-0-0-TLN-DW-EMTC (Contracted Services) $301,046.13

Frontline Technologies Group, LLC

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 Contract with devX, LLC, for the Development of STEM Fabrication Labs

The Administration is requesting authorization to enter into a contract with devX, LLC, ("devX") to develop and furnish digital fabrication labs in up to six schools. The fabrication labs will serve as places in which students will play, will create, will learn, and will 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 contract will run from January 1, 2020, through December 31, 2020, (the "Initial Term") with two additional one-year options to extend based on mutual consent and the Board's approval. The total cost of the contract will not exceed $985,000.

Budget Code: GEN-0-I-G39-OD-ECTS (Contracted Services) $985,000

devX, LLC.

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 Contract with Boys and Girls Club of Greater Milwaukee for Childcare Wrap-around Services

The Administration is requesting authorization to enter into a contract with the Boys and Girls Clubs of Greater Milwaukee for the provision of childcare wrap-around services for three- year-old students at Maple Tree Elementary and Siefert Elementary. The K-3 Safe Place is designed to address parental need for extended-day childcare services at half-day Head Start three-year-old programs. The K-3 Safe Place is in alignment with Milwaukee Public School's Early Childhood Initiative, as it ensures families have access to high-quality childcare with seamless integration between the school and the childcare program.

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis of continuity of services (Administrative Policy 3.09(7)(e)(1)(b)(iv)).

The contract will run from January 1, 2020, through June 30, 2020. The cost of running the program at each site will be $85,000, with the total cost of the contract not to exceed $170,000.

Budget Code: CSV-0-0-CNR-RC-ECTS (Extension Funds) $170,000

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Board Rules, or Administrative Policy Statement

Administrative Policy 3.09, Purchasing and Bidding Requirements

Fiscal Impact Statement

This item authorizes the following expenditures:

- Walk on Water Consulting, Inc. for Peoplesoft Support and Upgrades, TSV-0-0-TLN-DW-ECTS $198,500
- Smart Interpreting Services, Inc. d/b/a Professional Interpreting Enterprise for Interpretation Services, HI2-0-I-EEN-DW-ECTS $350,000
- Board of Regents of the UW System - CUPH for Research Evaluation, SDV-0-S-QU9-CI-ECTS $63,000
- Frontline Technologies Group, LLC, for Recruitment, Hiring, and Onboarding Software, STF-0-0-TLN-DW-EMTC $301,046.13
- devX, LLC, for the Development of STEM Fabrication Labs, GEN-0-I-G39-OD-ECTS.....$985,000
- Boys and Girls Clubs of Greater Milwaukee, Inc., for Childcare Wrap-Around Services, CSV-0-0-CNR-RC-ECTS $170,000

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 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 9) Action on Monthly Facilities Matters: FMS Award of Construction Contract and Change Order Recommendation

Background

The contract award recommendation for the Board's regular December 2019 meeting are listed below for your review. Adequate funding is available in the accounts as noted.

Construction Contract

Replacement of Cooling Towers and Pumps — South Division High School

Prime Contractor
Butters-Fetting Co., Inc.
1669 South 1st Street
Milwaukee, WI 53204-2999

Low Bidder, Base Bid of..... $862,000.00

HUB Participation
Certified HUB Vendor? ..... No
Total # of Employees 300
Total # of Minorities 37
Total # of Women 13
Required 10%
Submitted 11.54%
$ Value $99,545.00

COIN
Required 15%

Student Engagement
Paid Employment (Required Hours) 300
Career-Education Activity (Required Hours) 10

Funds are available for the replacement of cooling towers and pumps project from account code FAR 00 MMQ SD ECNC HVA8 (Project No. 2636). The project's start date is scheduled for December 20, 2019, and the completion date is July 24, 2020.

Change Order

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

Playfield Renovation — Custer Playfield

Prime Contractor
Platt Construction, Inc.
7407 South 27th Street
Franklin, WI 53132

Total amount of change order..... $146,888.32

Reason for Change Order

As part of the contract with Platt Construction, Inc., for the playfield renovation project at Custer Playfield, testing of the soil was required. The test results indicated the presence of hazardous materials. Remediation measures required by the DNR were implemented, which resulted in the need to authorize this change order to remove contaminated soil from the site and to provide additional new soil in its place.

The change order will be funded from Extension General Funds, account code STS 00 RFI CB ECNC (Project No. 4072, Work Order Number 351820).

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Board Rules, or Administrative Policy Statement

Administrative Policy 3.09, Purchasing and Bidding Requirements

Fiscal Impact Statement

The item authorizes expenditures for:
Construction Contract
- Butters-Fetting Co., Inc. for Replacement of Cooling Towers & Pumps project at South Division High School; Code: FAR 00 MMQ SD ECNC HVA8 ..... $862,000.00

Change Order
- Platt Construction, Inc., for Playfield Renovation project at Custer Playfield; Code: STS 00 RFI CB ECNC $146,888.32

Implementation and Assessment Plan

Upon the Board's approval, the construction contract, as attached to the minutes of your Committee's meeting, and the change order will 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, and the change order.

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

* * * * *

(Item 10) Report with Possible Action on Contracting Programs

Your 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 meeting of Committee on Accountability, Finance, and Personnel (AFP) on August 20, 2019, Contract Compliance Services reported that it would analyze additional public-sector contracting programs relative to bid incentives, local company preference, and potential updates to current policy pursuant to Administrative Policy 3.10, Historically Underutilized Business Program.

In summary, the analysis of current conditions of instituting a contracting-incentive programs within the district is presented for discussion.

Brief History of Milwaukee Public Schools' Supplier Diversity Program

The Department of Contract Compliance Services (formerly the Division of Diversity and Community Engagement) provides coordination and oversight of the district's supplier-diversity effort and workforce-preference programs affecting constituents and students. It is responsible for the assignment, monitoring, and enforcement of vendor-participation requirements for Historically Underutilized Businesses (HUB), Communities in Need (COIN), and student employment and career-education-hour assignments in MPS contracts, where applicable.

1984	MPS Minority Business Program begins
1989-90	*Richmond v Croson* Supreme Court decision affects all race-conscious programs in the country, specifically those established by federal, state, and local governments The decision requires disparity studies or other justification measures before race-based programs can be implemented
April 1989 and March 1990	The Milwaukee City Attorney issues opinions against continuing or establishing race-based policies without meeting criteria specified in the Croson decision
February 1990	The Milwaukee Metropolitan Sewerage District (MMSD) presents analysis of its study of the Milwaukee construction marketplace The study finds overwhelming evidence of past and current discrimination against blacks, Hispanics, and women, justifying continuation of narrowly-tailored race-and gender-conscious training, employment, and contracting remedies
April 1990	Milwaukee Board of School Directors authorizes MPS to join the City of Milwaukee and Milwaukee County in a joint disparity study and approves an interim change in the MPS program from race-conscious to race-neutral

October 1991	Milwaukee Public Schools adopts race-neutral disadvantaged-business enterprise policy
June 1992	A joint city/county/MPS disparity study presented to Milwaukee Board of School Directors reviews identified discriminatory practices in construction, professional services, and commodity marketplaces that have prevented minority- and women-owned business enterprises from successfully competing with non-targeted businesses. The study also analyzes use and availability of minority- and women-owned business enterprises in relevant markets
November 1992	Milwaukee Board of School Directors adopts a resolution to establish a race- and gender-based program for the following five identified groups: African Americans, Hispanic Americans, Native Americans, Asian Americans, and women. It sets aside 30% of all awarded contracts for MWDBE businesses
March 1993	Milwaukee Board of School Directors adopts MPS Historically Underutilized Business Program Advisory Council to replace any and all prior policies regarding minority, women, and/or disadvantaged business enterprise utilization within its contracting
November 1994	Milwaukee Board of School Directors amends the March 1993 HUB policy to reflect advised changes which, in effect, do not alter the program in its present form, but provide legal clarification
1999-2006	Milwaukee Public Schools Neighborhood Schools Initiative (NSI) aggressively includes requirements of 30% HUB, 25% COIN, and as assigned, student employment and career-education-hour requirements to all contract dollars on NSI projects
April 2003	Milwaukee Board of School Directors adopts Resolution 0405R-21, regarding Communities In Need initiative — Phase I
March 2005	Milwaukee Board of School Directors unanimously adopts Resolution 0405R-021 into Administrative Policy 313, Communities in Need (COIN), to apply to construction labor workforce hour assignments on Division of Facilities and Maintenance Service general construction contracts
July 2009	City of Milwaukee Common Council conducts next disparity study to determine legal basis to establish a race-and gender-based business enterprise program for the procurement of goods and services
July 2010	Phase I of the City of Milwaukee's disparity study completed and released for public comment
December 2010	City of Milwaukee’s final disparity study released and available for public comment
March 2011	Milwaukee Public Schools Office of Accountability and Efficiency presents the findings of the City of Milwaukee’s disparity study; Contract Compliance Services presents data regarding the Historically Underutilized Business (HUB) program
May 2013	Substitute resolution relating to settlement in the matter of Hispanic Chamber of Commerce of Wisconsin, et al v City of Milwaukee v D Wilson Consulting Group LLC, et al
November 2013	Portions of Chapter 370 of Milwaukee Code of Ordinances repealed to remove the race- and gender-conscious programs and maintain the race- and gender-neutral small business enterprise program

October 2017.....City of Milwaukee Common Council approves racial disparity study

January 2019 .....Milwaukee Board of School Directors adopts Resolution 1819-011, regarding a local purchasing program

August 2019 .....CCS and Administration present their analysis of the feasibility of instituting the City of Milwaukee Chapter's 365 Local Business Enterprise Contracting Program, with a report due back to the Milwaukee Board of School Directors reviewing additional contracting-incentive programs

December 2019 .....Milwaukee Public Schools explores expansion of HUB, COIN, and student employment and or career-education-hour assignments, where applicable, to district procurements for construction, goods and services, and professional services

Contracting Program Overview

	Present-day	Future Consideration
Historically Underutilized Business (HUB)	X	X
Communities In Need (COIN)	X	X
Apprenticeship Incentive		X
Diverse Management & Workforce		X
Local Purchasing Program		X

Next Steps

- *Capacity analysis* is the process of modeling the capacity of infrastructure, facilities, processes, services, and systems.
- *Capacity* is the maximum output of an item based on its design or constraints such as available resources.
  - What capacity does MPS have to do more?
  - What would MPS need to do more of?
- *An economic disparity study* is a comprehensive effort that analyzes data pertaining to the legal, legislative, and contracting environment facing minority- and women-owned business enterprises when procuring contracts from a specific federal, state or municipal agency. It provides governmental agencies the insight to determine if access to governmental contracts are unfairly denied to minority- and women-owned firms in the marketplace.

Recommendations

- Participation opportunity within the City of Milwaukee's disparity study
- Exploration of an MPS disparity study as a future budget consideration
- Policy review
- Capacity analysis

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Board Rules, or Administrative Policy Statement

Administrative Policy 3.10, Historically Underutilized Business Program

Fiscal Impact Statement

No Fiscal Impact

* * * * *

(Item 11) Report with Possible Action on the MPS School Nutrition Program

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

Background

On December 21, 2017, the Board took action to adopt 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.

The report is included in the attachments to the minutes of your Committee's meeting.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Board Rules, or Administrative Policy Statement

Administrative Policy 4.05, School Nutrition Management

* * * * *

(Item 12) Report with Possible Action Regarding a District Safety Drill as Required by Wi. State Statutes, § 118.07(4)(cp), and Other Associated Requirements

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

Background

State Statutes, § 118.07(4)(cp), requires all schools in Wisconsin to conduct an emergency drill based on a violent act. The Wisconsin Department of Justice's (DOJ) Grant Award 2018 School Safety Initiative also mandates full compliance with the requirements of State Statutes, § 118.07(4)(cp).

State Statutes, § 118.07(4)(cp), which pertains to all public and private schools in Wisconsin, requires that specified information regarding district-wide safety drills be submitted to the Office of School Safety, Department of Justice, (DOJ) by January 1, 2020, after it has been shared with the school board.

In compliance with State Statutes, § 118.07(4)(cp), a district-wide school safety drill was conducted on October 30, 2019, and included those contracted schools that are part of the DOJ's grant round two. The safety drills required a written evaluation by principals and a review by the school board within 30 days.

Last year's drills were conducted on December 6, 2018. A summary of this year's report follows.

Summary Report: District Safety Drill

On Wednesday, October 30, 2019, a district-wide safety drill was conducted at all Milwaukee Public Schools and those contracted schools participating in round two of the Department of Justice's grant award. The drills consisted of a standard response of a cod- red drill. A yearly emergency drill is required by State Statutes, § 118.07(4)(cp), and by the State's Office of School Safety and School Safety Grants. This requirement was enacted in March 2018.

State Statutes, § 118.07(4)(cp), requires a safety drill to be conducted in all public and private schools throughout Wisconsin. Principals are to prepare a written evaluation that the school board is to review within 30 days of the drill. The district must verify with the Office of School Safety within the Department of Justice by January 1, 2020, that the drills took place and that the results were shared with the Board.

The drills are meant to provide training for a building's occupants should a violent act occur and require a response based on the district's and schools' safety plans. The schools' individual evaluations were very similar in that administrators observed minor issues of concern. Those minor concerns were addressed at the school level by the administrators and will continue to be monitored in future drills. The drills lasted a few minutes; variations in time depended on the size of a school.

The drills were completed appropriately, engendering discussions at the school level as to what improvements are needed.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Board Rules, or Administrative Policy Statement

Administrative Policy 4.03, Security

This item having been set aside at the request of Director Siemsen, after discussion, the Board took no action.

* * * * *

(Item 13) Action on the Implementation of the Bilingual Budget Amendment

Background

A request was issued to MPS Administration to provide the Milwaukee Board of School Directors with a report in December 2019 regarding the implementation of the Bilingual Budget Amendment. The following four items were included in the amendment and approved by the Board:

1. restoration of funds in the amount of $79,838 to the Department of Bilingual Multicultural Education;
2. allocation of $200,000 to the Grow Your Own program for eligible bilingual paraprofessionals;
3. implementation of a support systems for students to attain the Seal of Biliteracy; and
4. provision to the Department of Bilingual Multicultural Education of $20,000 to facilitate the Districtwide Multilingual Multicultural Committee.

Strategic Plan Compatibility Statement

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

Statute, Board Rules, or Administrative Policy Statement

Administrative Policy 7.15, Bilingual Instruction and Bicultural Education

Fiscal Impact Statement

This item does not authorize expenditures.

Committee's Recommendation

Your committee recommends establishing a special task force to develop specific strategies and guidelines for a targeted initiative to develop capacity in MPS to address the shortage of bilingual teachers and bilingual support staff. The task force will make recommendations to the Board on strategies that retain, invest in, and develop bilingual teachers for the full implementation of the Board's resolution of June 2014, including:

1. supporting, financially and otherwise, bilingual professionals to become bilingually-certified teachers;
2. supporting, financially and otherwise, bilingual teachers assigned to classrooms to earn bilingual or related certification;
3. working with universities and the MPSU to have future teachers complete their student teaching on the job at MPS;
4. developing performance portfolios for future bilingual teachers that lead to quality bilingual teaching;
5. creating 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;

6. within an equity lens, eliminating the barriers to becoming a certified bilingual teacher, including MPS and state standardized tests and other related requirements; and
7. offering courses through MPSU for the development of greater proficiency in English and other languages for future bilingual teachers.

The task force will also make recommendations on an organizational structure that, in collaboration with the MPS Administration, facilitates and centralizes bilingual capacity building that can make more friendly the process of financial and other supports and that works with schools with bilingual or related programs to place future bilingual teachers, giving them maximum experiences in the teaching of languages and the development of bilingualism.

The task force shall adhere to Board Rule 2.11 and Administrative Policy 2.12, relative to advisory councils, and shall include administrators, bilingual professionals, bilingual teachers, the DMMAC, the MTEA, parents, and students, where each of these groups shall select their representatives.

The first initial report shall be made through the appropriate committee in the January 2020 cycle, with further reports to be made monthly through the Spring semester of 2020.

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

* * * * *

COMMITTEE ON PARENT AND COMMUNITY ENGAGEMENT

Director Woodward 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 that, to the maximum extent appropriate, children with disabilities be educated with children who are not disabled. Removal of students with disabilities from the regular educational environment occurs only when the severity of the disability is such that education in regular classes, with the use of supplementary aids and services, cannot be achieved satisfactorily.

The Milwaukee Public Schools is committed to ensuring that students with disabilities are educated in environments with their non-disabled peers. The preference of the law is that students be educated using the general curriculum in the regular education classroom, with the use of supplementary aids and services. Best practices and research strongly support education in the least restrictive environment (LRE), with access to the general curriculum, because it leads to higher achievement outcomes for students with disabilities.

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 Systemic Improvement Plan

LRE for Higher Outcomes

As part of the LRE's focus on increasing academic and behavioral outcomes for students with disabilities, the Department of Specialized Services reports quarterly to the Administration on students who are receiving special education services in the least restrictive environment (LRE). The Department of Specialized Service's plan is to educate students with disabilities, in accordance with their individual education programs (IEPs), in the regular education environment with their non-disabled peers.

LRE Data

Indicator 5 addresses the documentation of programs and services in the least restrictive environment for students 6 to 21 years of age. Wisconsin's data for this indicator provide each school district with the target in each of the following categories:

Indicator 5A.....Percent of students 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 with the projection in DPI's 2016 Annual Performance Report Summary for Wisconsin school districts. The MPS percent includes all students who have IEPs, including speech and language services.

	5A	5B	5C
State of Wisconsin's 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%

^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 school on the traditional calendar.

The reports attached to the minutes of your Committee's meeting include the district's information as well as each school's percentage.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Board Rules, or Administrative Policy Statement

Administrative Policy 8.01, Student Nondiscrimination, Complaints and Appeals

Fiscal Impact Statement

No Fiscal Impact

* * * * *

(Item 2) Report with Possible Action on Bullying Prevention

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

Background

At its meeting on September 24, 2019, the Board approved Resolution 1819R-017 by Director Phillips regarding bullying prevention.

The Administration recognizes the critical impact that bullying can have on student safety and academic achievement. The Administration acknowledges that Administrative Policy 8.52, initially adopted in 2010, lays the groundwork and provides a framework for bullying-prevention efforts across the district. As suggested in the resolution, and reflected in the bullying policy, comprehensive bullying prevention requires attention not just to the specifics of bullying as a form of aggression, but also to the universal practices which both deter bullying and promote a physically, emotionally, and socially-safe learning environment. These universal practices include work that has begun, such as PBIS, restorative practices, and social-and-emotional-learning programming and practices.

As requested, attached to the minutes of your Committee's meeting is a report reviewing each of the suggestions of the District Advisory Council's *Ad Hoc* Committee for Bullying Prevention, including the feasibility of implementing each suggestion. In addition to the feasibility considerations for each strategy, implementing a combination of these strategies district-wide would require attention to, and analysis of, the district's capacity, resources, and systems for implementation.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Board Rules, or Administrative Policy Statement

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

Fiscal Impact Statement

N/A

* * * * *

(Item 3) Report with Possible Action on Communicating with Stakeholders of Milwaukee Public Schools

Your 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 and schools currently use various methods to communicate with our students, families, staff, and community stakeholders.

In our efforts to strengthen communication and collaboration, the district has added an additional resource, the MPS App, to engage and inform regarding district and school information. In order to stay current with digital utilization, the district has worked collaboratively with various departments to develop the MPS App to provide seamless integration with our district and schools websites.

The MPS App, which was recently "soft launched" (i.e., released to a limited audience prior to the general public in order to gather feedback) is compatible with current Android and Apple-based mobile devices and is available for download from the respective app store. It has the ability for users to "opt in" to updates from any number of schools.

The MPS App is supported by the Departments of Communications and of Marketing and Technology Services.

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

Statute, Board Rules, or Administrative Policy Statement

Administrative Policy 9.01, Public Information Program

Fiscal Impact Statement

The annual cost of the MPS App is approximately $37,750.

* * * * *

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 Regarding the Report of the Community Task Force

Your Committee reports having received the report of the Community Task Force, as attached to the minutes of your Committee's meeting.

Statute, Board Rules, or Administrative Policy Statement

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

Fiscal Impact Statement

N/A

Committee's Recommendation

Your Committee recommends that the Board of School Directors thank the members of the Community Task Force for their diligent deliberations and their final report that states that "Milwaukee students deserve what students in other districts are receiving;" that "the operational needs [of MPS]…require urgent attention;" "that increased funding to support [MPS students]…is not only necessary — it is a moral imperative," and that MPS "frame and execute a referendum."

Furthermore, your Committee has directed the Administration to take immediate steps so that the Board can act on the matter of a referendum at its December 19 full board meeting. At that meeting, the Administration should present the following:

1. a summary of the results of the polling which the Administration commissioned and which the Task Force recommended;
2. a minimum of three different financial scenarios in legal ballot language for an April 7, 2020, referendum. These scenarios should include options that would increase MPS's maximum revenue limit to be equivalent to those of districts with revenue limits ranging from those of Whitefish Bay to Glendale-River Hills. Such scenarios should be sustainable, based on models that have worked in other districts, and balance "the needs of our students with the needs of taxpayers";
3. at least two legal-wording options for each financial scenario referred to above that briefly describe the purpose of the referendum; and
4. a specific timeline for board meetings in January to further specify in detail how the funds will be spent so that all MPS students benefit while priority is given to those

schools and students who have the most needs. Such deliberations should take into account the results and recommendations of the Schools our Children Deserve MPS survey, feedback sessions, public testimony, the report of the Community Task Force, and MPS's commitment to equality.

Director Peterson moved that the Milwaukee Board of School Directors go to referendum to exceed the revenue limit.

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

* * * * *

(Item 2) Action on a Request to Approve the Fiscal Year 2020-21 (FY21) Budget Parameters

Background

Budget parameters will be used in the planning and development of the 2020-21 (FY21) budget. The parameters help to guide the decisions made during the budget-preparation process. The parameters are necessarily modified by the resources available.

MPS is committed to developing a budget that reflects a commitment to fair resources, quality and socially-transformative learning, a supportive environment for employees, and an equitable education system for all, with the following parameters as guidance:

1. ensuring that there are sufficient resources for high-quality classroom instruction at the Tier 1 level;
2. adjustments and repurposing of educational programming and departmental budgets to prioritize student achievement;
3. full implementation of the salary phase-in schedules with a possible cost-of-living increase;
4. consideration of employee benefit modifications for eligible employees to identify cost savings and to increase efficiencies;
5. exploration of operating efficiencies, including those related to transportation;
6. implementation of a multi-tiered mental-health approach to promote students' mental health and social emotional learning;
7. strengthening of a well-rounded educational experience by increasing the allocation in the areas of school library, art, music, and physical education;
8. restoration of revenue to the Construction Fund to address deferred maintenance; and
9. preparation of the budget to maximize the revenue limit;

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Board Rules, or Administrative Policy 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 that the Board approve the proposed budget parameters, through an equity lens, and direct that:

1. the Administration develop a Task Force to conduct an analysis and make recommendations to the Board relative to the MPS Pension Plan and Retirement Benefits;
2. the Task Force be developed in accordance with Board Rule 2.11 and Administrative Policy 2.12, Advisory Committees, with the membership to include, but be not limited to, the administration, two board members, bargaining unit representation, and pension and retirement benefit expertise;
3. the Task Force include:
   - actuarial assumptions, estimates, and projections;
   - historical context of the district's practices and actions on pension and retirement benefit planning;
   - current market trends and assessment of surrounding area school districts' plans;
   - future benefit parameters;
   - pre-and post-Act 10 projections;
4. the Task Force provide its report to the Board no later than the March 2020 Board cycle; and
5. the Administration provide to the Board by the April 2020 Board cycle a final draft of the Equity Guidebook in accordance with Administrative Policy 1.06.

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

* * * * *

COMMITTEE ON STUDENT ACHIEVEMENT AND SCHOOL INNOVATION

Director Baéz 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 1920R-009 by Directors Miller, Peterson, and Taylor on Black Lives Matter at School Week

Background

At its meeting on October 31, 2019, the Board referred Resolution 1920R-009 by Directors Miller, Peterson, and Taylor regarding Black Lives Matter at School Week, to the Committee on Student Achievement and School Innovation.

WHEREAS, In April 2015, the Milwaukee Board of School Directors adopted Resolution 1516R-001, known as the Black Lives Matter Resolution, and in November 2018, the Board adopted Resolution 1819R-009, known as the Black Lives Matter at School resolution; and

WHEREAS, The Black Lives Matter resolution called for:

- creating safe spaces, quality restorative justice practices, community and parent involvement, and involvement of student leaders of all types;
- discussions of biases, racial micro-aggressions, fears, cultural ignorance, and stereotypes of Black youth;
- discussions that lead to training of school staffs in methods of de-escalation, mindfulness, creating a culture of trust, and cultural relevance and reviewing and strengthening curriculum, and creating critical ethnic studies;
- bringing community into our schools and strengthening schools as centers of support for communities; and
- the district review its programs that may be contributing to unfair, unequal power relationships with community and school policing; and

WHEREAS, The national Black Lives Matter movement has called for a week of "Black Lives Matter at School Week" for the 1st week of February 2020 to focus on the need to:

- replace harsh zero-tolerance discipline policies, which disproportionately suspend students of color, with a restorative 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 police; and
- provide free quality breakfast and lunches for all students; now, therefore, be it

RESOLVED, That the district support the 2020 "Black Lives Matter at School Week" of education and student participation; and be it

FURTHER RESOLVED, That all schools be presented with activities for student education on the issues raised by the Black Lives Matter movement; and be it

FURTHER RESOLVED, That all schools are to develop a plan for implementation of activities supporting the week of Black Lives Matter at School; and be it

FURTHER RESOLVED, That district-wide activities be considered for the week; and be it

FURTHER RESOLVED, That an advisory committee be established of students, community, parents, teachers, and school and administrative staff to advance this effort and the national Black Lives Matter at School program.

The Board had previously adopted Resolution 1819R-009 on November 29, 2018, regarding Black Lives Matter at School Week, and its implementation had been initiated, including the development of curriculum and the formation of an advisory planning committee.

The Administration is in agreement with the intent of Resolution 1920R-009 and is recommending its adoption, as amended below:

RESOLVED, That the district support the 2020 "Black Lives Matter at School Week" of education and student participation; and be it

FURTHER RESOLVED, That all schools be presented with activities for student education on the issues raised by the Black Lives Matter movement; and be it

FURTHER RESOLVED, That all schools are to develop a plan for implementation of activities supporting the week of Black Lives Matter at School; and be it

FURTHER RESOLVED, That a presentation be made to principals, SSTs, and parent coordinators at their Institute and district-wide meetings during the month of January to provide the range of curriculum and activities available to schools and classrooms; and, be it

FURTHER RESOLVED, That district-wide activities be considered for the week; and be it

FURTHER RESOLVED, That an advisory committee be established of students, community, parents, teachers, and school and administrative staff to advance this effort and the national Black Lives Matter at School program.

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

Statute, Board Rules, or Administrative Policy Statement

Administrative Policy 1.06, Equity in MPS

Fiscal Impact Statement

No fiscal impact.

Implementation and Assessment Plan

Upon approval by the Board, the Administration will begin carrying out the resolved portions of the resolution.

Committee's Recommendation

Your Committee recommends that the Board adopt Resolution 1920R-009 by Directors Miller, Peterson, and Taylor, regarding Black Lives Matter at School Week, as amended.

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

* * * * *

(Item 2) Action on the 2020 Summer Academy Plan

Background

Milwaukee Public Schools is pleased to offer summer extended-learning opportunities that provide academic and enrichment opportunities to the youth of the city. For the summer of 2020, MPS will offer June Academy for high-school students (including rising freshmen), which will operate June 1-26, 2020, and July Academy for grade K5-12 students, which will run July 6-31, 2020. Elementary students attend Monday through Friday from 7:30 a.m. to 11:30 a.m. and high-school students attend Monday through Friday from 8:30 a.m. to 12:30 p.m. Breakfast and lunch will be provided.

Grade 8 promotional programming will have a curriculum focus on reading, writing, and mathematics. The growth of social-emotional competencies will be fostered by restorative-practice activities.

Extended School Year services are provided to qualifying students, as mandated in their Individualized Education Plans, during Summer Academy. Enrichment opportunities with community partners are built into programming.

Elementary Summer Academy combines enrichment and academics for an engaging experience for grade K5-8 students. The Summer Academy will include the following:

- curricula focused on literacy through the content area of science, paired with hands-on activities, field trips, and special programs with community partners;
- arts-integrated programming developed by local art organizations;
- social-emotional learning strategies such as brain breaks and growth-mindset lessons;
- programming provided in the areas of bilingualism, ESL, Montessori, and arts, with summer adventures offered at all grade levels;
- summer adventures that include field trips and on-site specialty programs that span a wide range of topics, such as STEM, nature/ecology, wellness/nutrition, and more; and
- visits to nature centers, parks, libraries, museums, and other community organizations.

Camps are held to give students exposure to new subjects, to identify new areas of interests and abilities, to encourage curiosity, and to further learning. Camps may take place half-day, full-day, week-long, or overnight at school locations or community organizations.

Freshman Bridge will be offered at 22 high schools. Freshman Bridge affords incoming freshman opportunities such as:

- interaction with ninth-grade teachers and classmates;
- participation in academic activities;
- learning about the freshman experience;
- acquisition of tools and strategies to navigate freshman year with success.

Middle School Bridge will be offered at eight middle schools. The Middle School Bridge experiences allow incoming sixth-grade students and parents opportunities to:

- form a realistic expectation of what middle school will be like;
- build a sense of community;
- explore extra-curricular activities;
- learn how middle school is different from elementary school.

[Detailed information regarding the Summer Academy is included in the attachments to the minutes of your Committee's meeting.]

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Board Rules, or Administrative Policy Statement

Administrative Policy 7.17, Summer Academy

Fiscal Impact Statement

Funding for summer programming totals $5.3 million, which includes $1.4 million from a state grant and $3.2 million from extension funds for elementary and wraparound. The cost is split between the FY20 and FY21 budgets.

Implementation and Assessment Plan

Upon the Board's approval, Administration will begin preparing for implementation in the summer of 2020. 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 2020 Summer Academy Plan.

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

* * * * *

(Item 3) Action on a Recommendation for Renewal of the Instrumentality Charter School Contract with Honey Creek Continuous Progress School

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.

In August 2019, the Charter School Contract Review Process was initiated by the Department of Contracted School Services. On August 16, 2019, representatives from Honey Creek submitted the Charter Renewal Intent Cover Sheet and Charter Renewal Application to seek renewal of the charter school contract.

On November 11, 2019, the Charter School Contract Review Team (Team) conducted a full-day site visit at Honey Creek. The Team examined the school's 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, as well as student and parent focus groups. In addition, the Team conducted classroom observations.

Based on a thorough review of the school's application and data, the school's presentation, and the site visit, the Charter School Contract Review Team has recommended a five-year renewal of the instrumentality charter school contract with Honey Creek. The recommendation was based on strong academic performance, school culture, and valued partnership with Honey Creek. 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 Team and 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, Board Rules, or Administrative Policy 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 budget. Pending contract approval, the funds for the 2020-21 charter school contract will be authorized as a part of the FY21 budget process.

Implementation and Assessment Plan

Upon the Board's approval, negotiations will begin between the Superintendent's designee and representatives of Honey Creek in consultation with the Board's designee and the Office of the City Attorney in anticipation of developing a renewed charter contract to be presented to the Board.

Committee's Recommendation

Your Committee recommends that the Board:

1. approve the recommendation to renew a five-year instrumentality charter school contract with Honey Creek Continuous Progress School; and
2. authorize negotiations with the Superintendent's designee and representatives of Honey Creek in consultation with the Board's designee and the Office of the City Attorney to draft a renewed instrumentality charter school contract to begin with the 2020-2021 school year and to end with the last regularly scheduled day of the 2024-2025 school year.

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

* * * * *

(Item 4) Action on a Request to Approve Technical Amendments to the Instrumentality Charter School Contract and Appendix A with Green Tree Preparatory Academy

Background

On March 28, 2019, the Milwaukee Board of School Directors approved the instrumentality charter school contract with Green Tree Preparatory Academy (GPA) to begin with the 2019-2020 school year and to end with the last regularly scheduled day of the 2023-2024 school year. GPA's mission is to build a body of student leaders who will lead or own tomorrow's businesses. GPA's vision is to provide a safe, nurturing, and professional community of learning where students are educated, empowered, and enabled to develop the essential skills necessary to lead and to exceed.

Administration has received a request from GPA to make amendments to the Appendix A to its contract. The requested amendments are being submitted as technical revisions and clarifications to ensure compliance with the Charter School Grant offered through the Wisconsin Department of Public Instruction. The proposed amendments to Appendix A are contained in the redline Appendix A attached to the minutes of your Committee's meeting, along with a redline contract reflecting the amendments to Appendix A.

Strategic Plan Compatibility Statement

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

Statute, Board Rules, or Administrative Policy Statement

Administrative Policy 9.12, Charter Schools

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

Upon the Board's approval, the amended Appendix A and instrumentality charter school contract with Green Tree Preparatory Academy will be forwarded to the Wisconsin Department of Public Instruction.

Committee's Recommendation

Your Committee recommends that the Board approve the technical amendments to the instrumentality charter school contract and Appendix A with Green Tree Preparatory Academy as indicated 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 a Request to Approve Technical Amendments to the Instrumentality Charter School Contract and Appendix A with Academia de Lenguaje y Bellas Artes (ALBA)

Background

On June 27, 2019, the Milwaukee Board of School Directors approved the instrumentality charter school contract with Academia de Lenguaje y Bellas Artes (ALBA) to begin with the 2019-2020 school year and to end with the last regularly scheduled day of the 2023-2024 school year. ALBA's mission is founded on the conviction that bilingual students can reach their full potential academically in English and in Spanish when challenged through a rigorous curriculum that develops critical thinking, problem solving, and creativity through the integration of the fine arts. ALBA's students develop self-confidence and self-worth as their Hispanic cultural identity is both recognized and valued through the curriculum.

Administration has received a request from ALBA to make amendments to its contract as well as amendments to Appendix A of its contract. The requested amendments are being submitted as technical revisions and clarifications to ensure compliance with the Charter School Grant offered through the Wisconsin Department of Public Instruction. The proposed amendments to the contract and Appendix A are contained in the redline contract and redline Appendix A that are attached to the minutes of your Committee's meeting.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Board Rules, or Administrative Policy Statement

Administrative Policy 9.12, Charter Schools

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

Upon the Board's approval, the amended instrumentality charter school contract and amended Appendix A with Academia de Lenguaje y Bellas Artes (ALBA) will be forwarded to the Wisconsin Department of Public Instruction.

Committee's Recommendation

Your Committee recommends that the Board approve the technical amendments to the instrumentality charter school contract and Appendix A with Academia de Lenguaje y Bellas Artes (ALBA) as indicated 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 a Recommendation for Renewal of the Non-Instrumentality Charter School Contract with Highland Community School, Inc., for Highland Community School

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.

In August 2019, the Charter School Contract Review Process was initiated by the Department of Contracted School Services. On August 12, 2019, representatives from Highland submitted the Charter Renewal Intent Cover Sheet and Charter Renewal Application to seek renewal of the charter school contract.

On November 4, 2019, the Charter School Contract Review Team (Team) conducted a full-day site visit at Highland. The Team examined the school's 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 as well as student and parent focus groups. In addition, the Team conducted classroom observations.

Based on a thorough review of the school 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 Highland. The recommendation was based on strong academic performance, school culture, and valued partnership with Highland. 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 Team and 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, Board Rules, or Administrative Policy 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 budget. Pending the approval of the contract, the funds for the 2020-21 charter school contract will be authorized as a part of the FY21 budget process.

Implementation and Assessment Plan

Upon the Board's approval, negotiations will begin between the Superintendent's designee and representatives of Highland in consultation with the Board's designee and the Office of the City Attorney in anticipation of developing a renewed charter contract to be presented to the Board.

Committee's Recommendation

Your Committee recommends that the Board:

1. approve the renewal of a five-year non-instrumentality charter school contract with Highland Community School, Inc. for Highland Community School; and
2. authorize negotiations with the Superintendent's designee and representatives of Highland in consultation with the Board's designee and the Office of the City Attorney

to draft a renewed non-instrumentality charter school contract to begin with the 2020-2021 school year and end with the last regularly scheduled day of the 2024-2025 school year.

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

* * * * *

(Item 7) Action on a Recommendation for Renewal of the Non-Instrumentality Charter School Contract with Seeds of Health, Inc., for Milwaukee Community Cyber High School (MC^2)

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. MC2 is located at 131 S. 1st Street.

The mission of MC2 High School is to empower students to become engaged learners utilizing 21st-century tools and resources leading to successful post-secondary opportunities in a global environment. Its vision is to create a positive learning environment which provides opportunities for differentiated instruction to help students develop the knowledge, skills and attitudes to embrace life-long learning and contribute to the common good as active, responsible, and successful citizens.

In August 2019, the Charter School Contract Review Process was initiated by the Department of Contracted School Services. On August 9, 2019, representatives from Seeds of Health, Inc. submitted the Charter Renewal Intent Cover Sheet and later submitted a Charter Renewal Application to seek renewal of the charter school contract for MC^2.

On November 7, 2019, the Charter School Contract Review Team (Team) conducted a full-day site visit at MC^2. The Team examined the school's 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 as well as student and parent focus groups. In addition, the Team also conducted 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 Seeds of Health, Inc., for MC^2. The recommendation was based on strong academic performance, school culture, and valued partnership with MC^2 and Seeds of Health. The Superintendent has reviewed the information and concurs with the recommendation for contract renewal.

Strategic Plan Compatibility Statement

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

Statute, Board Rules, or Administrative Policy 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 budget. Pending the contract's approval, the funds for the 2020-21 charter school contract will be authorized as a part of the FY21 budget process.

Implementation and Assessment Plan

Upon the Board's approval, negotiations will begin between the Superintendent's designee and representatives of Seeds of Health, Inc., and MC^2 in consultation with the Board's designee and the Office of the City Attorney in anticipation of developing a renewed charter contract to be presented to the Board.

Committee's Recommendation

Your Committee recommends approval of the Administration's recommendation but for a term of two years.

Director Báez moved to approve the Committee's recommendation, except with a three-year contract renewal of the non-instrumentality contract with Milwaukee Community Cyber High School (MC^2).

The gavel was passed to Director Báez at 9:22 p.m. It was returned to President Miller at 9:25 p.m.

The gavel was passed to Director Báez at 9:27 p.m.. It was returned to President Miller at 9:27 p.m.

The gavel was passed to Director Báez at 9:31 p.m.

President Miller offered a substitute motion to approve the Committee's recommendation for a two-year renewal of the non-instrumentality contract with Milwaukee Community Cyber High School (MC^2).

The motion passed, the vote being as follows:

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

* * * * *

(Item 8) Report with Possible Action on State Accountability Report Cards

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

Background

As part of the state's accountability system, the Department of Public Instruction produces report cards for every publicly-funded school and district in Wisconsin. These Accountability Report Cards include data on multiple indicators for multiple years across four Priority Areas (Student Achievement, Growth, Closing Gaps, and On-track and Post-secondary Success). In addition, given their impact on students' success, the Accountability Report Cards also measure chronic absenteeism and dropout rates. Data from the report cards are one of the many measures used to determine the performance of schools and the district.

This presentation of the State Accountability Report Card's results fulfills the requirement in Wis. Stat.,§ 115.385(4), for the public reporting of state report cards.

District Report Card

On the 2018-19 state report card, the District increased in the areas of District Growth for English Language Arts, Closing Gaps in all three areas, and On-track and Postsecondary Readiness for graduation rate. The District's overall score was 58.4, Meets Few Expectations.

Report Cards Summary

	Number of Schools			
Area	2015-16	2016-17	2017-18	2018-19
Fails to Meet Expectation	42	46	39	28

Area	Number of Schools			
	2015-16	2016-17	2017-18	2018-19
Meets Few Expectation	41	34	33	41
Meets Expectations	31	29	33	42
Exceeds Expectations	21	25	29	25
Significantly Exceeds Expectations	3	4	5	7

Alternative Accountability Report Cards

Area	Number of Schools			
	2015-16	2016-17	2017-18	2018-19
Alternate Accountability — Satisfactory	3	9	8	5
Alternate Accountability — Needs Improvement	11	10	10	10

Highlights

- Pratt Elementary earned the highest overall accountability score — 92.2.
- Seven schools are rated as Significantly Exceeds Expectations.
- 74 schools have ratings of Meets, Exceeds, or Significantly Exceeds Expectations.
- No schools in the Northwest and Southwest Regions were identified as Failing to Meet Expectations.
- 41 schools increased their ratings.
- There are 11 fewer schools in the Fails to Meet Expectations category.

Priority Areas

Area	Scores		
	Max	District	State
Student Achievement	100	32.4	62.3
English Language Arts (ELA) Achievement	*50*	*17.8*	*31.6*
Mathematics Achievement	*50*	*14.6*	*30.7*
District Growth	100	64.1	66.0
English Language Arts (ELA) Growth	*50*	*34.9*	*33.0*
Math Growth	*50*	*29.2*	*33.0*
Closing Gaps	100	63.9	68.8
English Language Arts (ELA) Achievement Gaps	*25*	*17.9*	*18.1*
Mathematics Achievement Gaps	*25*	*17.9*	*18.0*
Graduation Rate Gaps	*50*	*28.1*	*32.7*
On-track and Postsecondary Readiness	100	67.7	84.8
Graduation Rate	*40*	*27.4*	*36.3*
Attendance Rate	*40*	*34.3*	*36.6*
3rd-grade English Language Arts (ELA) Achievement	*10*	*3.3*	*6.2*
8th-grade Mathematics Achievement	*10*	*2.7*	*5.7*

Weighting and Engagement

Priority Area Weights	Percentage Weight
Student Achievement	5.0%
District Growth	45.0%
Closing Gaps	25.0%
On-track and Postsecondary Readiness	25.0%

Student Engagement Indicators — Total Deductions ..... -5
Absenteeism Rate (goal: <13%) — Goal not met ..... -5
Dropout Rate (goal: <6%) — Goal met ..... No Deduction

Wisconsin Statutes, § 115.385(4)

- Meet statutory public reporting requirements.
- Schools notify parents by the end of December.

Next Steps

- Implement Ambitious Instruction 2.0 Plan.
- Increase student academic performance.
- Implement strategies to improve attendance.
- Increase four-year graduation rate.
- Provide data systems of support to:
  - academics team,
  - regional team, and
  - school leaders.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Board Rules, or Administrative Policy Statement

Administrative Policy 7.38, Balanced Assessment Systems

* * * * *

REGULAR ITEMS OF BUSINESS

(Item 1) Reports of the Board's Delegates

The Board received the monthly reports of the Board's delegate to the Head Start Policy Council and to the Title I District Advisory Council (DAC).

* * * * *

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

In an effort to support the goals that have been identified by the Board as essential to the accomplishment of the MPS Vision and Mission, the President's activities during November and December 2019 included the following:

Academic Achievement

- November 1, attended Wisconsin Public Education strategy session
- November 7, attended meeting at Gerard Randall's house to plan support for Carver's STEM work
- November 8, did interview with students at Ronald Reagan HS
- November 12, met with Chancellor of MSOE
- November 16,attended MMASB Annual education conference
- November 21, met at Carver on STEM initiative
- November 22, met with State Superintendent on reading
- December 2- 4, went to Tulsa to develop history project
- December 9, attended community schools student session using book Teaching for Black Lives
- December 18, attended Milwaukee Succeeds strategic planning session.

Student, Family, and Community Engagement

- November 7, attended Black Lives Matter @ Schools meeting
- November 20,presented at MLK Elementary for Black Lives Matter @ School work
- December 6,attended Climate Justice rally at Zeidler Park
- December 7, attended Drum Line competition at Riverside HS
- December 19, attended Black Lives Matter @ School planning meeting.

Effective and Efficient Operations

- November 8, met with auditors
- Attended regular Thursday meetings with Dr. Posley.

* * * * *

RESOLUTIONS

Having given prior notice that he would do so, President Miller moved to waive Board Rule 1.10, regarding the receipt and referral of resolutions, in order to receive and to take immediate action on a resolution to approve a resolution authorizing the school district's budget to exceed the revenue limit for recurring purposes.

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.

(Item 1) Action on a Request to Approve a Resolution Authorizing the School District's Budget to Exceed Revenue Limit for Recurring Purposes

Background

The Committee on Strategic Planning and Budget at its meeting on December 12, 2019, after having given hearing on and deliberating the final report of the Community Task Force, directed the Administration to take immediate steps so that the Board can act on the matter of a referendum at its December 19 regular monthly meeting.

In addition the Committee requested a minimum of three financial scenarios. Provided under separate cover are the options that were requested. The three financial recurring referendum options to exceed the revenue limit are:

1. $82 million
2. $87 million
3. $94 million

For each financial option 1-3, there are two options (listed as A or B) concerning the purpose of the increase. The Administration recommends that the Board select a financial and purpose option for approval.

Strategic Plan Compatibility Statement

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

Statute, Board Rules, or Administrative Policy Statement

Administrative Policy 3.01, Annual Operating Budget

Fiscal Impact Statement

Approval of this item does not authorize expenditures.

Recommendation

The recommendation is that the Board approve a resolution authorizing the school district's budget to exceed the revenue limit for recurring purposes.

Director Peterson moved to go to referendum on April 7, 2020, and to adopt the following resolution, referred to as "Option 2A" in the attachments to this item, as provided under separate cover:

> BE IT RESOLVED by the Milwaukee Board of School Directors of the Milwaukee public Schools, Milwaukee and Washington Counties, Wisconsin, that the revenues included in the School District budget be authorized to exceed the revenue limit specified in Section 121.91, Wisconsin Statutes, by $57 million for the 2020-2021 school year; by an additional $20 million for the 2021-2022 school year; by an additional $7 million for the 2022-2023 school year; and by an additional $3 million (for a total of $87 million) for the 2023-2024 school year and thereafter, for the recurring purposes of sustaining and expanding educational programming, including offering more career and technical education programs, attracting and retaining certified educators, and expanding art, music, physical education, and language programs.

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.

* * * * *

Having given prior notice that he would do so, Director Miller moved to waive Board Rule 1.10, regarding the receipt and referral of resolutions, in order to receive and to take immediate action on a resolution providing for a referendum election on April 7, 2020, on the question of the approval of a resolution authorizing the school district's budget to exceed the revenue limit for recurring purposes.

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

(Item 2) Action on a Request to Approve a Resolution Providing for a Referendum Election on the Question of the Approval of a Resolution Authorizing the School District's Budget to Exceed Revenue Limit for Recurring Purposes

Background

The Committee on Strategic Planning and Budget Committee at its meeting on December 12, 2019, after giving hearing on and deliberating the final report of the Community Task Force, directed the Administration to take immediate steps so that the Board can act on the matter of a referendum at its December 19 regular monthly meeting.

Provided under separate cover are the options for authorizing a referendum election on the question of exceeding the revenue limit. The Administration recommends that the Board select the resolution that corresponds with the financial/purpose option to exceed the revenue limit selected by the Board.

Strategic Plan Compatibility Statement

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

Statute, Board Rules, or Administrative Policy Statement

Administrative Policy 3.01, Annual Operating Budget

Fiscal Impact Statement

Approval of this item does not authorize expenditures.

Recommendation

The recommendation is that the Board approve a resolution providing for a referendum election on the question of the resolution authorizing the school district's budget to exceed the revenue limit for recurring purposes.

Director Peterson moved to adopt the following resolution, referred to as "Option 2A" in the attachments to this item, as provided under separate cover, providing for a referendum election on April 7, 2020, on the question of the approval of a resolution authorizing the school district's budget to exceed the revenue limit for recurring purposes:

RESOLUTION PROVIDING FOR A REFERENDUM ELECTION ON THE QUESTION OF THE APPROVAL OF A RESOLUTION AUTHORIZING THE SCHOOL DISTRICT'S BUDGET TO EXCEED REVENUE LIMIT FOR RECURRING PURPOSES

WHEREAS, the Milwaukee Board of School Directors of the Milwaukee Public Schools, Milwaukee and Washington Counties, Wisconsin (the "District"), has heretofore duly adopted a resolution entitled: "Resolution Authorizing the School District Budget to Exceed Revenue Limit for Recurring Purposes" (the "Revenue Limit Resolution"); and

WHEREAS, the Milwaukee Board of School Directors deems it to be desirable and in the best interest of the District to direct the Board Clerk to submit the Revenue Limit Resolution to the electors for approval or rejection at the regularly scheduled election to be held on April 7, 2020.

NOW, THEREFORE, BE IT RESOLVED by the Milwaukee Board of School Directors of the District as follows:

Section 1. Referendum Election Date. The Board Clerk is hereby directed to call a referendum election to be held in the District at the regularly scheduled election to be held on April 7, 2020 for the purpose of submitting to the qualified electors of the District the proposition of whether the Revenue Limit Resolution shall be approved.

Section 2. Notice to Electors. The Board Clerk is directed to give notice by:

(a) causing a Notice of Election in substantially the form attached hereto as Exhibit A to be published in the *Milwaukee Journal Sentinel* in the issue published the fourth Tuesday before the referendum election.

(b) causing a Notice of Referendum (which includes the facsimile of the sample ballot) in substantially the form attached hereto as Exhibit B to be published in the *Milwaukee Journal Sentinel* in the issue published immediately preceding the referendum election. This Notice shall also be posted in each polling place on election day.

If any of the polling places within the District use an electronic voting system employing a ballot label and ballot card, the Notice of Referendum set forth in Exhibit B shall also include a true, actual-size copy of the ballot label and ballot card in the form in which they will appear on election day.

Section 3. Polling Places and Hours. The District electors must vote at the referendum election at the times and polling places at which they cast their ballots in regularly scheduled elections.

Section 4. Referendum Election Officials. The election officials appointed in each of the municipalities within the District shall conduct the election.

Section 5. Official Referendum Ballot Form. The ballot to be used at the referendum election shall be prepared in accordance with the provisions of Sections 5.64(2) and 7.08(1)(a), Wisconsin Statutes. The ballot shall be substantially in the form attached hereto as Exhibit C.

The Board Clerk shall cause to be printed sufficient ballots for use at said referendum election, both as actual ballots in those polling places which do not use voting machines and as absentee ballots where voting machines are used and as specimen ballots (the latter to be of a different and easily identifiable color from the actual ballot). The form of the ballot shall be filed with the official responsible for providing the ballots for the election, and the Board Clerk shall file a copy of the ballot with the clerk of each county having territory within the District, as soon as possible after the date hereof but in no event later than 70 days prior to the election, as provided in Section 8.37, Wisconsin Statutes. If the District prepares the ballots, they should be delivered to the municipal clerks running the election at least 25 days prior to the election , to allow the municipal clerks to comply with their obligation to provide absentee ballots under Section 7.15, Wisconsin Statutes.

The municipal clerks of the municipalities within the District shall receive applications for absentee ballots and initial the same when issued to qualified absentee voters.

Section 6. Canvass. The municipal board of canvassers or election commissioners shall determine the results of the referendum and shall file a written statement and determination of the results of the referendum in the office of the City Clerk or board of election commissioners.

Section 7. DPI Notice. Pursuant to the provisions of Section 121.91(3), Wisconsin Statutes, the Board Clerk shall notify the Department of Public Instruction of the date of the referendum election and shall provide the Department with copies of the Revenue Limit Resolution within 10 days after the adoption of the Revenue Limit Resolution and shall further notify the Department of the results of the referendum within 10 days following the election using the method prescribed by the Department.

EXHIBIT A
NOTICE OF ELECTION MILWAUKEE PUBLIC SCHOOLS APRIL 7, 2020

NOTICE IS HEREBY GIVEN, that at an election to be held in the Milwaukee Public Schools on Tuesday, April 7, 2020, the following question will be submitted to a vote of the people:

> Shall the Milwaukee Public Schools, Milwaukee and Washington Counties, Wisconsin, be authorized to exceed the revenue limit specified in Section 121.91, Wisconsin Statutes, by $57 million for the 2020-2021 school year; by an additional $20 million for the 2021-2022 school year; by an additional $7 million for the 2022- 2023 school year; and by an additional $3 million (for a total of $87 million) for the 2023-2024 school year and thereafter, for the recurring purposes of sustaining and expanding educational programming, including, offering more career and technical education programs, attracting and retaining certified educators, and expanding art, music, physical education, and language programs?

A copy of the entire text of the resolution directing submission of the question set forth above to the electorate and information concerning District boundaries can be obtained from the Board Clerk at the School District offices located at 5225 West Vliet Street, Milwaukee, Wisconsin.

Acceptable photo ID will be required to vote at this election. If you do not have a photo ID you may obtain a free ID for voting from the Division of Motor Vehicles.

Persons with questions regarding the referendum election should contact Dr. Keith P. Posley, Superintendent.

[Additional referenced Exhibits have been included in the attachments provided under separate cover.]

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) Resolution 1920R-012 by Director Baéz Regarding a Waiver for Bilingual Licenses

Resolution 1920R-012

By Director Baéz

WHEREAS, Current state law requires school districts to establish a bilingual-bicultural (BLBC) education program if they reach certain threshold concentrations of English Learner (EL) students from the same language group within discrete grade bands in an individual school in the district. Wis. Stat. sec. 115.97 establishes the following thresholds:

- 10 or more EL students in grades K-3;
- 20 or more EL students in grades 4-8; and
- 20 or more EL students in grades 9-12;

WHEREAS, A “bilingual-bicultural education program" is by definition a program designed to improve the comprehension and the speaking, reading and writing ability of EL students in the English language, so that the student will ultimately be able to perform ordinary classwork in English; and

WHEREAS, The State Superintendent of Public Instruction is required to establish, by rule, minimum standards for BLBC education programs as well as standards for the approval of the abilities of certified teachers and counselors and their aides participating in BLBC education programs; and

WHEREAS, Each school district establishing a BLBC education program shall ensure bilingual teachers, bilingual teacher's aides, bilingual counselors, and bilingual counselor's aides meet the definitions established by Department of Public Instruction (DPI) rule to be licensed; and

WHEREAS, Milwaukee Public Schools is thus required by law to establish BLBC education programs taught by licensed bilingual teachers; and

WHEREAS, Milwaukee Public Schools is one of many districts throughout Wisconsin that is facing challenges with the recruitment and retention of licensed bilingual teachers; and

WHEREAS, In order to receive an educator license in Wisconsin, including a bilingual teacher license, the Wisconsin DPI requires applicants to demonstrate content knowledge proficiency in their specific license area; and

WHEREAS, an additional requirement for licensure is that an applicant for a license to teach in grades kindergarten to 5 or in special education must pass the Foundations of Reading Test (FoRT); and

WHEREAS, The FoRT examination process is a costly and time-consuming process, with a relatively high failure rate as it is currently administered in Wisconsin; and

WHEREAS, In recognition of the negative impact the FoRT exam passage requirement coupled with this relatively high failure rate was having on the supply of teachers in special education, in November 2019, the Wisconsin Legislature enacted 2019 Wisconsin Act 44, amending Wis. Stat. sec. 118.19 (14) (a); and creating Wis. Stat. sec. 118.19(14)(b), to allow the DPI to grant a waiver from the requirement to pass the FoRT exam for certain applicants pursuing a license in special education; and

WHEREAS, This waiver allows an individual applicant seeking an initial teaching license to teach in special education who is unable to pass the FoRT exam to obtain a license if the applicant demonstrates to the satisfaction of the DPI that he or she has successfully completed a course of study that satisfies all of the following:

1. The course of study provides rigorous instruction in the teaching of phonemic awareness, phonics, vocabulary, reading comprehension, and fluency.
2. A student in the course of study receives feedback and coaching from an individual who is an expert of reading instruction.
3. A student in the course of study demonstrates competence in phonemic awareness, phonics, vocabulary, reading comprehension, and fluency by providing a portfolio of work; and

WHEREAS, There are many qualified, experienced individuals who want to work as bilingual educators and still more who are currently serving our schools as bilingual educational assistants and paraprofessionals whose career advancement toward licensure as a bilingual teacher is stalled due to their inability to pass the FoRT exam despite their experience and qualifications; and

WHEREAS, According to the DPI, the passage rate for first-time FoRT exam takers is only about 66%; and

WHEREAS, When broken down by race and ethnicity, the first-time passage rate for persons of color is even lower, with 68 percent of Whites but only 55 percent of Asians, 50 percent of Native Americans, 41 percent of Blacks and 36 percent of Hispanics passing the FoRT on their first attempt, according to the DPI's 2014-15 statistics; and

WHEREAS, These results, broken down by race and ethnicity, appear to be similar to FoRT results broken down by race and ethnicity, from other school districts in the nation that administer the same FoRT test; and

WHEREAS, Providing only one pathway to licensure (that requires passage of the FoRT exam) disproportionately impacts teacher license applicants of color and only exacerbates the problem of teacher shortages in areas such as bilingual teachers, where licensure applicants are disproportionately persons of color; and

WHEREAS, This is especially problematic, considering that there could be other options for licensing qualified bilingual individuals as bilingual teachers, such as the creation of a waiver similar to the one now being afforded to prospective special education teacher applicants; now, therefore, be it

RESOLVED, That the Administration be directed to petition the Wisconsin Legislature, Governor and the Department of Public Instruction to establish a waiver for applicants for licensure as bilingual teachers similar to the waiver afforded to applicants for licensure as teachers in special education; and, be it

FURTHER RESOLVED, That a letter be transmitted to the Wisconsin Association for Bilingual Education (WIABE) and the Wisconsin Association of School Boards (WASB), with a request for their endorsements; and be it

FURTHER RESOLVED, That the Administration provide an update on the effort to secure this waiver no later than the February 2020 Board cycle; and, be it

FURTHER RESOLVED, That, until this matter is resolved, MPS will provide, free of cost to employees, test-taking coaching courses through its MPSU for all teacher license candidates who must take the FoRT, especially those pursuing a bilingual license, during evenings or weekends.

Referred to the Committee on Legislation, Rules and Policies.

The Board adjourned at 9:37 p.m.

JACQUELINE M. MANN, Ph.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JANUARY 30, 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 (6:40 P.M.), Siemsen, Taylor, Woodward, and President Miller — 9.
Absent and Excused — None.

Before commencing with the items on this meeting's agenda, President Miller asked for a moment of silence to commemorate the passing of:

- Ellen Welch, a retired teacher, who passed away on December 28, 2019;
- Billyray Johnson, a student at Transition High School, who passed away on January 8, 2020;
- Steve Huffman, a retired administrative specialist, who passed away on January 12, 2020;
- Lexi Sanchez-Saavedra, a 10th-grade student at Ronald Reagan High School, who passed away on January 13, 2020;
- Richard Flayter, a retired teacher, who passed away on January 18, 2020;
- Eugene Vlies, a retired principal of Humboldt Park, who passed away on January 20, 2020;
- Kenneth Yearby, an 11th-grade student at Transition High School, who passed away on January 20, 2020;
- Audimishel Johnson, a retired teacher, who passed away on January 24, 2020; and
- Ceasar Stinson, legislative policy specialist in the Office of Board Governance, who passed away on January 25, 2020.

AWARDS AND COMMENDATIONS

(Item 1) Excellence in Education Award

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:

Aruna Halala-Vishudh

Milwaukee Public Schools recognizes Aruna Halala-Vishudh for being selected as the Marcus Performing Arts Center's 2020 Dr. Martin Luther King, Jr., Teacher of the Year.

A fifth-grade teacher at Clemens School, Ms. Halala-Vishudh includes lessons on Dr. King's legacy as an important part of her curriculum. As such, she has actively supported and encouraged her students to participate in the annual Dr. Martin Luther King, Jr., Art, Speech, and Writing contests. The Marcus Performing Arts Center recognized Ms. Halala-Vishudh for consistently instilling in her students the life lessons and beliefs of Dr. King. An MPS teacher for 19 years, she accomplishes this on a daily basis in her classroom as well as through her dedication to opportunities outside of the classroom, such as participation in the Dr. Martin Luther King, Jr., Art, Speech, and Writing contests.

In addition to the annual contest, Ms. Halala-Vishudh incorporates Dr. King's message into her classroom through special activities throughout the year. His ideas are practiced in the classroom daily, and her students are motivated to reach new levels of academic and personal growth.

The Milwaukee Board of School Directors recognizes and honors Aruna Halala-Vishudh for her dedication, outstanding leadership, and commitment to excellence on behalf of the students of the Milwaukee Public Schools.

* * * * *

APPROVAL OF MINUTES

The minutes of the special and regular board meetings of December 2019 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

School Visits

School visits remain a priority and serve as an excellent mechanism for gathering feedback to support district improvement efforts. This month, I had the opportunity to visit Bradley Tech and Trade High School, Dr. Martin Luther King Elementary, Hi-Mount Community School, Lancaster School, MacDowell Montessori, North Division High School, Obama SCTE, South Division High School, and Ronald Reagan High School.

Commemorating the Legacy of Dr. Martin Luther King, Jr.

Our classrooms throughout the district carried out many exciting activities to honor and to 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 2019-20 Dr. Martin Luther King, Jr., Art, Speech and Writing Contests sponsored by We Energies.

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, "Your Life Has Significance."

Writing Contest Winners

Group Project: Grades K-1

Winner.....William Cullen Bryant Elementary
Teacher: Pang Yang

Group Project: K5 ..... Keaisa Anderson, Akeelah Briggs, Amiyah Carter, Ariah Dallas, Lundyn Fitzwater, Dorsey Fletcher, Kartier Gordon, Sire Harmon, Donterrio Harris,

Alawna Hudson, Skyler Mitchell, Shemar Nelson, Ja'liyah Smith, Matthew Stokes, Honor Tatum, Aaron Watts, Desirae Woods

Grades 2-3

1st Place.....Nayeli Batista Sanchez, Honey Creek Continuous Progress Charter School, Grade 3
Teacher: Amy Hagenow
2nd Place.....Zakaira Keller, Golda Meir School, Grade 3
Teacher: Erin Bailey
3rd Place .....Matthew Dawursk, Golda Meir School, Grade 3
Teacher: Erin Bailey

Grades 4-5

1st Place.....Iesha Sawyer-Green, Samuel Clemens School, Grade 5
Teacher: Aruna Halala-Vishudh
2nd Place.....Salma Lewis, Golda Meir School, Grade 5
Teacher: Adriana Balistreri
3rd Place .....Nora Synovic, Milwaukee German Immersion School, Grade 4
Teacher: Sarah Prah

Grade 6

1st Place.....Olivia Lane-Lawrence, Grade 6, Hartford Ave. University School
Teacher: Joyce Peoples
2nd Place.....Andre Maxwell, Grade 6, Dr. Martin Luther King, Jr. School
Teacher: Kimberly Humphreys

Grades 7-8

2nd Place.....Brandon Gorton, James Fenimore Cooper School, Grade 8
Teacher: Paul Hoffman

Speech Contest Winners

Grades K-2

1st Place.....Chriscyris Gil Midence, Alexander Mitchell Integrated Arts School, Grade 2
Teacher: Jeannette G. Russell
2nd Place.....Jayvion Armstrong, Elm Creative Arts School, Grade 1
Teacher: Therese M. Kroll

Grades 3-4

1st Place.....Abigail Cashman, Golda Meir School, Lower Campus, Grade 4
Teacher: Tracey Fecteau
2nd Place.....Inezmari Chico, Jeremiah Curtin Leadership Academy, Grade 4
Teacher: Rebecca Lehn-Hilliard
3rd Place .....Anaria Champion, Dr. Martin Luther King, Jr. Leadership Academy, Grade 4
Teacher: Grace E. Scott

Grades 5-6

2nd Place.....Isaac Feng, Victory K–8 and Milwaukee Italian Immersion School, Grade 5
Teacher: Amy Domagalski
3rd Place .....Salma Lewis, Golda Meir School, Lower Campus, Grade 5
Teacher: Adriana Balistreri

Grades 7-8

2nd Place.....Brandon Gorton, James Fenimore Cooper School, Grade 8
Teacher: Paul Hoffman
3rd Place .....Saahir Muhammad, Jeremiah Curtin Leadership Academy, Grade 8
Teacher: Michelle Davis-Sobocinski

Grades 9-10

1st Place.....Angela Gorton, Ronald Wilson Reagan College Preparatory High School, Grade 10
Teacher: Kristoffer Puddicombe
2nd Place.....Malcolm Bishop, Harold S. Vincent High School, Grade 9
Teacher: Jennifer M. Koss

Grades 11-12

2nd Place.....Niahni Shelton-Moss, Ronald Wilson Reagan College Prep. High School, Grade 11
Teacher: Kurt Dillman
3rd Place .....Derrick Taylor, Golda Meir School, Upper Campus, Grade 11
Teacher: Tiffany Smith

Art Contest Winners

Grades K-2

1st Place.....JC Seha Vang, Luther Burbank School, Grade 2
Teacher: Anna Peterson
3rd Place .....Jesus Graika, Milwaukee Spanish Immersion School, Grade 2
Teacher: Tracy Matel

Grades 3-5

1st Place.....Carlos Mazaba, Golda Meir School, Grade 4
Teacher: Joan Fecteau
2nd Place.....Maxwell E. Simons, Fairview Elementary School, Grade 4
Teacher: Kari George
3rd Place .....Ruby Sanchez, Milwaukee Spanish Immersion School, Grade 3
Teacher: Tracy Matel

Grades 6-8

1st Place.....Grace Collins, Fernwood Montessori School, Grade 8
Teacher: Laura Makula Zimmerman
2nd Place.....Caitlinn Jones, Roosevelt Middle School of the Arts, Grade 7
Teacher: Greg Haut
3rd Place .....Julie N. Xiong, Wedgewood Park International School, Grade 7
Teacher: Maggie Curtis

MacDowell Montessori Student Named Spectrum News 1 Scholar Athlete

The gymnasium at MacDowell Montessori erupted in cheers as Chris Kemp was recognized as Wisconsin Scholar Athlete of the month by Spectrum News 1. Chris was selected for excellence in the classroom, participation in varsity sports, and the positive attitude he brings to his school and activities. His award was presented during halftime of a December basketball game.

Spectrum News 1 presents a monthly award to high-school seniors who excel in the classroom, participate in at least one varsity sport, demonstrate high standards, serve their community, and plan to attend college. Each recipient receives a trophy and a $1,000 scholarship.

Chris has been accepted into National Honor Society and is a member of the varsity basketball, track, and cross-country teams. He made All-Conference in cross country and is a motivator and leader on each of his teams.

Chris's giving spirit goes beyond sports. He volunteers with organizations that help the homeless and enjoys helping people get on their feet and pursue their best life. In college, his plans include studying law or physical therapy.

Events/Programs/Announcements

MPS Recruits Students for Ambassador Internships in Marcus Hotels

In summer 2020, about 25 MPS students will serve as ambassadors in downtown Milwaukee during the Democratic National Convention. These new internships are the result of a collaboration among MPS, Marcus Hotels, and the National Academy Foundation's (NAF's) Education Network's Future Ready Lab program. Students will spend several weeks training and then will be assigned at The Pfister, Saint Kate, and the Hilton Milwaukee Center to answer questions, to give directions, and to make recommendations to visitors.

Milwaukee Public Schools is one of only eight districts in the country selected to offer a Future Ready Lab by the NAF's Education Network. Future Ready Labs match students with local employers for internships.

The MPS ambassador program became a Future Ready Lab after a rigorous application process that identified strong goal-oriented school districts and advisory board teams that would plan and implement meaningful internship programs for their high-school students. The Democratic National Convention provides a unique opportunity for students to practice workplace and customer-service skills, as well as to represent their city.

Current NAF host high schools are:

- 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

MPS Hosts Kindergarten Enrollment Fair on February 1, 2020

MPS will host its annual Kindergarten Enrollment Fair on February 1, 2020, from 9 a.m. to 12 noon at Milwaukee High School of the Arts (2300 W. Highland Avenue). The Fair will help families explore schools, make choices, and enroll students for fall 2020.

All MPS schools that offer Head Start and kindergarten will be on hand 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 and to get help filling out enrollment forms. Interpreters will be available. Children are welcome at the fair so they can begin experiencing a school setting and will be ready to attend in fall.

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 3 by September 1 to be eligible.

Four-year-old Kindergarten: Programs are available at most schools across the district. Children must turn 4 by September 1 to be eligible.

Five-year-old Kindergarten: Programs are available at most schools across the district. Children must turn 5 by September 1 to be eligible.

For questions about enrollment or the Kindergarten Enrollment Fair, call 414-475-8159.

Increasing Opportunities for Student Voice

A shared goal of the Milwaukee Board of School Directors and the Administration is providing increased opportunities for student voice throughout the district and at the Board's monthly meetings.

This month, MPS students participating in one of three work-based learning opportunities supported by We Energies will share information on their experiences associated with the program as well as future career goals.

The team from We Energies, led by John Glynn, We Energies Area Manager-Milwaukee/Northern Gas & Electric, and supported by many We Energies employees, has gone above and beyond to create three

internship and youth-apprenticeship opportunities for MPS students. Two of the We Energies internship and youth-apprenticeship programs are in their third year, and the third program is beginning this year. Among the three programs, 35 students will work full-time in the summer months or beyond.

More than 100 students received exposure to professions in the energy field, with a focus on line mechanics and design engineers. In December, We Energies held a parent-student information night, which included a "signing day" as a special way to recognize the students and to congratulate them for their commitment to the line mechanic program. The new program will include exposure to the position of gas technician.

The company's goal is to expose a diverse group of high-school students to career pathways unfamiliar to most youth. Using a mixture of paid and unpaid experiences, We Energies intends to attract and retain a greater number of diverse and reliable skilled employees. Throughout this partnership, the We Energies team has dedicated many hours to ensure that students receive authentic educational, hands-on exposure to careers in energy.

* * * * *

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

(Item 1) Action on a Request to Retire to Executive Session in Order to Confer with Legal Counsel Regarding Litigation in Which the Board Is or Is Likely to Become Involved

Background

The Board Clerk/Chief Officer, Office of Board Governance, is requesting that the Board retire to executive session pursuant to Wisconsin Statutes, Section 19.85(1)(g), to confer with legal counsel who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved.

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

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rules Statement

BG 2.01, General Governance Commitment

Fiscal Impact Statement

N/A

Recommendation

That the Board determine how it wishes to proceed with this matter.

Director Phillips moved to retire to executive session, pursuant to Wis. Stat., §19.85(1)(g). 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 retired to executive session at 7:04 P.M. and reconvened in open session at 8:02 P.M.

* * * * *

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

Background

Since 1993, 97% of school districts — 410 of 421 — in the state of Wisconsin have successfully passed referenda. School districts that surround MPS are included on that list, with many having passed multiple referenda over those years.

The Wisconsin Policy Forum has reported on the MPS referendum initiative and confirmed that, since 2012-13, school funding is $110 million behind the pace of inflation, with funding being $60 million short of inflation this year alone. The report also confirms that categorical aids to support students fall well short of covering educational costs.

The update will cover relevant legislative action taken during the final weeks of January.

MPS will collaborating with various community partners to encourage participation in the upcoming census.

Strategic Plan 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

Board Governance Policy BG 2.13, Board Legislation Program

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

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

* * * * *

REPORTS AND COMMUNICATIONS FROM THE OFFICE OF ACCOUNTABILITY AND EFFICIENCY

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

Background

The Office of Accountability and Efficiency's (OAE's) report provides the Milwaukee Board of School Directors and the public with an update on current activities in service areas headed by the Senior Director of the OAE:

- Accountability and Transparency Services
- Process Improvement and Efficiency Services
- Contract Compliance Services

The 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 continues to make progress on a broad strategic planning process, which began in July 2019. Having completed work on office structuring and strategic alignment analysis, the Office of Accountability and Efficiency initiated development of the OAE Fiscal Year 2021 (FY21) Work Plan this month. The Plan, which will include work to be completed during FY21, anticipated outcomes, and means of assessment, will continue to be developed throughout the first quarter of 2020. The

Plan will be transmitted to the Board during the second quarter of 2020 to ensure work can begin on July 1, 2020.

Accountability and Efficiency Services

Between December 11, 2019, and January 21, 2020, Accountability and Efficiency Services fulfilled four requests for information, one constituent inquiry, and one request for data analysis. Additionally, two process-improvement projects were completed during this period.

Accountability and Efficiency Services also continued participation on the music advisory committee as directed by the Board on September 26, 2019. The committee is working to facilitate a smooth transition during the five-year implementation of the Board-adopted music plan to ensure there is no disruption to music instruction.

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 analyze current conditions for instituting contracting-incentive programs that could more effectively impact job creation, the local economy, and alleviation of unemployment. Recommendations, including exploration of an MPS disparity study, conducting a capacity analysis, and reviewing current administrative policies, were presented to the Board.

Additionally, the CCS team met with industry partners focused on building student enterprise through the Communities In Need Initiative (COIN), to ensure MPS high-school students and graduates participating within internships and pre-apprenticeship training are adequately supported for careers within the skilled trades. The development of a new curriculum titled "Habits of Mind" is underway and will be directly aligned to the skilled trades way. This work provides additional context for the upcoming COIN focus group session that will take place this spring. Feedback collected at the spring session will be provided to the Board thereafter.

This month, Contract Compliance Services presented the annual compliance report to the Committee on Accountability, Finance, and Personnel. Highlights included the projection of approximately $30 million dollars paid to Historically Underutilized Businesses in Fiscal Year 2019, the highest amount since the program's inception; the preparation of the pre-apprenticeship training application for submission to the Wisconsin Department of Workforce Development for certification of CCS's training framework as a valuable model in preparing students for career pathways within the skilled-trades; and the projection of more than 49,000 student-engagement hours assigned, the highest amount since the program's inception. The full report will be issued in the coming months.

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

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rules Statement

Board Governance Policy BG 3.08, Role of the Management of the Office of Accountability and Efficiency

* * * * *

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

The Board Clerk presented 23 expulsion orders from the Independent Hearing Officers of the Milwaukee Board of School Directors.

Director Peterson moved to accept the reports of the Independent Hearing Officers of January 6, 7, 8, 9, 10, 17, 21, 23, 24, and 27, 2020.

The motion to accept the reports prevailed, 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.

* * * * *

REPORTS OF STANDING COMMITTEES

Separate consideration was requested of the following items:

- 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, was set aside as it had been forwarded to the Board without recommendation.
- Committee on Legislation, Rules and Policies: Item One, Action on Resolution 1920R-010, by Directors Miller and Báez, on the Creation of a Legislative Task Force, was set aside at the request of Director Woodward.

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, and Affirmative Action Report

Classified Personnel Transactions

Code	Name	Position	Salary	Date
New Hires				
2	Passion Blair	Building Service Helper I	$13.12/hr.	12/09/2019
2	Lucretia Dixon	Building Service Helper I	$13.12/hr.	12/02/2019
2	Dewanda Jones	Building Service Helper I	$13.12/hr.	12/09/2019
2	Terence Lee	Building Service Helper I	$13.12/hr.	12/02/2019
2	Erica Olinger	Building Service Helper I	$13.12/hr.	12/09/2019
2	Samuel Quin	Building Service Helper I	$13.12/hr.	12/02/2019
2	Richard Stephens	Building Service Helper I	$13.12/hr.	12/09/2019

Code	Name	Position	Salary	Date
2	Deanna Welch	Building Service Helper I	$13.12/hr.	12/02/2019
2	Cora Williams	Building Service Helper I	$13.12/hr.	12/09/2019
2	Johnaquian Williams	Building Service Helper I	$13.12/hr.	12/02/2019
2	Robby Winston	Building Service Helper I	$13.12/hr.	12/09/2019
2	Hope Young	Building Service Helper I	$13.12/hr.	12/09/2019
2	April Brown	Children's Health Assistant	$17,599.68	12/04/2019
2	April Harper	Children's Health Assistant	$17,599.68	12/16/2019
2	Rita Igwemoh Okhuofu	Children's Health Assistant	$17,599.68	12/02/2019
2	Nolita Nutt	Children's Health Assistant	$17,599.68	12/04/2019
2	Aderinola Sonubi	Children's Health Assistant	$17,599.68	12/09/2019
2	Miriam Funches	Food Service Assistant	$12.94/hr.	12/11/2019
2	Mozella Knox	Food Service Assistant	$12.94/hr.	12/02/2019
2	Orvesha Lumsden	Food Service Assistant	$12.94/hr.	12/09/2019
2	Mahogany Malone	Food Service Assistant	$12.94/hr.	12/02/2019
4	Valeria Martinez	Food Service Assistant	$12.94/hr.	12/02/2019
2	Kelly Miller	Food Service Assistant	$12.94/hr.	12/12/2019
2	Tiara Neal	Food Service Assistant	$12.94/hr.	12/09/2019
2	Patricia Phillips	Food Service Assistant	$12.94/hr.	12/02/2019
2	Debbie Scott	Food Service Assistant	$12.94/hr.	12/09/2019
2	Wanda Williams	Food Service Assistant	$12.94/hr.	12/16/2019
2	Victoria Young	Food Service Assistant	$12.94/hr.	12/03/2019
2	Cameron Roby Cawthorn	Food Service Assistant	$12.94/hr.	12/02/2019
5	Dawn Jacobus	Nutrition Technician	$37,776.97	12/16/2019
2	Kim Anderson Beck	Para — Parent Involvement	$18,311.04	12/02/2019
2	Francine Buckley Monroe	Para — Parent Involvement	$18,311.04	12/02/2019
5	Ali Al Bassam	Para Ed Assistant	$18,311.04	12/09/2019
2	Tamika Alexander	Para Ed Assistant	$18,311.04	12/09/2019
4	Claudia Avina	Para Ed Assistant	$18,311.04	12/09/2019
2	LatTrese Benfor	Para Ed Assistant	$18,311.04	12/09/2019
3	Mark Bristow	Para Ed Assistant	$18,311.04	12/05/2019
2	Pandora Brown	Para Ed Assistant	$18,311.04	12/02/2019
4	Maria Buritica	Para Ed Assistant	$18,311.04	12/02/2019
2	LouRawls Burnett	Para Ed Assistant	$18,311.04	12/17/2019
2	Laura Carter	Para Ed Assistant	$18,311.04	12/04/2019
2	Shawntel Cobbs	Para Ed Assistant	$18,311.04	12/09/2019
2	Aiyana Crowley	Para Ed Assistant	$18,311.04	12/09/2019
2	Joseph Davis	Para Ed Assistant	$20,106.24	12/04/2019
5	Maya Falkenberg	Para Ed Assistant	$20,106.24	12/17/2019
2	Haley Foster	Para Ed Assistant	$18,311.04	12/16/2019
1	Tytiana Hearn	Para Ed Assistant	$18,311.04	12/02/2019
2	Chandelier Hinton	Para Ed Assistant	$18,311.04	12/18/2019
2	Brandi Jewell	Para Ed Assistant	$18,311.04	12/16/2019
2	Danielle Johnikin	Para Ed Assistant	$18,311.04	12/05/2019
5	Miriam Lezama	Para Ed Assistant	$18,311.04	12/02/2019
2	Angel Malone	Para Ed Assistant	$18,311.04	12/02/2019
4	Daniela Mata	Para Ed Assistant	$18,311.04	12/03/2019
4	Noemi Melendez	Para Ed Assistant	$18,311.04	12/09/2019
2	Chrishonna Miller	Para Ed Assistant	$22,125.84	12/03/2019
2	Charles Moutry	Para Ed Assistant	$18,311.04	12/09/2019
2	Sheree Myers	Para Ed Assistant	$18,311.04	12/09/2019
2	Lauren Norman	Para Ed Assistant	$18,311.04	12/02/2019
2	Sheree Perry	Para Ed Assistant	$20,106.24	12/10/2019
2	Quintrell Rowe	Para Ed Assistant	$19,433.04	12/02/2019
4	Matiana Salazar	Para Ed Assistant	$18,311.04	12/02/2019
4	Marlene Santiago Hernandez	Para Ed Assistant	$18,311.04	12/02/2019
4	Rafael Scartozzi	Para Ed Assistant	$18,311.04	12/02/2019
2	Mariah Smith	Para Ed Assistant	$18,311.04	12/16/2019
4	Limary Soto	Para Ed Assistant	$18,311.04	12/09/2019
1	Riana Tiggs	Para Ed Assistant	$24,414.72	12/09/2019
5	Paula Treacy	Para Ed Assistant	$19,433.04	12/19/2019
2	Bonita Weaver	Para Ed Assistant	$18,311.04	12/04/2019

Code	Name	Position	Salary	Date
2	Chelsea Williams	Para Ed Assistant	$18,311.04	12/02/2019
4	Kelsi Williams	Para Ed Assistant	$18,311.04	12/02/2019
2	Kenyetta Williams	Para Ed Assistant	$18,311.04	12/02/2019
2	Vanessa Williams	Para Ed Assistant	$18,311.04	12/05/2019
4	Kriztian Zaccone	Para Ed Assistant	$18,311.04	12/16/2019
2	Rodney Harris	Payroll Assistant I	$32,780.00	12/09/2019
2	Kendra Boyd	School Safety Assistant	$22,814.00	12/09/2019
2	Tinisha Jones	School Safety Assistant	$22,814.00	12/09/2019
2	Dontrell Locke	School Safety Assistant	$22,814.00	12/09/2019
2	Markale McDuffie	School Safety Assistant	$22,814.00	12/09/2019
2	Penny Payne	School Safety Assistant	$22,814.00	12/09/2019
2	Ashley Purifoy	School Safety Assistant	$22,814.00	12/09/2019
2	Princess Richmond	School Safety Assistant	$22,814.00	12/09/2019
2	Rhonyai Vick	School Safety Assistant	$22,814.00	12/09/2019
2	Candice Williams	School Safety Assistant	$22,814.00	12/09/2019
2	Tajae Conway	School Secretary I — 11-month	$26,840.00	12/03/2019
2	Andrea Ivy	School Secretary I — 11-month	$26,840.00	12/09/2019
2	Khadijah Lane	School Secretary I — 11-month	$30,923.20	12/16/2019
4	Franchelie Santiago	School Secretary I — 12-month	$36,192.00	12/16/2019
5	Ian Rasmussen	Youth Apprentice	$11.03/hr.	12/23/2019
1	Bryce Shimko Vanier	Youth Apprentice	$11.03/hr.	12/23/2019
Promotions				
2	Derrick Jines	Building Service Helper II	$40,040.00	12/02/2019
2	Cora Childs	Boiler Attendant Trainee	$38,752.82	12/02/2019
2	Onturie Harper	Boiler Attendant Trainee	$35,931.15	12/02/2019
5	Carol Miller	Boiler Attendant Trainee	$34,520.31	12/16/2019
2	Linda Magee	Boiler Attendant	$39,787.27	12/16/2019
5	James Westness	Groundskeeper	$44,892.41	11/04/2019
5	Lee Roohr	Mach Maintenance Repairman	$40.08/hr.	12/02/2019
2	Christopher Jones	Para Ed Assistant	$18,311.04	12/16/2019
2	Kaneesha Woods	School Secretary I — 10-month	$27,184.00	12/09/2019
2	Phillip Friends	School Engineer I	$43,628.55	12/16/2019
2	Cordelia Harrison	School Engineer I	$50,508.53	12/16/2019
2	Akeem Simmons	School Engineer I	$43,628.55	12/16/2019
2	Chastity King	School Kitchen Manager I	$31,200.00	12/02/2019
2	Pamela Woodland Moore	School Kitchen Manager Trainee	$17.94/hr.	12/02/2019
Rehires				
2	Tracey Richardson	Children's Health Assistant	$17,599.68	12/02/2019
2	Tony Harris	Para Ed Assistant	$19,433.04	12/16/2019
2	Roxie Jones	Para Ed Assistant	$21,452.64	12/02/2019
5	Clark LaMothe	Para Ed Assistant	$18,311.04	12/09/2019
2	Karen Thomas	Para Ed Assistant	$18,311.04	12/02/2019
2	LaTonia Walton	Para Ed Assistant	$18,311.04	12/05/2019
5	Nicholas Nekich	Plasterer	$35.31/hr.	12/09/2019

Certificated Appointments

Teachers

Codes	Name	Position	Salary	Date
5,r	Detroye,Laura A	Gen Elem & K8 — All Grades	$68,550.00	12/10/2019
5,nr	Dimitriades,Evangelia J	Spec Ed Multicateg.	$43,537.00	1/2/2020
5,r	Fintak Jr,Ronald J	Spec Ed Multicateg.	$60,094.34	1/2/2020
5,nr	Hamilton,Stephen L	AMP HPE	$68,507.84	1/2/2020
4,r	Islas,Christian S	Early Childhood- Spec Ed	$43,537.00	12/2/2019
5,nr	Iverson,Holly N	Spec Ed Multicateg.	$65,507.84	1/2/2020
2,r	Jackson,Cheryl	Gen Elem & K8 — All Grades	$65,507.84	1/3/2020
2,r	Jackson,Sharnise S	Gen Elem & K8 — All Grades	$43,537.00	12/30/2019
5,nr	Koza,Brittani	Gen Elem & K8 — All Grades	$43,537.00	1/6/2020
5,nr	Mahaffy,Amber R	Early Childhood- Spec Ed	$47,815.27	12/2/2019
1,r	Socha,Alicia A	Gen Elem & K8 — All Grades	$72,284.04	1/13/2020
5,nr	Wolter,Rachel M	Gen Elem & K8 — All Grades	$43,537.00	1/3/2020

Codes	Name	Position	Salary	Date
4,r	Zamarron,Kathryn M	Day-to-day Teacher	$46,537.00	12/2/2019

Permit Teachers

Codes	Name	Position	Salary	Date
4,r	Aldape,Araceli	Bilingual Education	$43,537.00	1/2/2020
2,r	Clayvon,Keyante L	Spec Ed Multicateg.	$43,537.00	12/2/2019
5,r	Dentice,Erin M	Multicateg. Comp. Sen	$43,537.00	12/9/2019
2,r	Roberson,Eva M	Multicateg. Comp. Sen	$43,537.00	12/11/2019

Teachers, Early Start

Codes	Name	Position	Salary	Date
5,nr	Anderson,Lynn Elizabeth	IDEA —Hearing Impaired	$43,537.00	12/9/2019
5,r	Racey,Lauren E	Gen Elem & K8 — All Grades	$43,537.00	12/17/2019

Permit Teachers, Early Start

Codes	Name	Position	Salary	Date
5,nr	Cieplewski,Robert J	AMP HPE	$43,537.00	1/2/2020
3,r	Lu,Chen	Mathematics	$43,537.00	12/16/2019
2,r	Wilson,Nina V	Gen Elem & K8 — All Grades	$43,537.00	12/9/2019

School Social Workers

Codes	Name	Position	Salary	Date
5,nr	Allen,Kristi L	School Social Work	$59,150.42	1/2/2020
3,nr	Latterman,Miy X	School Social Work	$69,650.42	1/2/2020

		Counts				
Codes		Teachers	SSWs	Psychologists	Other	Total
nr	Non-Residents					
r	Residents					
1	Native American	1	0	0	0	1
2	African American	5	0	0	0	5
3	Asian/Oriental/Pacific Islander	1	10	0	0	2
4	Hispanic	3	0	0	0	3
5	White	12	1	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	18	2	0	0	20

Leaves of Absence

	Present Assignment	Effective From
Illness Leave, November 2019		
Donna Oldham	Vincent HS	11/5/2019
Rosalyn Hoskins	King MS	11/6/2019
Benjamin Briones	Riverside HS	11/11/2019
Diane Harris	Barton	11/18/2019
Julie Nichols	Grant	11/18/2019
Amy Domagalski	Victory	11/22/2019
Illness Leave, December 2019		
Ahmed Ahmed Yahia	Andrew Douglas	12/4/2019
Zulay Kuehn	Forest Home	12/4/2019
Gloria Loeding	Hawley	12/9/2019
Elissa Werve	Bay View	12/17/2019
Teresa Martin	Audubon MS	12/18/2019
Personal Leave, December 2019		
Cindy Williams	Wedgewood	12/9/2019
Personal Leave, January 2020		
Maxwell Uvana-Stefanovich	Riverside	1/2/2020

	Present Assignment	Effective From
Nora Ramirez	Riley	1/3/2020
LaTia Gebhart	Goodrich	1/16/2020
Dietrich Tatum	LaFollette	1/21/2020
Emilee Baker	LaFollette	1/21/2020

Report on Certificated Resignations and Classified Retirements

Reason	Yrs Svc	Ethnic Code	Name	Position	Location	Effective Date
Certificated Resignations						
Retire	25.3	5	Ann Crosetto	Teacher	Pulaski	05/22/2020
Retire	31.8	5	Sally Ferguson	Lib Spec	Marshall	05/29/2020
Retire	29.9	6	Abbie Fishman	Coach	Central Svcs	05/22/2020
Retire	21.2	2	Cheryl Hayes	Teacher	Groppi	01/03/2020
Personal	22.3	5	Robert Hill	Teacher	Central Svcs	12/18/2019
Retire	35.5	2	Lenora Johnson	Teacher	Metcalfe	05/22/2020
Personal	4.2	5	Megan Jones	Teacher	Auer Ave	11/05/2019
Personal	0.1	3	Chen Lu	Teacher	Bay View	12/19/2019
Personal	0.3	7	Sydney McCarthy	Teacher	Holmes	12/06/2019
Retire	30.2	5	Lora McNeely	Mentor	Central Svcs	05/31/2020
Retire	32.3	5	Melissa Menge	Teacher	North Division	05/21/2020
Personal	3.3	4	Thaimarie Rodriguez	Teacher	Central Svcs	12/13/2019
Retire	32.4	5	Dorothy Schuller	Coach	Central Svcs	06/30/2020
Personal	0.4	5	Carol Sikich	Teacher	Marshall	12/19/2019
Personal	0.3	3	Sakshi Singh	Teacher	Elm	12/20/2019
Personal	5.5	5	Anthony Soyak	Curr Spec	Central Svcs	01/03/2020
Retire	31.6	2	Kelly Suttle	Teacher	Bryant	06/12/2020
Other Dist	13.5	5	Kristine Wells	Teacher	Burdick	01/02/2020
Retire	28.9	5	Sandra Wiesen	Teacher	Meir	12/09/2019
Classified Retirements						
Retire	43.8	2	Terry Adkins	Gen Ed Asst	Neeskara	01/01/2020
Retire	5.5	2	Sandrah Crawford	Para	Central Svcs	12/04/2019
Retire	11.9	2	Randy Patterson	Engineer I	Maryland Ave	12/03/2019
Retire	26.2	2	Brian Rouse	Safety Asst	School Safety	12/17/2019
Retire	5.3	5	Lisbeth Shady	Para	Burdick	12/21/2019

Affirmative Action Report

The Affirmative Action monthly personnel transaction report for December 2019 is attached to the minutes of your Committee's meeting. This is an informational report, and no action is required.

Committee's Recommendation

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

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, and Limited-Term Employment (LTE) Contracts Exceeding Sixty Days

Recommended Appointments

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

Codes	Name	Position	Location	Salary Sched	Salary Range	Salary Amount
2, r	Trinette Green	Principal II, Hamilton High School	Office of the Chief of School Administration	03	15A	$115,000
5, r	Mark Kubicek	Principal II, Burdick K-8	Office of the Chief of School Administration	03	14T	$94,151
5, r	Julie Schlipmann	Head Start Early Childhood Coordinator II	Office of the Chief of Academics	03	07A	$88,918
5, r	Laura Biesterveld	Assistant Principal I — Honey Creek Elementary School	Office of the Chief of School Administration	03	10C	$86,255
4, r	Regina Navejar	Assistant Principal III — Bradley Tech & Trade High School	Office of the Chief of School Administration	03	12C	$86,255
5, nr	Anthony Garrison	Systems Administrator	Office of the Chief of Communications & School Performance	03	06A	$83,376
5, r	Beth Jones	Special Education Program Supervisor I	Office of the Chief of Academics	03	09C	$78,000
4, r	Solmaris Gonzalez	Curriculum Specialist	Office of the Chief of Academics	03	11A	$77,381
5, nr	Michelle Jenkins	Special Education Program Supervisor I	Office of the Chief of Academics	03	09C	$74,196
5, r	Sara Wroblewski	Assistant Principal III — Bradley Tech & Trade High School	Office of the Chief of School Administration	03	12C	$76,100
5, r	Natalie Philippe	Head Start Program Coordinator II	Office of the Chief of Academics	03	07A	$71,247
5, r	Brian Berner	Environmental Health Inspector	Office of the Chief of School Administration	03	05A	$69,615
2, nr	Wendy Whitley	Equity & Inclusion Specialist I	Office of the Chief of Communications & School Performance	03	08A	$67,071
5, r	Kristen Lowell	Assistant Principal I — Fernwood Montessori	Office of the Chief of School Administration	03	10C	$64,709
4, r	Pamela Diaz	Special Education Program Supervisor I	Office of the Chief of Academics	03	09C	$64,672
4, r	Kristen Ramirez	Recreation Supervising Associate II	Office of the Chief of Finance	03	04A	$63,000
2, r	Janay Eichelberger	Special Education Program Supervisor I	Office of the Chief of Academics	03	09C	$60,501
5, nr	Amanda Ratkovitch	Special Education Program Supervisor I	Office of the Chief of Academics	03	09C	$60,501
2, r	John Abney	Supervisor Safety Associate II	Office of the Chief of School Administration	03	04A	$56,991
2, r	Porsha Diggins	Administrative Assistant III	Office of the Chief of Academics	03	03A	$46,769
4, r	Mariangelly Rivera	Administrative Assistant III	Office of the Chief of School Administration	03	03A	$46,769

Recommended Reclassifications

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

Codes	Name	Position	Location	Salary Sched	Salary Range	Salary Amount
2, r	Tytrice Qaasim	Leave Associate I	Office of the Chief of Human Resources	03	03A	$46,771

Recommended LTE Contracts (to be effective upon the Board's approval)

The Superintendent recommends that the Board review and approve the following LTE Contracts exceeding sixty days, pursuant to Administrative Policies 6.23(4)(b) and 6.37(5).

Codes	Name	Position	Location	Dates	Hourly Pay
5, r	Jennifer Maederer	School Psychologist	Office of the Chief of Academics	01/06/20-06/19/20	$50.00
5, nr	Stephen Sinclair	School Psychologist	Office of the Chief of Academics	01/06/20-06/19/20	$50.00
5, r	Randall Welniak	School Psychologist	Office of the Chief of Academics	01/06/20-06/19/20	$50.00
5, r	Joanne Colombo-Hughes	Audiologist	Office of the Chief of Academics	01/06/20-06/19/20	$45.00
5, nr	Lucy Woerfel	Audiologist	Office of the Chief of Academics	01/06/20-06/19/20	$45.00
5, r	Carol Arendt	School Nurse	Office of the Chief of Academics	01/06/20-06/19/20	$40.00
2, r	Gene Campbell	Special Education Supervisor	Office of the Chief of Academics	11/11/19-03/27/19	$40.00
5, r	Jordan Fishman	Assistant Principal Coach	Office of the Chief of School Administration	02/02/20-06/30/20	$40.00
5, r	Barbara Hart	Building Coordinator	Office of the Chief of Academics	01/06/20-06/19/20	$40.00
5, r	Colleen Haubner	Building Coordinator	Office of the Chief of Academics	01/02/20-06/19/20	$40.00
4, r	Lourdes Ocampo-Lewis	Educator Effectiveness Implementation Coach	Office of the Chief of Academics	01/01/20-06/30/20	$40.00
5, r	Elizabeth Sandman	Advanced Math Support (K-8)	Office of the Chief of Academics	02/02/20-05/30/20	$40.00
5, r	Carol Stein	IB Support Teacher	Office of the Chief of Academics	02/02/20-06/30/20	$40.00
5, r	Brian Wiegand	Apple Support	Office of the Chief of Communications & School Performance	01/02/20-06/30/20	$40.00
4, r	Sylvia Buckman	Reading Interventionist	Office of the Chief of School Administration	01/02/20-06/30/20	$35.00
6, r	Adam Carr	Radio Club Advisor	Office of the Chief of School Administration	01/01/20-05/22/20	$30.00
5, nr	Christopher Geiser	Piano Accompanist	Office of the Chief of School Administration	01/01/20-05/22/20	$30.00
2, r	Mary Henry	Induction Specialist — Grow Your Own Pipeline	Office of the Chief of Academics	01/02/20-06/30/20	$30.00
5, r	Heinrich Kunsman	Piano Teacher	Office of the Chief of School Administration	02/12/20-05/30/20	$30.00
5, r	Nicholas Lang	Percussion Instructor	Office of the Chief of School Administration	01/01/20-05/22/20	$30.00
5, r	Eric Losin	AP Telepresence	Office of the Chief of Academics	02/02/20-05/30/20	$30.00
5, nr	Andrea O'Brien	Smart Spaces Curriculum Designer	Office of the Chief of Academics	01/05/20-07/01/20	$30.00
2, r	Kelvin Robinson	Induction Specialist	Office of the Chief of Academics	01/06/20-06/30/20	$30.00
5, r	Carol Storniolo	Percussion Teacher	Office of the Chief of School Administration	02/12/20-05/30/20	$30.00
5, r	Clara Tracey	Orchestra Coach	Office of the Chief of School Administration	02/12/20-05/30/20	$30.00
5, r	Heidi Wylie	Vocal Music Support	Office of the Chief of School Administration	01/01/20-05/22/20	$30.00
2, r	Rachel Ramirez	Media Coordinator	Office of the Chief of School Administration	02/02/20-05/30/20	$25.00
4, r	Kristen Leer	Reading/Writing Support	Office of the Chief of School Administration	01/06/20-05/14/20	$20.00
4, r	Ariel Gely	AiM Database Transition	Office of the Chief of School Administration	12/18/19-03/18/20	$16.83

Codes	Name	Position	Location	Dates	Hourly Pay
2, r	Shanonda McKee	Drumline/Majorette Coach	Office of the Chief of School Administration	11/01/19-03/01/20	$15.00
2, r	Hilda Allen	Secretary II	Office of the Chief of School Administration	10/01/19-12/30/19	$13.00

Codes	Name	Position	Location	Dates	Stipend
5, r	Austin Guarniere	Wisconsin Improvement Program Associate — Hamilton	Office of the Chief of Communications & School Performance	01/02/20-05/22/20	$4,500
5, r	Micah Hall	Wisconsin Improvement Program Associate — Bradley Tech	Office of the Chief of Communications & School Performance	01/02/20-05/22/20	$4,500
5, nr	Melissa Heritsch	Wisconsin Improvement Program Associate — Obama	Office of the Chief of Communications & School Performance	01/02/20-05/22/20	$4,500
5, nr	Maria Ortiz	Wisconsin Improvement Program Associate — South Division	Office of the Chief of Communications & School Performance	01/02/20-05/22/20	$4,500
5, r	Leah Osiecki	Wisconsin Improvement Program Associate — Bradley Tech	Office of the Chief of Communications & School Performance	01/02/20-05/22/20	$4,500
5, nr	Matthew Schneider	Wisconsin Improvement Program Associate — Hamilton	Office of the Chief of Communications & School Performance	01/02/20-05/22/20	$4,500
5, r	Ariele Vaccaro	Wisconsin Improvement Program Associate — Obama	Office of the Chief of Communications & School Performance	01/02/20-05/22/20	$4,500
5, r	Austin Wellens	Wisconsin Improvement Program Associate — Audubon	Office of the Chief of Communications & School Performance	01/02/20-05/22/20	$4,500

Committee's Recommendation

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

Director Siemsen moved to retire to executive session, pursuant to Wis. Stat., §19.85(1)(c). The motion passed, the vote being as follows:

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

The Board retired to executive session at 8:26 P.M. and returned to open session at 9:02 P.M.

Director Miller moved to approve the Administration's recommendation. The motion passed, the vote being as follows:

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

* * * * *

(Item 3) 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

B 5784 Authorization to Enter into a Blanket Agreement with American Lithography and Publishing, Inc., for Printing and Mailing of Four Seasonal Recreation Guides

The Administration is requesting authorization to enter into a blanket agreement with American Lithography and Publishing, Inc., ("American Litho") to provide printing and mailing of the MPS Department of Recreation and Community Services's four seasonal recreation guides.

This vendor was chosen pursuant to RFB 5784, which closed on December 3, 2019. American Litho was the lowest-complying bidder.

The blanket agreement will run from February 1, 2020, through January 31, 2021, with the possibility of two one-year options to extend if certain performance metrics are met. The total cost of the goods purchased from American Litho in the first one-year term is not expected to exceed $195,840 for printing and $29,600 for mailing.

Budget Code: CSV-0-0-PRC-RC-EADV (Community Recreation — Official Advertising) $225,440

American Lithography And Publishing, Inc.

Prime Contractor Information
- Certified HUB Vendor? ..... NO
- Total # of Employees 18
- Total # of Minorities 4
- Total # of Women 2

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

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

Routine Monthly Reports

The report of revenues and expenses, the monthly expenditure control report, the report on administrative and school fund transfers, the report on contracts under $50,000 and cumulative total report, and the report on monthly grant awards are attached to the minutes of your Committee's meeting. These are informational reports, and no action is required.

Donations

Location	Donor	Amount	Gift or Purpose
Monetary Donations over $5,000			
German Immersion School	German Consulate	$16,731.00	General School Supplies
	Total Monetary Donations Over $5,000	*$16,731.00*	
Monetary Donations			
Auer Avenue School	Milwaukee Educational Secretaries	$125.00	Holiday Bazaar Celebration Donation
Auer Avenue School	Nancy Beauchamp	$200.00	Holiday Bazaar Celebration Donation
Auer Avenue School	Northwestern Mutual	$600.00	Thanksgiving Meal Donation
Bay View High School	Belli's Bistro & Spirits	$300.00	Basketball Donation

Location	Donor	Amount	Gift or Purpose
Bay View High School	Gingerz Sportz Pub and Grill	$300.00	Basketball Donation
Browning School	United Way	$1,000.00	My Very Own Library Donation
Cooper School	Jane M. Stoltz	$1,000.00	General School Supplies
French Immersion School	Elysse M. Chay*	$100.00	Dance Donation
French Immersion School	Anonymous Donor	$20.00	Field Trip Donation
German Immersion School	YourCause, LLC.	$8.24	General School Supplies
Hamilton High School	Mary C. Fowlkes*	$3,000.00	Boys Basketball Donation
Hartford University School	Ely Leichtling	$1,000.00	5th Grade Field Trips
Howard Avenue Montessori	Abigail Denton	$3.39	General School Supplies
Keefe Avenue School	Eric M. Johnson	$200.00	PBIS Incentive
King Elem School	Wisconsin Association of African American Lawyers	$100.00	General School Supplies
King Elem School	North Central Province	$1,400.00	Reading and General School Support
King Elem School	Vic Kearney	$300.00	Thanksgiving Student & Parents Support
King Elem School	Tal J. Diekvoss	$500.00	Holiday Gift Basket Donation
King High School	James W. Gambell	$25.00	Boys Football Donation
King High School	Marquette E. Baylor	$100.00	Boys Football Donation
King High School	Jason J. & Amy E. Perry	$300.00	Boys Football Donation
Kluge School	Hope Community Foundation, Inc.	$500.00	Medically Fragile Classroom Donation
Kluge School	Greater Milwaukee Foundation, Inc.	$1,250.00	Attendance Support
Kluge School	Capital Data, Inc.	$500.00	Field Trip Donation
Lincoln Middle School	Milwaukee Ballaz Elite*	$550.00	Staff Incentives
Meir School	King Solutions, Inc.	$28.80	General School Supplies
Milw. Sch. of Languages	WePay	$4,134.75	Girl's Volleyball Donation
Milw. Sch. of Languages	German Immersion Foundation, Inc.	$1,809.88	DSD Workshop Donation
Milw. Sch. of Languages	German Immersion Foundation, Inc.	$1,339.92	DSD Exam Donation
Milw. Sch. of Languages	Mary Harris	$389.86	Cheerleading Uniforms
Milw. Sch. of Languages	Douglas J. Simpson	$50.00	Boy's Varsity Basketball
Milw. Sch. of Languages	Terry & Marnette Ashley	$20.00	Boy's Varsity Basketball
Milw. Sign Language School	Wisconsin Registry of Interpreters for the Deaf	$200.00	Volleyball Donation
Mitchell School	The Good Land Committee, Inc.	$45.37	Food Reimbursement for DNC Visit
Morgandale School	Burghardt Sporting Goods	$64.52	General School Supplies
Ronald Reagan High School	MPS Cooper School	$50.00	Music Program Donation
Ronald Reagan High School	Nicolo Onorato*	$3.00	Special Education Support
Roosevelt Middle School	Anonymous Donor	$37.00	Dinner Theater Event Donation
Obama School of Career and Technical Education	Romell Greer	$200.00	General School Supplies
Obama School of Career and Technical Education	Lubsey Medical Center	$250.00	General School Supplies
Thoreau School	Greater Milwaukee Foundation, Inc.	$1,250.00	Continuous Improvement Donation
Thurston Woods	Pinsetter Parts Plus, LLC.	$300.00	Thanksgiving Meal — Math Turkey
Trowbridge School	Dennis Cook	$100.00	Field Trip Donation
Trowbridge School	Elaine Shanebrook	$125.00	Field Trip Donation
Vieau School	Milwaukee Educational Secretaries	$125.00	Socks & Mitten Fund
Vincent	Milwaukee County Farm Bureau	$1,000.00	Agricultural Science
Vincent	Lillian Lawrence	$200.00	Music Donation
Vincent	Bader Rutter	$300.00	FFA Program
Washington High School of I.T.	Dennis Klein	$1,000.00	Boys Basketball Donation
Washington High School of I.T.	Jonathan & Cindy Leinfelder	$1,500.00	Boys Basketball Donation
	Total Monetary Donations	*$27,904.73*	
Non-Monetary Donations			
ALBA	Donors Choose	$722.93	Music Program

Location	Donor	Amount	Gift or Purpose
Curtin School	Lisa Pelkey	$475.00	12 Coats for Students
Grant School	Donors Choose	$650.10	Three Sets of Classroom Novels
Greenfield School	Donors Choose	$108.08	Climate Change Supplies
Hi-Mount School	Donors Choose	$488.10	General School Supplies
Lincoln Avenue School	Hunger Task Force	$1,500.00	Washer & Dryer Donation
Lloyd Barbee Montessori	Donors Choose	$215.00	General School Supplies
Lloyd Barbee Montessori	Donors Choose	$200.00	Canon Powershot Camera
MacDowell Montessori	Donors Choose	$999.99	Choir Materials
MacDowell Montessori	Donors Choose	$683.59	Language Supply Materials
MacDowell Montessori	Donors Choose	$668.40	Sensory Supplies
MacDowell Montessori	Donors Choose	$301.68	Choose Books
Maple Tree School	Donors Choose	$439.99	General School Supplies
Maple Tree School	Donors Choose	$242.79	General School Supplies
Maple Tree School	Donors Choose	$145.03	General School Supplies
Maple Tree School	Donors Choose	$439.99	General School Supplies
Meir School	Donors Choose	$1,408.80	Basketball Jerseys & Shorts
Meir School	Donors Choose	$437.76	8th Grade Science Supplies
North Division High School	Donors Choose	$225.15	Smart Keyboard for IPad
Riverside High School	Donors Choose	$349.27	Books
Ronald Reagan High School	Donors Choose	$485.19	Math Supplies
Spanish Immersion School	Jairo Barron	$200.00	Halloween Items
Thurston Woods	Donors Choose	$898.87	Let It Snow Materials
Thurston Woods	Donors Choose	$898.87	Let It Snow Materials
Thurston Woods	Donors Choose	$496.00	Clean and Creative Supplies
Whitman School	Donors Choose	$515.59	Flexible Seating
Whitman School	Donors Choose	$337.33	General School Supplies
	Total Non-Monetary Donations	*$14,533.50*	
Total Value of for January 2019		$59,169.23	
*Donations from MPS Alumni		$3,653.00	

Committee's Recommendation

Your Committee recommends that the Board:

1. authorize the purchases; and
2. accept the donations listed, with appropriate acknowledgement to be made on behalf of the Board.

Your Committee reports that it has asked the Administration to provide information on the following contracts from the Report on Contracts under $50,000 and Cumulative Total Report prior to the Board's regular monthly meeting on January 30, 2020:

Contract #	Vendor ID	Vendor Name	End User	Current Requested Contract	Contracts Previously Approved by the Board	Contract <$50K Previously Reported to the Board	Total YTD Contracts
C028837	V029630	Hands in Harmony Piano Studio	RC-Community Rec.	7,875.00	0.00	0.00	7,875.00

Hands in Harmony provides weekly individual lessons, enabling students to explore an array of repertoire, composition, theory and improvisation. All essential tools for the well-trained musician. Each student will be asked to create & maintain to a self-determined practice schedule, track their progress & set goals completed by programs end. Students have the opportunity to challenge themselves through themed recitals (each semester), where both personal selections and assigned pieces are performed. Students may also participate in local piano competitions. This rigorous yet caring agenda exposes participants to an expansive musical platform, builds confidence and develops academic & social stamina.

Contract #	Vendor ID	Vendor Name	End User	Current Requested Contract	Contracts Previously Approved by the Board	Contract <$50K Previously Reported to the Board	Total YTD Contracts
C029020	V027198	M.L. Tharps & Associates Llc	FN-Financial Services	2,700.00	0.00	0.00	2,700.00

Contractor shall conduct an audit/review of operating expenses and corresponding pro rata allocation to the tenant (MPS) for Lease Year 2018 (7/1/2018 - 6/30/2019) under the terms of an existing Maintenance Agreement Lease with HR General, 3500 W. Mother Daniels Way, Milwaukee, WI 53209.

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

* * * * *

(Item 4) Action on Negotiated Collective Bargaining Agreement with Local 420 (International Union of Operating Engineers)

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 Local 420 (International Union of Operating Engineers).

The agreement has a term of one year (July 1, 2019, through June 30, 2020) and provides for a base wage increase for the unit of 2.44%.

The 2.44% base wage increase was implemented July 1, 2019.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rules 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 FY20 budget.

Committee's Recommendation

Your Committee recommends that the Board approve and adopt the collective-bargaining agreement as set forth below.

Highlights of Contract Resolution between the Milwaukee Board of School Directors and Local 20 (International Union of Operating Engineers) July 1, 2019, through June 30, 2020

1. One-year contract (July l, 2019 through June 30, 2020).
2. A base wage increase of 2.44% effective July 1, ?019.

* * * * *

(Item 5) 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's 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's ("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 Bilingual

Arts at Large will provide the following services:

- artist residencies
- transportation and admission to 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 of continuity of services (Administrative Policy 3.09(7)(e)(1)(b)(iv)).

The contract will run from February 1, 2020, through January 31, 2021, (the "Initial Term"). The total cost of the contract in the Initial Term will not exceed $146,000.

Budget Code SDV-0-S-QUO-CI-ECTS (AIMing for Quality Arts — Contracted Services) $146,000

Arts at Large, Inc.

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

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

Exception Authorization to Enter into Contract with National Science Teachers Association (NSTA) for Science Professional Development Workshops

The Administration is requesting authorization to enter into a Professional Services Contract with National Science Teachers Association ("NSTA") for science professional development workshops.

Contractor shall provide workshops in Milwaukee for MPS teachers and administrators. In the days prior to the workshops, Contractor will also make school-site visits and provide guidance for the MPS support team on Friday, January 31, 2020; Friday, March 13, 2020; and Friday, April 24, 2020.

Contracted expert facilitators will support participants in building a solid, shared understanding of science and engineering practices, disciplinary core ideas, and crosscutting concepts, as well as how they integrate it

into their classrooms. Participants explore why the shift to three-dimensional learning and phenomenon-driven instruction is critical, while also engaging with high-quality examples and materials for each lesson. Participants also consider how three-dimensional instruction helps lead to better STEM integration. Emphasis throughout the workshops and on-site visits will focus on pedagogical shifts and strategies to equip teachers to:

- implement high-quality three-dimensional lessons and units
- design/revise lessons to target three-dimensional standards
- support learning for all students
- support an integrated approach to STEM 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 considered one-of-a-kind, and competitive vendors do not exist (Administrative Policy 3.09(7)(e)(1)(b)(i)).

The contract will run from February 1, 2020, through December 31, 2020. The total cost of the contract will not exceed $65,000.

Budget Code SDV-0-S-G30-AQ-ECTS (Contracted Services).....$65,000

National Science Teaching Association (NSTA)

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 Enter into Contract with the Wisconsin Center District to Use the Facility of the UW-Milwaukee Panther Arena for the 2020 Biennial Music Festival

The Administration is requesting authorization to enter into a contract with the Wisconsin Center District for permission to use the facility of the UW-Milwaukee Panther Arena for the 2020 Biennial Music Festival. Use of the facility will include:

- use of the premises from Monday, April 27, at 6:00 a.m. through Friday, May 1, at 12:00 a.m.;
- janitorial services to all common areas;
- heating and air conditioning, one hour prior to each event, as required by season; and
- lighting through existing fixtures one hour prior to the day of the event until move out.

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 April 27, 2020, through May 1, 2020. The total cost of the contract will not exceed $100,148.57.

Budget Code CCM-0-0-MFE-DW-ECTS (AIMing for Quality Arts — Contracted Services) $100,148.57

Wisconsin Center District

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

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rules 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.

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

* * * * *

(Item 6) Action on Monthly Facilities Matters: FMS Award of Material Purchases

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

Material Purchase

Gym and Team Locker Replacement

Hamilton High School

Prime Contractor
Marshfield Book & Stationery Inc.
109800 West McMillan Street
Marshfield, WI 54449

Low Bidder, Base Bid of.....$221,590.00

Funds are available for the gym-and-team-locker-replacement project in account code FAR 00 MMQ HA ECNC LKR8 (Project No. 2299).

Pool Locker Replacement

Riverside High School

Prime Contractor
Marshfield Book & Stationery Inc.
109800 West McMillan Street
Marshfield, WI 54449

Low Bidder, Base Bid of.....$56,895.00

Funds are available for the pool-locker-replacement project in account code FAR 00 MMQ RS ECNC LKR8 (Project No. 2271).

Gym and Team Locker Replacement

Madison High School

Prime Contractor
Marshfield Book & Stationery Inc.
109800 West McMillan Street
Marshfield, WI 54449

Low Bidder, Base Bid of.....$269,717.00

Funds are available for the gym-and-team-locker-replacement project account code FAR 00 MMQ JM ECNC LKR8 (Project No. 2027).

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rules Statement

Administrative Policy 3.09, Purchasing and Bidding Requirements

Fiscal Impact Statement

Material Purchases Requested for Approval:

- Marshfield Book & Stationery Inc. for gym and team locker replacement at Hamilton High School; Code: FAR 00 MMQ HA ECNC LKR8 ..... $ 221,590.00
- Marshfield Book & Stationery Inc. for pool locker replacement at Riverside High School; Code: FAR 00 MMQ RS ECNC LKR8 ..... $ 56,895.00
- Marshfield Book & Stationery Inc. for gym and team locker replacement at Madison High School; Code: FAR 00 MMQ JM ECNC LKR8 ..... $ 269,717.00
- Total Material Purchases Requested ..... $ 548,202.00

Implementation and Assessment Plan

Upon the Board's approval, the material purchases shall be executed.

Committee's Recommendation

Your Committee recommends that the Board approve the material purchases as set forth in this item.

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 Execute an Addendum to the Contract with Canon Solutions America, Inc., to Upgrade a Multi-Purpose Color Digital Copy Machine

Background

The Administration is requesting authorization to waive the three-year term limit of Administrative Policy 3.09(9)(e) and to execute an amendment to the current lease agreement with Cannon Solutions America, Inc., to upgrade the multi-purpose color digital copy machine used by Duplicating Services.

Cannon Solutions America, Inc., will provide Duplicating Services with two pieces of equipment — one Canon ImagePress C8000VP color printer, and one Canon imagePRO 6100s wide-format printer — which shall include new equipment, installation, training, maintenance, and all consumable supplies (except

paper). This machine, which will replace one existing Canon IPC750 color printer, will include more-robust features to better meet the demand for printing in Duplicating Services.

The district entered into the initial lease agreement with Canon pursuant to the results of a Request-for-Quote (RFQ) process in which quotes were received from multiple vendors. The new lease will run for a 63-month period, from February 1, 2020, through May 31, 2025 (the "Initial Term").

The total cost of the goods and services purchased remain the same as they had in prior years under the existing contract with Canon, at $2,871.00 for the monthly lease costs, and shall not exceed $49,000 per annual period when including blanket click charges paid by the consumer. The total cost of the contract in the Initial Term shall not exceed $245,000.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rules Statement

Administrative Policy 3.09, Purchasing and Bidding Requirements

Fiscal Impact Statement

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

Budget Code: DUP-0-0-DUP-DU-EMTC (Duplicating Services) $245,000

Canon Solutions America, 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

Implementation and Assessment Plan

Upon the Board's approval, the new lease agreement 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 addendum to the contract with Canon Solutions America, Inc., to upgrade a multi-purpose color digital copy machine, 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 Request to Waive Administrative Policy 3.09(9)(e) and to Enter into a Contract with Canon Solutions America, Inc., for the Leasing of Digital Copy Machines

Background

The Administration is requesting authorization to waive the three-year term limit of Administrative Policy 3.09(9)(e) and to enter into a contract with Canon Solutions America, Inc., for the leasing of digital copy machines.

The lease will include four pieces of new equipment, installation, training, maintenance, and all consumable supplies (except paper). These machines, which will replace three currently-leased Konica Minolta machines, will increase duplicating capacity and efficiencies. Canon will provide a service credit to the district in the amount of $224,000 to fulfill the existing lease obligations related to the current equipment.

The monthly lease cost under this proposed agreement will be $10,400, which represents a decrease of $3,579 from current monthly lease costs. Ultimately, the district will realize $225,477 in net savings over the term of the new lease.

This contract will run for a 63-month period, from February 1, 2020, through May 31, 2025 (the "Initial Term"). The district is piggybacking on the previously-bid National IPA (now OMNIA Partners, Public Sector) contract.

The total cost of the goods and services purchased will not exceed $124,800 for leased equipment per annual period and shall not exceed $655,200 during the Initial Term.

This contract requires adding an additional $36,000 annually to cover the click charges assessed by Canon for copying. The click charges will be reimbursed by the consumer when they pay for the ordered product.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rules Statement

Administrative Policy 3.09, Purchasing and Bidding Requirements

Fiscal Impact Statement

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

Budget Code: DUP-0-0-DUP-DU-EMTC (Duplicating Services) $835,200

Canon Solutions America, 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

Implementation and Assessment Plan

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

Committee's Recommendation

Your Committee recommends that the Board waive Administrative Policy 3.09(9)(e) and authorize the Administration to contract with Canon Solutions America, Inc., for the leasing of digital copy machines, as set forth in this item and the attachments to your Committee's meeting.

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

* * * * *

(Item 9) Action on Request to Waive Administrative Policy 3.09(9)(e) and to Extend a Contract with Ricoh USA, Inc., for Lease and Purchase of Copiers/Multifunction-Device Equipment and Related Maintenance

Background

The Administration requests authorization to extend the blanket agreement with Ricoh USA, Inc., to provide copiers and 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.

The original blanket agreement ran from October 1, 2015, through December 31, 2019. 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 exceeded. This extension will run through May 31, 2020, while the state of Wisconsin completes the solicitation process for a new award. The Administration is not requesting an increase in funds for this four-month extension.

This contract extension will run from February 1, 2020, through May 31, 2020.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rules Statement

Administrative Policy 3.09, Purchasing and Bidding Requirements

Fiscal Impact Statement

There shall be no fiscal impact associated with this extension due to funds that were previously approved by the Board remaining on this contract.

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 Ricoh USA, Inc., as set forth in the attachments to the minutes of your Committee's meeting.

* * * * *

(Item 10) Action on the Award of Professional Services Contracts — Office of Board Governance

Background

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-Governmental Relations Services.

Contractor was chosen pursuant to RFP 967, which closed on December 7, 2017. The original contract provided for two one-year options to extend if certain performance metrics were met. HWZ has met the performance metrics codified in the contract; therefore, MPS is exercising the second option year for the contract.

This contract extension will run from February 1, 2020, through January 31, 2021. The total cost of the contract in this final extension year will not exceed $80,000.

Hubbard, Wilson, Zelenkova, LLC

Prime Contractor Information
- Certified HUB Contractor? ..... No
- Total # of Employees 5
- Total # of Minorities 0
- Total # of Women 3

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

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rules 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: ADT-0-0-OBG-OB-ECTS (Board Governance — Contracted Services).....$80,000

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.

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

* * * * *

(Item 11) Report with Possible Action Regarding Recruitment Efforts

Your 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 October 2019 meeting, the Board referred Resolution 1920R-008 by Director Woodward to the Accountability, Finance, and Personnel Committee.

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

WHEREAS, All humans possess unique, rich cultural histories, backgrounds, and experiences deserving of respect and inclusion; and

WHEREAS, Diversity includes, but is not limited to, differences in race, ethnicity, nationality, gender and gender identity, sexual orientation, socio-economic status, age, physical and/or mental ability, and religious beliefs; and

WHEREAS, Students' cognitive, social, and emotional development are culturally and socially based, thus, creating a more diverse workforce supports the connection between the school and the larger community;

WHEREAS, Efforts to meet the district's goal of academic achievement would be better served if we recruit a diverse workforce that more closely resembles the diversity of the students we serve; and

WHEREAS, The information presented to the Board in January 2019 indicates a lack of diversity in certain work groups, including Para Professional Educational Assistants, Safety and Security, Handicapped Aids, School Psychologists, and School Social Workers, both in the district's current work force and in the applicant pools for these group; and

WHEREAS, For FY19, the teacher workforce was 68% white, 18% Black/African-American, less than 10% Hispanic/Latino and about 4% Asian and other groups; and

WHEREAS, The student body of MPS, by contrast, is approximately 14% white, 55% Black/African- American, 25% Hispanic/Latino, 5% Asian, and 1% other groups; and

WHEREAS, MPS has numerous schools where the racial demographics of students differs significantly from that of the school's staff; now, therefore, be it

RESOLVED, That the Milwaukee Board of School Directors seeks to enrich the education environment by providing students with diverse student-facing faculty and staff; and, be it

FURTHER RESOLVED, That the Administration structure its recruitment efforts in order to cultivate a more diverse workforce which should include, but not be limited to

a) Showing diversity in recruitment materials;
b) Targeting graduates or soon-to-be graduates of Historically Black Colleges and Universities;
c) Working with community based organizations that serve specific demographic groups;
d) Placing an emphasis on recruiting for diversity among Para Professional Educational Assistants, Safety and Security, Handicapped Aids, School Psychologists, and School Social Workers, and Teachers;

and, be it

FURTHER RESOLVED, That the Administration, in its efforts to recruit, advance diversity by recruiting a pool of candidates whose culturally responsive methods and strategies will enable them to implement practices that promotes awareness of, respect for, and responsiveness to the variety of diverse cultures within the student body; and be it

FURTHER RESOLVED, That all relevant policies, procedures, and handbooks be reviewed to ensure that the recruitment of a diverse workforce is included; and

FURTHER RESOLVED, That the Administration is to provide an update to the Board on its efforts to recruit for diversity by the January 2020 Board cycle.

The resolution focused on MPS's staff-recruitment efforts to enrich the education environment by providing students with diverse student-facing faculty and staff.

At its December 2019 meeting, the Board adopted the resolution and directed the Administration to provide an update to the Board on its efforts to recruit for diversity during the January 2020 Board cycle.

Below is a summary of the presentation, attached to the minutes of your Committee's meeting, which provides information in alignment with the Board's action relative to recruitment efforts.

Demographic Information

Demographics	All Staff	Teachers	Students
White	46.12	63.56	9.9
Black	37.14	21.09	51.4
Hispanic	11.5	9.92	27.3
Asian	1.87	2.28	7.6
Non-specified	1.82	1.59	NA
Two or More	0.92	1.03	3.3
American Indian	0.57	0.48	0.5
Pacific Islander	0.06	0.05	0.1

Recruitment and Events

Holding four MPS Job Fairs per school year

- Outside recruitment fairs
  - City of Milwaukee's Diversity Recruitment Fair
  - CESA recruitment fairs
  - National, regional, local education conventions
  - College and university recruitment fairs
  - Spain, Puerto Rico, Mexico
- Job Fairs with Local Groups
  - Maximus (27th and Capitol)
  - Prince Hall (12th and North)
  - Social Development Commission (SDC) (16th and North)
  - Workforce Development for American Indians of SE WI (Spotted Eagle)
  - SDC Chef Start (N. Teutonia)
  - Goodwill Workforce Connection Center (N. 92nd St)
  - Rescare (N. Teutonia)

HBCU Visits

- Scheduling meetings with the Deans of Education and meetings with student teachers
- Scheduling visits to career fairs
- Surveying current and retired MPS staff who are alumni for assistance

Alternative Licensure Programs

- MPS University
- PMAC — Cardinal Stritch
- MTEC — Mount Mary
- PLUS Program — UWM
- UWM Pre-Intern Program
- Wisconsin Lutheran
- CESA #1
- UW-Whitewater

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rules Statement

Administrative Policy 6.23, Recruitment and Hiring: Staff

Fiscal Impact Statement

N/A

* * * * *

(Item 12) Report with Possible Action Regarding a Task Force to Develop 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 taskforce to develop specific strategies and guidelines to develop capacity in attracting, retaining, and developing bilingual teachers and support staff.

Since the December Board cycle, the Administration has taken steps to form the taskforce. This has included identifying participants as detailed through the Board's action and developing a fair and equitable manner in which to identify parents and students to serve on the taskforce. The first meeting will take place in January 2020.

Once participants have been confirmed, a monthly meeting schedule will be set, and meetings will be noticed on the MPS website to promote further community engagement. Agenda items for the monthly meetings will be consistent with the Board's action.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rules Statement

Administrative Policy 6.23, Recruitment and Hiring: Staff

Fiscal Impact Statement

N/A

* * * * *

(Item 13) Action on Vendors' Compliance with Contract Requirements for Historically Underutilized Business (HUB), Communities in Need (COIN), and Student-Engagement Program

Background

The annual compliance report provides the Milwaukee Board of School Directors, Milwaukee Public Schools Administration, and its constituents with fiscal-year performance summaries related to Administrative Policies 3.10, Historically Underutilized Business Program (HUB); 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.

Below is a summary of the presentation attached to the minutes of your Committee's meeting.

HUB

Fiscal Year 2019 Recap

- FY19 reconciliation, 236 contracts monitored
- $159 million dollars monitored with a HUB assignment
- Dollars monitored decreased from prior fiscal year
- $23 million dollars paid to HUB firms to date
- Disadvantaged Business Enterprise (DBE) status is the majority certification represented among HUB firms

Fiscal-Year Comparison

	Contract Dollars Monitored in Millions						
	FY14	FY15	FY16	FY17	FY18	FY19	FY20 (To Date)
Total Dollars Monitored	$111	$137	$133	$188	$216	$205	$185
Total Invoiced Dollars Paid	$91	$105	$110	$163	$125	$143	$48

	Contract Dollars Monitored in Millions						
	FY14	FY15	FY16	FY17	FY18	FY19	FY20 (To Date)
Total Contract Dollars with HUB	$82	$113	$122	$164	$167	$160	$135
Total HUB Dollars Assigned	$9	$17	$13	$20	$25	$15	$10
Total HUB Dollars Paid	$19	$21	$26	$26	$26	$23	$4

FY20 HUB Contract Category Overview

FY20 HUB Contract Overview in Thousands of Dollars

Design.....$21
Textbooks.....$45
Professional Service.....$182
Student Development.....$325
Construction.....$644
Janitorial.....$750
Nutrition.....$1,250
Temporary Staffing.....$1,535
Title I.....$3,101
Transportation.....$3,469

Communities In Need (COIN)

- District's annual goal: 25%
- FY19 COIN performance to date: 27%
- FY19 experienced a 14% increase of COIN participation assignment
- COIN participants comprise 15% of total workforce
- 320 project hours average by participant
- 13 skilled trades represented at varying classification levels
- Pre-apprentice training piloting at participating schools

General Construction Project Workforce Hours

	Percent of Completed Workforce Hours					
	FY14	FY15	FY16	FY17	FY18	FY19
Non-COIN	57	73	76	78	74	72
COIN	43	27	24	22	26	28

Student Engagement

Student Employment: Continues to build upon the top four development areas of focus for student participants, which include self-reliance skills, inter-personal skills, transferrable skills, and specialized skills

- 162 contracts assigned employment requirements — 14% increase from prior fiscal year
- Student employment average assignment: 160 hours
- 229 student internship opportunities provided during FY19
- $1,800 average paid internship assignment
- School-based project-based learning pilot outcomes
- Increased school-based partnerships

Student Employment Performance Overview

Student Wages Earned in Thousands					
FY15	FY16	FY17	FY18	FY19	FY20*
$217	$328	$435	$475	$384	$40

	Student Employment in Thousands of Hours					
	FY15	FY16	FY17	FY18	FY19	FY20*
Assigned	21	31	40	46	48	35
Completed	20	31	39	43	34	4

*To Date

Student Employment Position Classification

FY19 Student Employment Completed by Position Classification in Hundreds of Hours

Maintenance.....6
Engineering.....6
Arts, AV, & Technology.....6
Office Administration.....8
Hospitality & Tourism.....9
Information Technology.....24
Marketing.....70
Transportation.....94

Human Services.....99 Architecture & Construction..... 116

Career Education

- Engage students from K-12 in a variety of approved classroom activities, field trips, job shadowing, career coaching, and job-readiness training.
- Increased outreach to career champions
- Support efforts throughout the district where volunteers are needed by industry
- Contract hours assigned decreased slightly
- Professional Service contracts continue to possess majority of hour assignments

Career-education Performance Overview

	Career Education in Hundreds of Hours				
	FY16	FY17	FY18	FY19	FY20 (To Date)
Required	17	18	22	22	11
Completed	20	12	16	15	2

Next Steps

- Participation opportunity within City of Milwaukee's disparity study
- Exploration of an MPS disparity study as a future budget consideration
- Facilitate COIN focus-group session
- Host 4th Annual Business Symposium
- Review annual goals for HUB and COIN

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 3.10, Historically Underutilized Business Program

Fiscal Impact Statement

NA

Implementation and Assessment Plan

NA

Committee's Recommendation

Your Committee recommends that the Board direct the Office of Accountability and Efficiency to bring back to the Board an update on the COIN and student-engagement programs no later than the Board's April 2020 regular monthly meeting.

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

* * * * *

REPORT OF THE COMMITTEE ON LEGISLATION, RULES AND POLICIES

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

(Item 1) Action on Resolution 1920R-010 by Directors Miller and Baéz on the Creation of a Legislative Task Force

Background

On November 21, 2019, Resolution 1920R-010 by Directors Miller and Baéz was introduced to the Milwaukee Board of School Directors.

WHEREAS, The Milwaukee Board of School Directors (MBSD) is committed to governing MPS with a strategic perspective that continually improves its process and capability to express values and vision; and

WHEREAS, The MBSD adheres to the "division of labor" principles implicit in the organization of public education that assigns legislative, policy-making, and judicial functions to the Board; and

WHEREAS, The powers and duties of the Board are defined in law and state or imply that the Board has full power to operate the local public schools as it deems fit in compliance with state and federal mandates; and

WHEREAS, Board members are considered state officers with school-district jurisdiction over the execution of the state's school laws; and

WHEREAS, If the Board is to meet its responsibilities to the people and students of the community, it must work vigorously for the passage of new laws designed to advance the cause of good schools and for the repeal or modification of existing laws that impede this cause; now, therefore, be it

RESOLVED, That the Board direct the Administration, the Office of Board Governance, and the Office of Accountability and Efficiency to create a legislative task force of at least five members, established and operated consistent with Board Governance Policy 2.10; and, be it

FURTHER RESOLVED, That the charge of the legislative task force shall be to discuss and make recommendations on district legislative efforts and the possible creation of a legislative office to carry out the Board's legislative program; and, be it

FURTHER RESOLVED, That membership of this task force be developed as outlined in Board Governance Policy 2.10 with a list of members of the task force to be brought to the Board as an informational report pursuant to Board Governance Policy 2.10(2)(a); and, be it

FURTHER RESOLVED, That the task force review both the effectiveness of past legislative efforts and progress on the Board's current 2019-2020 legislative agenda, including efforts directed at the state legislature; federal, county, and city activities; and activities regarding related agencies and institutions in the greater Milwaukee area as outlined in Board Governance Policy 2.13; and, be it

FURTHER RESOLVED, That the task force include, but not limit itself to, the following considerations concerning the possible creation of an office to carry out the Board's legislative program:

- alignment with district vision, mission, and core beliefs
- relevant policies and procedures
- best practices in school-district legislative programs
- organizational and reporting structure
- roles, responsibilities, and job descriptions
- budgetary and staffing needs
- transition and implementation tasks and timelines
- evaluation criteria, methods, and performance measures; and, be it

FURTHER RESOLVED, That this task force begin its work as soon as possible, but no later than January 2020 with its final report and recommendations submitted to the Board through the appropriate Board committee.

The Resolution was referred to the Committee on Legislation, Rules and Policies.

Committee's Recommendation

Your Committee recommends approval of the Resolution as amended below, with the remainder of the resolution to stand as originally submitted:

> FURTHER RESOLVED, That the charge of the legislative task force shall be to discuss and make recommendations on district legislative efforts and the possible creation of a legislative and community-engagement office to carry out the Board's legislative program with the consideration of possible litigation…

Director Woodward moved that the MPS Research Department be directed to conduct a feasibility study of the resolution in lieu of adoption of the resolution, relative to creating a legislative task force.

President Miller passed the gavel to Director Báez at 9:13 P.M.

Director Miller offered a substitute motion to approve the resolution as amended below, with the remainder of the resolution to stand as originally submitted:

> FURTHER RESOLVED, That the charge of the legislative task force shall be to discuss and make recommendations on district legislative ~~efforts and the possible creation of a legislative~~ and community-engagement ~~office~~ efforts to carry out the Board's legislative program with the consideration of possible litigation…
>
> FURTHER RESOLVED, That the task force include, but not limit itself to, the following considerations concerning the ~~possible creation of an office to carry out the~~ Board's legislative program…
>
> FURTHER RESOLVED, That this task force begin its work as soon as possible, but no later than ~~January~~ April 2020, with its final report and recommendations submitted to the Board through the appropriate Board committee.

The gavel was returned to President Miller at 9:30 P.M.

Director Miller's 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 2) Action on Resolution 1920R-012, by Director Baez, on Petitioning for a Waiver for Applicants for Licensure as Bilingual Teachers

Background

In December 2019, Resolution 1920R-012 was introduced by Director Baéz and referred to the Committee on Legislation Rules and Policies.

> WHEREAS, Current state law requires school districts to establish a bilingual-bicultural (BLBC) education program if they reach certain threshold concentrations of English Learner (EL) students from the same language group within discrete grade bands in an individual school in the district. Wis. Stat. sec. 115.97 establishes the following thresholds:
>
> - 10 or more EL students in grades K-3;
> - 20 or more EL students in grades 4-8; and
> - 20 or more EL students in grades 9-12;

WHEREAS, A “bilingual-bicultural education program" is by definition a program designed to improve the comprehension and the speaking, reading and writing ability of EL students in the English language, so that the student will ultimately be able to perform ordinary classwork in English; and

WHEREAS, The State Superintendent of Public Instruction is required to establish, by rule, minimum standards for BLBC education programs as well as standards for the approval of the abilities of certified teachers and counselors and their aides participating in BLBC education programs; and

WHEREAS, Each school district establishing a BLBC education program shall ensure bilingual teachers, bilingual teacher's aides, bilingual counselors, and bilingual counselor's aides meet the definitions established by Department of Public Instruction (DPI) rule to be licensed; and

WHEREAS, Milwaukee Public Schools is thus required by law to establish BLBC education programs taught by licensed bilingual teachers; and

WHEREAS, Milwaukee Public Schools is one of many districts throughout Wisconsin that is facing challenges with the recruitment and retention of licensed bilingual teachers; and

WHEREAS, In order to receive an educator license in Wisconsin, including a bilingual teacher license, the Wisconsin DPI requires applicants to demonstrate content knowledge proficiency in their specific license area; and

WHEREAS, an additional requirement for licensure is that an applicant for a license to teach in grades kindergarten to 5 or in special education must pass the Foundations of Reading Test (FoRT); and

WHEREAS, The FoRT examination process is a costly and time-consuming process, with a relatively high failure rate as it is currently administered in Wisconsin; and

WHEREAS, In recognition of the negative impact the FoRT exam passage requirement coupled with this relatively high failure rate was having on the supply of teachers in special education, in November 2019, the Wisconsin Legislature enacted 2019 Wisconsin Act 44, amending Wis. Stat. sec. 118.19 (14) (a); and creating Wis. Stat. sec. 118.19(14)(b), to allow the DPI to grant a waiver from the requirement to pass the FoRT exam for certain applicants pursuing a license in special education; and

WHEREAS, This waiver allows an individual applicant seeking an initial teaching license to teach in special education who is unable to pass the FoRT exam to obtain a license if the applicant demonstrates to the satisfaction of the DPI that he or she has successfully completed a course of study that satisfies all of the following:

1. The course of study provides rigorous instruction in the teaching of phonemic awareness, phonics, vocabulary, reading comprehension, and fluency.
2. A student in the course of study receives feedback and coaching from an individual who is an expert of reading instruction.
3. A student in the course of study demonstrates competence in phonemic awareness, phonics, vocabulary, reading comprehension, and fluency by providing a portfolio of work; and

WHEREAS, There are many qualified, experienced individuals who want to work as bilingual educators and still more who are currently serving our schools as bilingual educational assistants and paraprofessionals whose career advancement toward licensure as a bilingual teacher is stalled due to their inability to pass the FoRT exam despite their experience and qualifications; and

WHEREAS, According to the DPI, the passage rate for first-time FoRT exam takers is only about 66%; and

WHEREAS, When broken down by race and ethnicity, the first-time passage rate for persons of color is even lower, with 68 percent of Whites but only 55 percent of Asians, 50 percent of Native Americans, 41 percent of Blacks and 36 percent of Hispanics passing the FoRT on their first attempt, according to the DPI’s 2014-15 statistics; and

WHEREAS, These results, broken down by race and ethnicity, appear to be similar to FoRT results broken down by race and ethnicity, from other school districts in the nation that administer the same FoRT test; and

WHEREAS, Providing only one pathway to licensure (that requires passage of the FoRT exam) disproportionately impacts teacher license applicants of color and only exacerbates the problem of teacher shortages in areas such as bilingual teachers, where licensure applicants are disproportionately persons of color; and

WHEREAS, This is especially problematic, considering that there could be other options for licensing qualified bilingual individuals as bilingual teachers, such as the creation of a waiver similar to the one now being afforded to prospective special education teacher applicants; now, therefore, be it

RESOLVED, That the Administration be directed to petition the Wisconsin Legislature, Governor and the Department of Public Instruction to establish a waiver for applicants for licensure as bilingual teachers similar to the waiver afforded to applicants for licensure as teachers in special education; and, be it

FURTHER RESOLVED, That a letter be transmitted to the Wisconsin Association for Bilingual Education (WIABE) and the Wisconsin Association of School Boards (WASB), with a request for their endorsements; and be it

FURTHER RESOLVED, That the Administration provide an update on the effort to secure this waiver no later than the February 2020 Board cycle; and, be it

FURTHER RESOLVED, That, until this matter is resolved, MPS will provide, free of cost to employees, test-taking coaching courses through its MPSU for all teacher license candidates who must take the FoRT, especially those pursuing a bilingual license, during evenings or weekends.

The resolution addresses legal and district requirements for bilingual-bicultural (BLBC) educational programs. The resolution calls, in part, for efforts to petition the Wisconsin Legislature, Governor, and the Department of Public Instruction to establish a waiver for applicants for licensure as bilingual teachers similar to the waiver afforded to applicants for licensure as special education teachers.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rules Statement

Board Governance Policy BG 2.13, Board Legislation Program

Fiscal Impact Statement

This item has no fiscal impact at this time.

Implementation and Assessment Plan

Upon the Board's approval, the directives of the resolution will be carried out.

Committee's Recommendation

Your Committee recommends approval of the Resolution as amended below, with the remainder of the resolution to stand as originally submitted:

RESOLVED, That the ~~Administration~~ Board be directed to 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 explore an exemption for all teachers of color from the exam…

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

* * * * *

REPORT OF THE COMMITTEE ON PARENT AND COMMUNITY ENGAGEMENT

Director Woodward 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 2019 Family Interest Survey

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

Background

MPS administered the Family Interest Survey, in accordance with Wisconsin State Statute, Section 119.16(14), from August 31 through October 31, 2019; however, data were compiled through mid-November to allow paper-survey responses to be manually entered into Qualtrics.

More than 10,000 Family Interest Survey responses were collected. Demographic information indicates that respondents were 36.3% Black/African-American, 28.7% Latino, 22.8% White, 7.5% of two or more races, 3.2% Asian, and 1.5% American Indian/Native. 22% had children who are receiving special education services. These data points are consistent with last year's survey.

This year, survey responses included:

- 97% of families agreed or strongly agreed that their schools are welcoming. This is up 1% over the 2018 survey results.
- the top workshops that families again said they would attend were how to help my child continue learning at home, promoting positive behavior, and anti-bullying strategies.

In addition, families expressed a desire to learn more about the tests their children are taking, how to prepare their children for college, money-management tips, learning a foreign language to help their children who are enrolled in an immersion school with homework, and information about Individualized Education Plans (IEPs).

Each school will receive a personalized report detailing their respective survey results. Parent coordinators will receive guidance and support to create alignment between future programming plans and the responses to the Family Interest Survey.

A detailed 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 Rules Statement

Administrative Policy 9.04, Community Involvement in Decision Making

* * * * *

(Item 2) Report with Possible Action on High School Region 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

At the Board's direction, the structure of the 2019-2020 monthly Region Showcase item has been enhanced to provide a thorough picture of each region as it is presented on a monthly basis. This will include goals as well as 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, which has served more than 17,000 students this year, comprises 21 schools and is extremely diverse, including large comprehensive high-schools, 6-12, K-12, 3-12, specialty schools, and alternative schools. The schools include tAlliance, Bay View, Groppi, Hamilton, MacDowell, Madison, Marshall, Golda Meir, Milwaukee High School of the Arts, Milwaukee School of Languages, Barack Obama SCTE, Project STAY, Pulaski, Reagan, Riverside, Rufus King, Transition, Vincent, and WCLL.

The High School Region is highlighting the programs and progress of Milwaukee High School of the Arts in the presentation attached to the minutes of your Committee's meeting. We are sharing points of pride from the work of this dedicated staff as well as the successes of our students in the various arts program offerings.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rules Statement

Administrative Policy 7.01, Teaching and Learning Goals

Fiscal Impact Statement

N/A

* * * * *

REPORT OF THE COMMITTEE ON STRATEGIC PLANNING AND BUDGET

Director Peterson presented the following reports for the Committee on Strategic Planning and Budget:

TO THE BOARD OF SCHOOL DIRECTORS:

Your Committee on Strategic Planning and Budget is presenting two reports this month.

Report # 1 of the Committee on Strategic Planning and Budget

(Item 1) Report with Possible Action Regarding Possible Referendum Funding Allocation

Your 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 its meeting on December 12, 2019, the Committee on Strategic Planning & Budget, based on the report of the Community Task Force, requested an outline of a possible referendum-funding allocation. The allocation should benefit all students, while priority is to be given to those schools and students who have the most needs. Considerations will take into account the results and recommendations of the Schools our Children Deserve MPS survey, feedback sessions, public testimony, the report of the Community Task Force, and MPS's commitment to equity.

Eight priorities identified through the survey and feedback sessions were outlined in the report of the Community Task Force:

- high-quality early childhood education
- improvements in facilities maintenance and safety
- attracting and retaining certified educators
- professional support staff
- meeting educational standards for programming in library services, art, music, and physical education
- expanding access to advanced educational programming opportunities
- comprehensive career and technical education
- class sizes.

These eight priorities will increase equity and excellence in our schools and promote positive educational and social-emotional outcomes for our community's children.

The attachments to the minutes of your Committee's meeting — including a copy of the approved ballot question, the current staffing-resource summary, an excerpt of the polling survey summary report, and an estimated costing analysis to support the identified priorities — have been provided to guide the discussion.

Fiscal Impact Statement

N/A

Committee's Report

Your Committee reports that it has directed the Administration to review suggestions made by school board members and the public at your Committee's meeting of January 7 and to bring to your Committee's meeting on January 23 a set of options for how the first year's revenue from a successful referendum might be allocated, the options to include:

1. funding possibilities for the following seven areas addressed by the Community Task Force through an equity lens:
    a. attracting and retaining certified educators
    b. mental and physical health support staff (counselors, psychologists, nurses, etc.)
    c. art, music, physical education teachers, and library/media specialists
    d. early childhood education
    e. career and technical educations programs
    f. advanced academics, including bilingualism and multiculturalism
    g. reduction in class size;
2. for each of the seven areas, a range of specific programming/staffing suggestions with accompanying costs (e.g., this could include pilot programs, partial funding for a multi-year plan to reach certain goals, or a range of the number of staff whom MPS would hope to hire in certain areas, given the uncertainty of how many prospective staff might apply for such positions.); and
3. any potential unintended costs (e.g., additional classroom space for additional teachers).

* * * * *

Report # 2 of the Committee on Strategic Planning and Budget

(Item 1) Action on Request to Approve Strategies to Reduce Transportation Expenditures and Increase Efficiencies

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, The Community Assessment and Training Program (CATP), Learning Journeys, and Special Olympics.

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

The Administration is exploring possible transportation modifications that optimize a regional transportation system that supports bus utilization to maximize efficiency. The Administration has put together two transportation restructure alternatives for consideration:

1) Pupil Transportation Services' long-term restructuring plan to consider moving towards a three-tier school bell schedule with high schools on the earliest tier (7:15 a.m.)

2) Pupil Transportation Services' long-term restructuring plan to consider moving towards a three-tier school bell schedule with high schools on the latest tier (9:00 a.m.).

Proposed FY21 Transportation Changes

Milwaukee Public Schools could reduce its transportation expenditures without any service reductions through a few service-restructuring options. Standardizing the school start time from a two-tier transportation system to a three-tier transportation system would increase the efficiency of the transportation services being provided and reduce the number of buses needed.

Current State

Two-tier Model:

1. 6:30 .a.m-7:30 a.m./2:30 p.m.-3:30 p.m., Tier 1 (2:45 p.m. dismissal for HS)*
2. 7:30 a.m.-8:30 a.m./3:30 p.m.-4:30 p.m., Tier 2 (8:40 a.m. start/3:55 p.m. dismissal HS)*

*Some minor minute deviations exist within each tier due to some high schools, K-8 schools, and K-5 schools being blended on each tier to fulfill minimum minute requirements by grade level imposed by state statute.

Approximately $60,000,000 of the total $65,000,000 transportation budget was dedicated to home-to-school yellow bus services in FY20. In the existing two-tier model, the district utilizes 1,000 buses, running approximately 2,100 routes, using almost 2,500 drivers from nine private yellow bus contractors.

Some demographic data to consider with the current state of pupil transportation services:

- The average student distance from school = 3.34 miles when considering all students in the district, or just over 3.6 miles when discussing bused students only.
- The average route miles per run per route is currently about 17 miles.
- The average route time to school per day is approximately 52 minutes currently (with 624 routes more than one hour long ~ 31% of the runs for MPS)
- This assumes an average travel speed of 19 miles an hour on the road

Scenario 1 — High Schools on Earliest Schedule

1. Three-tier model (with high schools on Tier 1):
   a. 6:45 a.m.-7:10 a.m./2:25 p.m.-3:00 p.m. Tier 1 — High School and Traditional MS
   b. 7:45 a.m.-8:10 a.m./3:10 p.m.-4:00 p.m. Tier 2 — K8 and K5 Traditional Schools
   c. 8:45 a.m.-9:10 a.m./4:10 p.m.-5:00 p.m. Tier 3 — K8, K5 Specialty Schools or Traditional Schools with ESL/BIL
2. Long term: 750-800 buses total
   a. $4-5 million savings
   b. Must be implemented with regional-development strategies
   c. Average route miles per run = 10.92 miles
   d. Average route time to school = 38 minutes (75 out of 2,132 over 1 hour = 3.5%)

Opportunities

- Fewer buses needed — roughly $2-3 million saved for every 100-bus reduction
- Fewer drivers needed — stabilizes workforce
- More daily hours for each bus driver — stabilizes workforce
- Shorter ride times for all students (1 hour -> 40 minutes) — also positively impacts behavior management
- Positively impacts traffic by reducing buses and spreading out travel for three tiers instead of two
- Minimizes service cuts needed to realize cost savings

Considerations

- Field trips — logistics of field trips will have to adjust
- Driver layoffs/potential contractor closure — fewer buses
- Stakeholder impacts — change in school times

- Citywide, high schools, and specialty schools prevent true tier optimization
- Homeless and special education services
- Request for Proposal (RFP) inflationary increases
- Athletic after-school bus needs interfere with peak home-to-school transportation — increasing costs, thereby reducing transportation savings
- Early high-school students' start time runs counter to national trends related to studies on teenagers' sleep needs

Scenario 2 – High Schools on Latest Schedule

a) 6:45 a.m.-7:10a.m./2:10 p.m.-2:50 p.m., Tier 1 — K8, K5 Specialty, or Traditional Schools with ESL/BIL
b) 7:45 a.m.-8:10a.m./3:10 p.m.-3:50 p.m., Tier 2 — K8 and K5 Traditional Schools
c) 8:35 a.m.-9:00a.m./4:15 p.m.-4:50 p.m., Tier 3 — High Schools and Traditional MS

1. Long Term: 700-750 buses total

a. $5-6 million savings
b. Must be implemented with regional-development strategies
c. Average route miles per run = 10.92 miles
d. Average route time to school = 38 minutes (75 out of 2,132 more than one hour = 3.5%)

Opportunities

- Fewer buses needed — roughly $2-3 million saved for every 100-bus reduction
- Fewer drivers needed — stabilizes workforce
- More daily hours for each bus driver — stabilizes workforce
- Shorter ride times for all students (1 hour -> 40 minutes) — also positively impacts behavior management
- Positively impacts traffic by reducing buses and spreading out travel for three tiers instead of two2
- Minimizes service cuts needed to realize cost savings
- Later school times for high school = more hours of sleep, better attendance = higher achievement
- Elem — MS/HS re-tiering minimizes impact of change due to current state of bell schedule
- Scenario 2 maximizes savings opportunities for tiering ($1 million more than does scenario 1)

Considerations

- Field Trips — logistics of field trips will have to adjust
- Driver layoffs/potential contractor closure — fewer buses
- Stakeholder impacts — change in school times
- Citywide, high schools, and specialty schools prevent true tier optimization
- Homeless and special education services
- Request for Proposal (RFP) inflationary increases
- Athletics — how does later time impact night games
- Student Employment — later HS dismissal may reduce after-school employment hours

Additional details may be found in the presentation attached to the minutes of your Committee's meeting

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rules Statement

Administrative Policy 4.04, Student Transportation Services

Fiscal Impact Statement

The fiscal impact of the Administration's proposed modifications depends on the range of implemented options. The potential savings range from $4,000,000 with high schools on the earliest tier to approximately $5,000,000 with high schools on the latest tier for FY21. Further savings can be achieved with regional-development strategies that increase the efficiency of the three-tier model.

Implementation and Assessment Plan

Upon approval by the Board, the Administration will begin steps to implement one of the transportation proposals for the 2020-2021 school year. In this scenario, all Milwaukee Public Schools will have to modify their start and end times to conform with the proposed tiering model.

Committee's Recommendation

Your Committee recommends that this item be held in Committee and that the Administration be directed to take into consideration testimony at the January 23, 2020, meeting of the Committee on Strategic Planning and Budget and other communications received by the Board and to bring back more information about the Individual Transportation Proposals to the Board no later than that April 2020 Board Cycle.

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

* * * * *

(Item 2) Action on a Request to Approve the Timetable for the Fiscal Year 2020-21 Proposed Budget

Background

This item is being presented in accordance with State Statutes, §119.16(8), and Board Governance Policy BG 2.05, Board Planning Cycle, which states, "A Board calendar with all work displayed on a timetable will be developed annually."

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rules 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.

Committee's Recommendation

Your Committee recommends that the Board adopt the Fiscal Year 2020-2021 Proposed Budget Timetable presented below:

Fiscal Year 2020-2021 Proposed Budget Timetable		
Dates	**Action**	**Responsibility**
June 2019-March 2020	Collection of a variety of inputs, ideas, costs with analysis of their impact for fiscal year 2020-2021 (FY21) budget planning.	Administration
September 2019-April 2020	MPS engages the community on broad topics to identify district priorities at various venues.	Administration
December 13, 2019	School level allocation estimates are drafted by departments and provided to Financial Planning & Budget Services.	Administration
December 13-20, 2019	Third Friday of September 2020 school enrollments are projected.	Administration

Fiscal Year 2020-2021 Proposed Budget Timetable		
Dates	**Action**	**Responsibility**
December 2019-March 2020	Board and Administration continue to solicit stakeholder input into the development of the FY21 Proposed Budget.	Board and Administration
December 12, 2019	Strategic Planning and Budget Committee met to discuss and has adopted FY21 parameters.	Board and Administration
January 8, 2020	Present preliminary budget preparation information to School Leaders.	Administration
January 8-January 31, 2020	Superintendent holds School Ambitious Instruction Budget Conversations with identified school leaders.	Administration
January 16-30, 2020	School leaders prepare all required budget documents with input from their School Engagement Councils.	Schools
January 23, 2020*	Strategic Planning and Budget Committee meets to discuss and possibly adopt a FY21 Proposed Budget timetable.	Board and Administration
February 5-7, 2020	Administrative teams review each school budget for FY21 budget/staffing resolutions.	Administration
February 10-13, 2020	Superintendent resolution meetings on FY21 school budget/staffing needs.	Administration
February 14, 2020	All school staffing data submitted to Human Resources.	Administration
February 17-March 5, 2020	Offices prepare budgets, organizational charts and narratives.	Administration
February 21, 2020	Staff must be given notice by the end of the school day of any increases or decreases in their FTE. This information must be consistent with the submitted budget by school/department.	School & Department Administration
February 27-March 25, 2020	Cycle A Certificated Staff Exchange Process.	Administration
March 13, 2020	Office budget reviews completed, and staffing changes submitted to Human Resources.	Administration
March 16-31, 2020	District budget is entered into the financial system and balanced.	Administration
April 2020	Superintendent's proposed budget is finalized and assembled for publication.	Administration
April 3-May 3, 2020	Cycle B Certificated Staff Exchange Process.	Administration
April 28, 2020	Board organizational meeting held.	Board and Administration
May 1, 2020	Superintendent's 2020–2021 Proposed Budget released.	Administration
May 4-June 1, 2020	Cycle C Classified Staff Exchange Process	Administration
May 6, 2020*	Proposed budget and public hearing notice published in newspaper, parent companion guide and budget overview presentation released.	Administration and Board Governance
May 7, 2020*	Strategic Planning and Budget Committee meets on the Superintendent's 2020–2021 Proposed Budget and hears public testimony.	Board and Administration
May 12, 2020*	Board members submit proposed amendments to the Office of Board Governance by noon; amendments to administration by end of day.	Board and Board Governance
May 14, 2020*	Administration submits proposed amendment analysis to the Office of Board Governance by the end of the day.	Administration
May 19, 2020*	Statutory public hearing on the Superintendent's 2020- 21 Proposed Biennial Budget.	Board and Administration
May 21, 2020*	Strategic Planning and Budget Committee reviews the FY21 Proposed Budget, hears public testimony, and takes possible action on proposed amendments and proposed budget.	Board
May 22, 2020*	Board members submit proposed amendments to the Office of Board Governance by noon; amendments to administration by end of day.	Board and Board Governance
May 27, 2020*	Administration submits proposed amendment analysis to the Office of Board Governance by noon.	Administration
May 28, 2020*	Board meeting to consider any proposed amendments and to take possible action on the Superintendent's 2020–2021 Proposed Budget.	Board Administration
No later than June 29, 2020	Board Clerk transmits FY21 Adopted Budget to the Milwaukee Common Council.	Board Governance

Fiscal Year 2020-2021 Proposed Budget Timetable		
Dates	**Action**	**Responsibility**
October 27, 2020*	Board meeting to consider and take action on the amended adopted budget recommendations for FY21.	Board and Administration
No later than October 30, 2020	Board Clerk sends FY21 Amended Adopted Budget to the Milwaukee Common Council.	Board Governance

*Date subject to change by the Milwaukee Board of School Directors.

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

* * * * *

(Item 3) Report with Possible Action Regarding Possible Referendum Funding Allocation

Your 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 meeting of the Committee on Strategic Planning and Budget on December 12, 2019, based on the report of the Community Task Force, the Milwaukee Board of School Directors requested an outline of possible referendum-funding allocation. The allocation should benefit all students, while priority is to be given to those schools and students who have the most needs. Considerations will take into account the results and recommendations of the Schools our Children Deserve MPS survey, feedback sessions, public testimony, the report of the Community Task Force, and MPS's commitment to equity.

Milwaukee Public Schools is committed to a districtwide culture of equity that increases access and opportunities for our students, families, staff, and the community. Community input thus far has helped to identify the following categories of need:

- providing more high-quality early childhood education
- attracting and retaining certified educators to stabilize the workforce and the classrooms
- providing more supportive services such as school counselors, psychologists, social workers, nurses, and special education that are essential to a quality K-12 education
- increasing opportunities for students to participate in library services, art, music, and physical education
- expanding access to advanced educational opportunities such as world language programs, Advanced Placement (AP) classes, and International Baccalaureate (IB) coursework — along with ethnic studies, bilingual, language immersion, and Montessori programs
- ensuring students have access to high-quality comprehensive career and technical education
- reducing class sizes.

Responses to the Referendum Priority Survey, a copy of which is attached to the minutes of your Committee's meeting, will provide community input to help prioritize possible referendum- resource allocation to best meet the needs of students.

Strategic Plan 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

NA

* * * * *

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 an Amendment to the Instrumentality Charter Contract and Appendix A with the Alliance School of Milwaukee

Background

The Alliance School of Milwaukee (Alliance) was established as an instrumentality charter school beginning with the 2005-2006 school year. Under its current contract, Alliance serves a maximum of 280 students in grades 9 through 12 in the 2019-2020 school year. Alliance is located at 850 West Walnut.

Alliance's mission is to provide a safe, student-centered, and academically challenging environment to meet the needs of all students.

In December 2019, the Department of Contracted School Services received notification that Phyllis Smith would be the school leader at Alliance. A redline contract and Appendix A reflecting the proposed amendment to reflect a change in leadership is attached to the minutes of your Committee's meeting.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rules 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 and Appendix A will be forwarded to the Wisconsin Department of Public Instruction.

Committee's Recommendation

Your Committee recommends that the Board approve the amendment to the Instrumentality Charter School Contract and Appendix A with the Alliance School of Milwaukee, 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 2) Action on a Recommendation for Renewal of the Non-Instrumentality Charter School Contract with Milwaukee Teacher Education Center, Inc., for Milwaukee Environmental Sciences Academy (MESA)

Background

Milwaukee Environmental Sciences Academy (MESA) was established as a non-instrumentality charter school beginning with the 2013-2014 school year. MESA received a two-year non-instrumentality charter school renewal after its last renewal cycle. 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.

In August 2019, the charter school contract review process was initiated by the Department of Contracted School Services. On August 15, 2019, representatives from MESA submitted the Charter Renewal Intent Cover Sheet and Charter Renewal Application to seek renewal of the charter school contract.

On November 14, 2019, the Charter School Contract Review Team (Team) conducted a full-day site visit at MESA. The Team examined the school's 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 as well as by student and by parent focus groups. In addition, the Team conducted 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 three-year renewal of the non-instrumentality charter school contract with MESA. The recommendation was based on the school's having made progress toward meeting its the educational goals, its focus on expeditionary learning, and its consistently having met the organizational and financial performance measures outlined in the contract. 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 Team and 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 Rules 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 budget. Pending contract approval, the funds for the 2020-21 charter school contract will be authorized as a part of the FY21 budget process.

Implementation and Assessment Plan

Upon the Board's approval, negotiations will begin between the Superintendent's designee and representatives of Milwaukee Teacher Education Center, Inc., and MESA in consultation with the Board's designee and the Office of the City Attorney in anticipation of developing a renewed charter contract to be presented to the Board.

Committee's Recommendation

Your Committee recommends approval of a two-year contract renewal with MESA.

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

* * * * *

REGULAR ITEMS OF BUSINESS

(Item 1) Reports of the Board's Delegates

The Board received the monthly reports of the Board's delegates to the Head Start Policy Council and to the Title I District Advisory Council (DAC).

* * * * *

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

In an effort to support the goals that have been identified by the Board as essential to the accomplishment of the MPS Vision and Mission, the President's activities during January included the following:

Academic Achievement

- Met twice with Marquette African Student Union representatives to discuss curriculum
- Toured MPSU classes
- Attended WASB convention
- Attended mid-year MPS high-school graduation at South Division High School
- Attended Milwaukee Black Male Achievement (BMA) Advisory Council

Student, Family, and Community Engagement

- Attended Black Lives Matter at Schools planning meeting
- Attended MPS City Review basketball tournament
- Attended YMCA Rev Martin Luther King Breakfast
- Attended Democratic Party National Convention Committee's visit with students from King Middle School. Also attended by Representative Gwen Moore

Effective and Efficient Operations

- Met weekly with the Superintendent
- Met with MPS's Retirement Task Force.

* * * * *

COMMUNICATIONS

(Item 1) Referral of Communication 1920C-004 from Art Action Milwaukee Requesting Consideration of a Proposed Policy on Art Education

On January 22, 2020, the Office of Board Governance received a communication from Art Action Milwaukee, provided under separate cover, regarding a proposed art education policy. In accordance with Board Rule 1.10, the Board Clerk/Chief Officer, Office of Board Governance, is forwarding this communication to the Board for referral.

Referred to the Committee on Legislation, Rules and Policies.

* * * * *

RESOLUTIONS

Resolution 1920R-013

by Directors Siemsen and Miller

WHEREAS, Early childhood instruction often determines a child's schooling success; and

WHEREAS, Support for early childhood classrooms is imperative for that success; and

WHEREAS, The Federal Head Start program and the State of Wisconsin Achievement Gap Reduction (AGR) program recognize that class size and adult-to-student ratios play important parts in early childhood teaching and learning; and

WHEREAS, K5 classes in MPS AGR schools have a maximum class-size ratio of 18:1 (additional staffing is provided if that ratio is exceeded) and 1st grade through 3rd grade classes in AGR schools have maximum class-size ratios of 22:1 (additional staffing is provided if the ratio is exceeded) because Head Start classrooms are held to lower class-size ratios; and

WHEREAS, There is not a cap on MPS AGR class sizes once additional staffing is provided, nor is there a cap on class size for non-AGR K4-3rd-grade classrooms; now, therefore, be it

RESOLVED, That all MPS K4 classrooms, beginning with the 2020-2021 school year, have a maximum class size of 18 students; and be it

FURTHER RESOLVED, That if a K4 classroom exceeds 18, a para-professional is added for support for the majority of the student contact day; and be it

FURTHER RESOLVED, That even with the addition of extra staff, no K4 classroom is to exceed 22 students; and be it

FURTHER RESOLVED, That similar policy be added to all K5 classrooms starting in the school year 2021-2022; and be it

FURTHER RESOLVED, That all 1st-grade classrooms have a maximum class size not exceeding 22 students starting in the school year 2022-2023; and be it

FURTHER RESOLVED, That if 1st-grade classrooms exceed 22 students, a para-professional is added for support for the majority of the student contact day; and be it

FURTHER RESOLVED, That no 1st-grade classrooms, even with additional staffing, exceed 28 students; and be it

FURTHER RESOLVED, That similar policy, as in 1st-grade classrooms, be added to 2nd-grade classrooms starting in the school year 2023-2024, and that similar policy be added to 3rd-grade classrooms starting in the school year 2024-2025; and be it

FURTHER RESOLVED, That the Administration present to the Board a staffing, facilities, and cost analysis for the four-year implementation of this policy during the March 2020 board cycle.

Referred to the Committee on Student Achievement and School Innovation

* * * * *

The Board adjourned at 9:42 P.M.

JACQUELINE M. MANN, Ph.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
FEBRUARY 27, 2020

Regular meeting of the Board of School Directors called to order by President Miller at 6:34 P.M.

Present — Directors Herndon, O'Halloran, Peterson, Phillips, Siemsen, Taylor, and President Miller — 7.
Absent and Excused — Directors Baéz and Woodward — 2.

Before proceeding with the agenda, President Miller asked for a moment of silence to commemorate the passing of:

- Barbara Brown, a retired teacher, who passed away February 7, 2020;
- Jamal C. Anderson, Jr., a K-5 student at German Immersion, who passed away February 8, 2020;
- Camaria Banks, a student at Browning School, who passed away February 8, 2020;
- Susan Wolff, a retired technical support analyst, who passed away February 10, 2020;
- Suzana Mazzetti, a para educational assistant, who passed away February 19, 2020; and
- Alvin Trail Cole, a 10th-grade student at Vincent High School, who passed away February 20, 2020.

AWARDS AND COMMENDATIONS

(Item 1) 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:

Edwina Matthews

Milwaukee Public Schools recognizes Edwina Matthews for her dedication in providing Milwaukee's youth with exceptional learning experiences. For the past 15 years, Ms. Matthews has been working with Samuel Clemens School's fourth-graders for 14 hours a week to help build their reading skills. Clemens's principal, Garry Lawson, commented that, "She is truly dedicated to the students. She wants more than anything for them to be productive citizens." She has also contributed to the school culture by making strong connections with Samuel Clemens's families.

Ms. Matthews's desire for kids to have a bright future began many years ago. Her cousin inspired her to become a teacher. As a graduate of MPS herself, in 1967 she began teaching at Garfield. She remained in the classroom for thirty-seven years, making sure that every student had the opportunity to succeed in school.

A further testament to her dedication to Milwaukee's children is community-wide recognition. Ms. Matthews was presented with the 2019 TMJ4 Positively Milwaukee! Inspiring Senior Award for her commitment to Milwaukee's young people.

Her experiences extend beyond education. In the 1960s, she marched alongside Father James Groppi for fair housing. She even walked with Dr. Martin Luther King, Jr., and took part in causes along with Vel Phillips to improve Milwaukee.

Matthews's philosophy is simple. "If I'm there for these kids…maybe later on, these kids will think, 'Ms. Matthews was there to help me'… maybe one day, they will reach out and help someone." This attitude of serving others has given MPS's students, families, and staff over fifty years of dedication.

The Milwaukee Board of School Directors recognizes and honors Edwina Matthews for her dedication, outstanding leadership, and commitment to excellence on behalf of the students of the Milwaukee Public Schools.

* * * * *

(Item 2) 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. This included the 2019-2020 Dr. Martin Luther King, Jr. Art, Speech and Writing Contests sponsored by We Energies.

This year's Dr. Martin Luther King, Jr. contests produced outstanding entries from students and many winners based on this year's theme, "Your Life Has Significance."

This evening, MPS students will be presenting their 2019-2020 award-winning Dr. Martin Luther King, Jr. (MLK) speeches.

Congratulations to all winners of this year's Dr. Martin Luther King, Jr. Art, Speech, and Writing Contests. The full list of winners follows:

Writing Contest Winners

Group Project: Grades K-1

Students, K5 Group Project — Keaisa Anderson, Akeelah Briggs, Amiyah Carter, Ariah Dallas, Lundyn Fitzwater, Dorsey Fletcher, Kartier Gordon, Sire Harmon, Donterrio Harris, Alawna Hudson, Skyler Mitchell, Shemar Nelson, Ja'liyah Smith, Matthew Stokes, Honor Tatum, Aaron Watts, Desirae Woods
School: William Cullen Bryant Elementary
Teacher: Pang Yang

Grades 2-3

1st Place — Nayeli Batista Sanchez, 3rd Grade
School: Honey Creek Continuous Progress Charter School
Teacher: Amy Hagenow

2nd Place — Zakaira Keller, 3rd Grade
School: Golda Meir School
Teacher: Erin Bailey

3rd Place — Matthew Dawursk, 3rd Grade
School: Golda Meir School
Teacher: Erin Bailey

Grades 4-5

1st Place — Iesha Sawyer-Green, 5th Grade
School: Samuel Clemens School
Teacher: Aruna Halala-Vishudh

2nd Place — Salma Lewis, 5th Grade
School: Golda Meir School
Teacher: Adriana Balistreri

3rd Place — Nora Synovic, 4th Grade
School: Milwaukee German Immersion School
Teacher: Sarah Prah

Grade 6

1st Place — Olivia Lane-Lawrence, 6th Grade
School: Hartford Ave. University School
Teacher: Joyce Peoples

2nd Place — Andre Maxwell, 6th Grade
School: Dr. Martin Luther King, Jr., School
Teacher: Kimberly Humphreys

Writing Contest Winners

Grades 7-8

2nd Place — Brandon Gorton, 8th Grade
School: James Fenimore Cooper School
Teacher: Paul Hoffman

Speech Contest Winners

Grades K-2

1st Place — Chriscyris Gil Midence, 2nd Grade
School: Alexander Mitchell Integrated Arts School
Teacher: Jeannette G. Russell

2nd Place — Jayvion Armstrong, 1st Grade
School: Elm Creative Arts School
Teacher: Therese M. Kroll

Grades 3-4

1st Place — Abigail Cashman, 4th Grade
School: Golda Meir School, Lower Campus
Teacher: Tracey Fecteau

2nd Place — Inezmari Chico, 4th Grade
School: Jeremiah Curtin Leadership Academy
Teacher: Rebecca Lehn-Hilliard

3rd Place — Anaria Champion, 4th Grade
School: Dr. Martin Luther King, Jr. Leadership Academy
Teacher: Grace E. Scott

Grades 5-6

2nd Place — Isaac Feng, 5th Grade
School: Victory K–8 and Milwaukee Italian Immersion School
Teacher: Amy Domagalski

3rd Place — Salma Lewis, 5th Grade
School: Golda Meir School, Lower Campus
Teacher: Adriana Balistreri

Grades 7-8

2nd Place — Brandon Gorton, 8th Grade
School: James Fenimore Cooper School
Teacher: Paul Hoffman

3rd Place — Saahir Muhammad, 8th Grade
School: Jeremiah Curtin Leadership Academy
Teacher: Michelle Davis-Sobocinski

Speech Contest Winners

Grades 9-10

1st Place Angela Gorton, 10th Grade
School Ronald Wilson Reagan College Preparatory High School
Teacher Kristoffer Puddicombe

2nd Place Malcolm Bishop, 9th Grade
School Harold S. Vincent High School
Teacher Jennifer M. Koss

Grades 11-12

2nd Place Niahni Shelton-Moss, 11th Grade
School Ronald Wilson Reagan College Prep. High School
Teacher Kurt Dillman

3rd Place Derrick Taylor, 11th Grade
School Golda Meir School, Upper Campus
Teacher Tiffany Smith

Art Contest Winners

Grades K-2

1st Place JC Seha Vang, 2nd Grade
School Luther Burbank School
Teacher Anna Peterson

3rd Place Jesus Graika, 2nd Grade
School Milwaukee Spanish Immersion School
Teacher Tracy Matel

Art Contest Winners

Grades 3-5

1st Place Carlos Mazaba, 4th Grade
School Golda Meir School
Teacher Joan Fecteau

2nd Place Maxwell E. Simons, 4th Grade
School Fairview Elementary School
Teacher Kari George

3rd Place Ruby Sanchez, 3rd Grade
School Milwaukee Spanish Immersion School
Teacher Tracy Matel

Grades 6-8

1st Place Grace Collins, 8th Grade
School Fernwood Montessori School
Teacher Laura Makula Zimmerman

2nd Place Caitlinn Jones, 7th Grade
School Roosevelt Middle School of the Arts
Teacher Greg Haut

3rd Place Julie N. Xiong, 7th Grade
School Wedgewood Park International School
Teacher Maggie Curtis

* * * * *

APPROVAL OF MINUTES

The minutes of the special and regular board meetings of January 2020 were approved as printed.

* * * * *

REPORTS AND COMMUNICATIONS FROM THE SUPERINTENDENT OF SCHOOLS

(Item 1) Action on a Request to Approve Candidate Recommendations for the Milwaukee Public Schools Foundation, Inc., Board of Directors

Background

In 1997 the Milwaukee Board of School Directors (MBSD) approved the establishment of the Milwaukee Public Schools Foundation, Inc., (Foundation) with the mission to promote educational excellence and to strengthen philanthropic community engagement in supporting student achievement.

In 2015, the Foundation was reconstituted as a separate 501(c)(3) tax-exempt charitable organization under the federal tax code. The MBSD approved the Foundation's initial oard members after the executive committee had been established. The current board roster comprises the following individuals:

- Tina Chang, CEO, SysLogic, Inc.
- Peter Feigin, President, Milwaukee Bucks
- Stephen Francaviglia, Chief Project Officer, Milwaukee Health Care Partnership
- Jacqueline Herd-Barber, Community Volunteer
- John Kersey, Executive Vice President, Zilber, Ltd.
- H. Carl Mueller, Chairman/CEO, Mueller Communications
- Mark Sabljak, Principal, Sabljak & Budisch
- Christina Fiasca, Community Volunteer

- James Friedman, Attorney/Shareholder, Godfrey & Kahn, S.C.
- Fred Tabak, President, Tabak Law
- Anthony Smith, Community Relations Executive, Marcus Center for the Performing Arts
- Heidi Schneider, Managing Director – Asset Management, Robert W. Baird

The following individuals serve as *ex officio* members of the Foundation's Board of Directors:

- Dr. Keith P. Posley, MPS Superintendent of Schools
- Wendell Willis, Executive Director, MPS Foundation

Over the last 24 months, and due to professional and personal competing priorities, some board members have needed to step down. In an effort to add to this diverse and distinguished board, the MPS Foundation's Executive Committee has approved the following individuals for final presentation and confirmation:

- Vincent Lyles, Vice President, Community Relations, Advocate Aurora
- Joel Haubrich, Manager, Wisconsin Government Affairs, We Energies
- Paula Phillips, Medical College of Wisconsin and Milwaukee Board of School Directors (replacing former director Carol Voss as the MBSD's liaison).

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

Fiscal Impact Statement

This item does not authorize expenditures.

Committee's Recommendation

The Administration recommends that the Board approve the following candidates for the MPS Foundation Board of Directors:

- Vincent Lyles, Vice President, Community Relations, Advocate Aurora
- Joel Haubrich, Manager, Wisconsin Government Affairs, We Energies
- Paula Phillips, Medical College of Wisconsin and Milwaukee Board of School Directors (replacing former director Carol Voss as the MBSD's liaison).

Director Taylor moved approval of the candidate recommendations for the MPS Foundation's Board of Directors. The motion passed, the vote being as follows:

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

* * * * *

(Item 2) 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.

School Visits

School visits remain a priority and serve as an excellent mechanism for gathering feedback to support District improvement efforts. This month, I had the opportunity to visit Milwaukee High School of the Arts, North Division High School, MacDowell Montessori, and Milwaukee German Immersion School.

MPS Observes National Black Lives Matter Week of Action

The Milwaukee community had opportunities to listen, to learn, and add to their voices to the Black Lives Matter (BLM) narrative to bring about positive change. Leading off Black History Month, the National Black Lives Matter Week of Action, February 3-7, was designed to engage the community in topics that address four national demands and foster discussions and solutions to current issues.

The National Demands of the Week of Action are:

- end zero tolerance
- mandate Black History and ethnic studies course
- hire more Black teachers
- fund counselors, not cops.

Milwaukee Public Schools and its partners — United Way of Greater Milwaukee & Waukesha County, Leaders Igniting Transformation (LIT), Milwaukee Inner-City Congregations Allied for Hope (MICAH), Milwaukee Metropolitan Alliance of Black School Educators (MMABSE), Milwaukee Teachers Education Association (MTEA), MTEA Black Educators Caucus, Showing up for Racial Justice (SURJ), and the MPS Department of Black & Latino Male Achievement — hosted public events focused on the national demands and BLM principles.

Below is an overview of the events that took place during Black Lives Matter Week of Action:

- February 3: Student-Led Discussion and Live Broadcast
- February 4: Pushout: The Criminalization of Black Girls in School – Movie Screening and Talk-Back
- February 5: Black Lives Matter Poetry Open Mic Night
- February 6: Intergenerational Snack and Kick-Back Night – Games and Conversations
- February 7: Black Lives Matter: A Storytelling Social and Awards Night

These daily events were designed to promote exploration and discussion of important topics.

MPS Students Showcase Black Lives Matter Projects

February has been a busy month in Milwaukee Public Schools as students have spent time researching, designing, and showcasing projects celebrating Black History Month. During the first week of February, the District recognized the national Black Lives Matter in School Week of Action with public events and classroom activities.

Maple Tree School held an exciting, interactive event attended by parents and filmed by TMJ4. Students researched famous Black Americans, then stepped into their roles by portraying their subjects as figures in a wax museum. Visitors could press buttons to make students come to life and tell the stories of their chosen historic figures. Students learned about the accomplishments of their subjects and also about the struggles and challenges they overcame on the road to success.

At Fernwood Montessori, younger students studied Black inventors and explored the many devices that have changed our world and improved our lives, including electronics, computer parts, cosmetics, the red-yellow-green stop light, and peanut butter. Older students researched Dr. Martin Luther King, Jr., and collaborated to create a large banner with messages about peace and justice.

Students at Curtin Leadership Academy explored the lives of a variety of Black Americans and discussed the impact of their contributions on daily life. They hosted an event for families and the community to view their work, to ask questions, and to enjoy a lengthy timeline highlighting the impact of Black Americans throughout history.

Forest Home Avenue School welcomed players from the Marquette University men's basketball team, who read to third-graders and talked about their personal journeys through school that led them to Marquette. Students were inspired to ask many excellent questions about college and playing sports at a high level.

Teachers at Bethune Academy served as role models for their students by proudly wearing their college t-shirts representing historically black colleges and universities (HBCUs). They shared their college experiences with students and encouraged them to follow their dreams to college and career.

National School Counseling Week

Ask a school counselor about a typical day, and he or she will tell you that every day is unique, just as every student is unique. Each day, school counselors show their patience, respect, caring, negotiation skills, and ability to support students through triumph and tragedy. School counselors promote success by seeing each child for his or her own needs and taking steps to meet those needs, whether it is a new backpack or comfort after the loss of a loved one.

National School Counseling Week, sponsored by the American School Counselor Association (ASCA), took place February 3-7, 2020. This was an opportunity to focus public attention on the unique contributions of professional school counselors in helping students achieve in school and plan for a career.

During a typical school year, counselors are actively engaged in working with parents to understand their children's personal situations; in focusing on positive ways to enhance students' social/personal, educational, and career development; and in working with teachers and other educators so 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.

MPS is appreciative of the work being done every day by school counselors to help students achieve in school and support their personal well-being. Thank you, counselors!

Students Prepare to Renovate Historic Eagleknit Building

A group of sophomores and juniors from Lynde and Harry Bradley Technology and Trade School are embarking on a historic project that will help students gain valuable job skills in the construction trades. Wangard Partners is committed to providing on-the-job training for a group of students who will help convert the 91-year-old Eagle Knitting Mills building, located at 507 S. 2nd Street in the Walker's Point neighborhood of Milwaukee, from manufacturing into modern office space.

Career-and-technical education is a major focus in Milwaukee Public Schools, especially at Bradley Tech, where construction, welding, manufacturing, engineering, and design are part of the curriculum. MPS has developed strong relationships with partners such as Wangard in high-demand job areas. Students gain advanced training in careers before graduation, and employers who train students help build a pipeline of skilled youth who are ready to work.

The Eagle Knitting Mills building, now known as Eagleknit, was constructed in 1928 and features cream-city brick, wood floors, large steel windows, and concrete columns. Many of the design elements will be retained to keep the historic atmosphere of the structure. A new 30,000-square-foot expansion is also planned.

Partners in the renovation project include J.H. Findorff & Son Inc., the project's building contractor, and the Building2Learn Consortium, a nonprofit focused on introducing students to careers in skilled trades. Mentors and classroom coaches have also been provided by Lemberg Electric Company, Inc., All Hands Boatworks, Gensler Architecture, and Southeastern Carpenters Regional Council.

When completed, the Eagleknit Innovation Hub will be home to Building2Learn, IC Stars — a nonprofit focused on training young adults for technology careers — as well as other tenants.

Lincoln Avenue Receives City Grant to Improve Safety

With more than 500 students coming to school every day, safety is a top concern at Lincoln Avenue School. To enhance safety for students who walk to school, Lincoln was recently selected for the Safe Routes to School (SRTS) initiative by the City of Milwaukee. Of the 159 schools in MPS, Lincoln has the fourth-largest number of students who walk each day. Many students live within one mile of the school, which means they are not eligible for bus transportation.

Lincoln has been proactive about ensuring that students arrive at school safely. For more than two years, parents and volunteers have organized "walking school buses" to help students reach school safely: Two days per week, an adult walks to school, picking up children along a preset route so students can walk as a group with a volunteer chaperone. The walking school bus program helps children watch traffic, cross streets safely, and avoid the risks of walking alone or taking secluded shortcuts. Lincoln's attention to students' safety was a factor in being selected for the Safe Routes to School grant.

Safe Routes to School is an international movement meant to improve safety conditions along routes to school and to encourage walking and bicycling. The City of Milwaukee is developing a citywide SRTS

policy plan expected to be finalized in 2020. Having received a federal grant to create street improvements around eight schools, the City held the first public workshop for Lincoln on January 14, 2020. Input was gathered from Lincoln's families, staff, concerned community members, and local police officers about areas of concern and ways to correct infrastructure. The City will present design ideas at a future community meeting, at which attendees will vote on options, and improvements totaling $75,000 will be implemented in 2021.

MPS Kindergarten Enrollment Fair a Success

MPS hosted its annual Kindergarten Enrollment Fair on February 1, 2020, at Milwaukee High School of the Arts. The Fair was successful in helping families explore schools, make choices, and enroll students for fall 2020.

All MPS schools that offer Head Start and kindergarten were present to answer questions from families and to help them identify the best options for their children. Families were able to speak directly with school staff and get help filling out enrollment forms. Parents were encouraged to bring their children to the fair so they could begin experiencing a school setting and be ready to attend in fall.

Congratulations to MPS 2020 Winter Graduates

Milwaukee Public Schools honored 56 students who completed graduation requirements during the fall semester and earned the right to wear caps and gowns. The auditorium at South Division High School was filled with proud parents, families, and friends who cheered for graduates as they crossed the stage. Even a light snowfall could not discourage the excitement of the graduates and their supporters.

Students wore their own school colors and created a rainbow of gowns that represented nearly every high school in the District. Along with diplomas, every graduate was presented with an MPS alumni pin representing their membership in the MPS Forever Family. Graduates are encouraged to stay connected with their schools as they advance through their careers.

MPS is proud to send these students on their personal journeys ready for college and career!

Milwaukee Teens Earn More Than $5 Million in Scholarships at Empower Me Tour

The results are in! Milwaukee high-school seniors earned 142 scholarships, valued at $5,294,800, during the Fall 2019 Empower Me Tour (EMT), hosted by the United Negro College Fund (UNCF). More than 1,200 Milwaukee high-school seniors and parents filled the Wisconsin Center in September to take part in the event. EMT is a free, traveling college-and-career-readiness roadshow that provides a platform for high-school students to earn on-site scholarships and admission to the nation's top historically black colleges and universities (HBCUs). The EMT also resulted in 390 students receiving acceptance letters to participating universities.

Thanks to UNCF, MPS alum and Riverside University High School graduate Derell Garth graduated from Clark Atlanta University (CAU) in 2018. CAU was Garth's dream school, but paying for it was a big challenge. After visiting his financial aid office, he applied for and won the First Generation Coca Cola Scholarship and the Toyota Scholarship, which covered the cost of all four years in college. "The scholarships allowed me to turn my dreams into reality by helping me pay for school and allowing me to become the first ever in my family to graduate from college," he said. Since graduating, Garth has returned home to Milwaukee and works for Northwestern Mutual.

UNCF is the largest scholarship provider to students of color, awarding $100 million annually in scholarships to more than 10,000 students across the country. Through partnerships with Milwaukee Public Schools, parents, national sponsors Wells Fargo, Target, P&G, Disney, and FedEx, and a host of strong local sponsors, EMT offers access to information and recruiters from HBCUs, college prep workshops, dynamic presenters, and award-winning education experts. Students took advantage of on-the-spot opportunities to apply for college admission, financial aid, and scholarships, including the EMT Merit Scholarship.

King Cheer Team Proves Resilience in Return to State Tournament

On Saturday, February 1, the Rufus King varsity cheer team finished second in the Game Day division at the Brookfield Blast Cheerleading competition. Over 40 schools competed at Brookfield Central High

School. King, a first-time competitor in the Game Day division, put together a routine that not only was recognized by the Universal Cheer Association judges on hand, but also earned the Generals an invitation to the 2021 UCA Nationals Cheer competition.

In the meantime, King will take their talents to the WACPC State Tournament on February 21-22 in Watertown, Wisconsin. King has now qualified for 10 straight state tournaments, including a fourth-place finish in the Cheer Dance division at state last year. King took first in the Cheer Dance division in both 2016 and 2017. King will join 18 other schools from around Wisconsin in the 2020 Cheer Dance division.

The King Cheer team is truly a family environment. The entire coaching staff consists of King alums, including Bohannon, assistant coach Robin Anderson, junior varsity coach Jamisha Gladney, and junior varsity assistant coach Ryonna Hendricks. By establishing a blue-and-gold pipeline from the mat to the sidelines, King Cheer has been able to build on its past successes.

Announcements

Students Encouraged to Apply for PEOPLE Program to Prepare for UW-Madison

The University of Wisconsin–Madison's Precollege Enrichment Opportunity Program for Learning Excellence, known as PEOPLE, is now accepting applications for fall 2020. MPS's eighth-grade students should apply to take part in this program through all four years of high school.

PEOPLE started 20 years ago with 66 high-school students from Milwaukee. It has graduated 526 students, of which 253 attended Milwaukee Public Schools. The PEOPLE journey prepares first-generation and low-income students to be ready for college, to apply for admission, and to enroll at UW System institutions, with an emphasis on UW-Madison.

Upon enrollment in this program, each student is assigned a precollege advisor and receives support through all four years of high school. Students also get help with the college-application process. Those who are accepted at UW-Madison may be eligible for a four-year tuition scholarship and support services from the PEOPLE College Scholars Program.

MPS Student Job Fair is March 11, 2020

Getting a first job is a huge step in the life of a teenager. To help students explore jobs, meet hiring managers, and succeed in the world of work, Milwaukee Public Schools will host its third annual Job Fair on March 11, 2020. Approximately 800 students are expected to attend in search of summer and year-round work. Employers are invited to register for the fair, which will take place in the University of Wisconsin-Milwaukee's Student Union.

Following the first job fair in 2018, MPS received an overwhelming response from employers, who hired hundreds of students and begged for the job fair to become an annual event. Space has been expanded to include more employers and to provide more options for students.

In addition to searching for immediate jobs, students have the chance to explore new fields that may lead to lifelong careers, including automotive, construction, health care, law enforcement, manufacturing, and more.

Students who have completed a work-readiness session at their schools are eligible to attend the job fair. Work-readiness sessions help prepare students to fill out job applications, to interview, and to be ready for the world of work. Students can speak with their counselors or stop in any College and Career Center with questions and to receive permission slips. Bus transportation will be provided for students to attend the job fair.

* * * * *

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

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

Background

On Tuesday, February 11, the majority party of the Wisconsin State Legislature in essence vetoed $130 million of property-tax relief by refusing to increase K-12 equalization funding. In doing so, they

refused the opportunity to achieve their long-stated goal of providing 2/3 state funding, "vetoed" additional and much needed support for students with disabilities, and failed to support additional funds for rural schools in the form of sparsity aid.

Through the use of surplus funds, the Governor's plan would have moved the reimbursement rate for students with disabilities to 34%. Current projections have the reimbursement falling short of the stated goal of 30%.

At a meeting of the Joint Committee on Finance on February 18, multiple members of the public referenced the policy recommendations of the Speaker's Blue Ribbon Task Force on K-12 education. Instead of taking the opportunity to support some of those recommendations, the Committee voted to approve a package that would reduce available revenue by approximately $270 million annually.

As of this writing, multiple education-related bills are awaiting scheduling for possible action by February 20, 2020. Updates on those bills will be provided.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Statement

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.

* * * * *

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 January through mid-February.

Strategic Planning

The Office of Accountability and Efficiency continues to make progress on a broad strategic-planning process, which began in July 2019. Having completed work on office-structuring and strategic-alignment analysis, the Office of Accountability and Efficiency continues to make progress on the development of the OAE's Fiscal Year 2021 (FY21) Work Plan. The Plan, which will include work to be completed during FY21, anticipated outcomes, and means of assessment, will continue to be developed throughout the first

quarter of 2020. The Plan will be transmitted to the Board during the second quarter of 2020 to ensure that work can begin on July 1, 2020.

Accountability and Efficiency Services

Between January 22, 2020 and February 18, 2020, Accountability and Efficiency Services fulfilled seven requests for information. One of the requests included completion of a mapping project to support the MPS Department of Research, Assessment, and Data in gathering information for inclusion in grant-funding applications.

Also during the reporting period, Accountability and Efficiency Services conducted an analysis of the District's fund balances as reported in the 2019 Comprehensive Annual Financial Report (CAFR). This analysis is conducted annually in alignment with Board Governance Policies 3.01 and 3.08, which charge the Office of Accountability and Efficiency with evaluating the fiscal performance of the MPS.

Additionally, Accountability and Efficiency Services fulfilled six constituent inquiries, satisfied three independent hearing officer (IHO) assignment requests, and completed four process-improvement projects.

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 began work on an employment-training road map aligned with Administrative Policy 3.13, Communities in Need. The road map will be inclusive of industry and community partners. This work is being conducted in response to a request made by the Board's Committee on Accountability, Finance, and Personnel at its January 2020 meeting. Contract Compliance Services anticipates bringing an update on the outcomes of this work to the Board during the April 2020 board cycle.

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.

* * * * *

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

The Board Clerk presented 12 expulsion orders from the Independent Hearing Officers of the Milwaukee Board of School Directors.

Director Peterson moved to accept the reports of the Independent Hearing Officers of January 31 and February 3, 12, 14, 19, 21, and 24, 2020.

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

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

* * * * *

REPORTS OF STANDING COMMITTEES

Item Two, Action on Recommended Administrative Appointments, Promotions, Reassignments and Reclassifications, Salary Increases/Decreases, Limited-Term Employment (LTE) Contracts Exceeding Sixty Days, was been set aside as it was forwarded to the Board without recommendation.

Director Peterson moved approval of the balance of the Committees' Reports. The motion passed, the vote being as follows:

Ayes — Directors Herndon, O'Halloran, Peterson, Phillips, Siemsen, Taylor, and President Miller — 7.
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, and Affirmative Action Report

Classified Personnel Transactions

Codes	Name	Position	Salary	Date
New Hires				
2	Anthony Baldwin, Jr.	Building Service Helper I	$13.12/hr.	01/27/2020
2	Destinie Benton	Building Service Helper I	$13.12/hr.	01/27/2020
2	Rasia Gilchrist	Building Service Helper I	$13.12/hr.	01/27/2020
2	Imani Nathan	Building Service Helper I	$13.12/hr.	01/27/2020
5	Dalton Danowski	Boiler Attendant Trainee	$34,520.32	01/27/2020
2	Courtney Mays	Boiler Attendant Trainee	$34,520.32	01/27/2020
2	Janika Brown	Children's Health Assistant	$17,599.68	01/06/2020
2	Terresa Linton	Children's Health Assistant	$17,599.68	01/06/2020
2	Shirley Tolliver Hudson	Children's Health Assistant	$17,599.68	01/21/2020
2	Katie Brooks	Food Service Assistant	$12.94/hr.	01/16/2020
2	Qiana Holder	Food Service Assistant	$12.94/hr.	01/22/2020
4	Brenda Martinez	Food Service Assistant	$12.94/hr.	01/27/2020
2	Donna Washington	Food Service Assistant	$12.94/hr.	01/21/2020
5	Noah Fritschler	IT Service Technician	$49,787.51	01/21/2020
5	Dawn Sampson	Nutrition Technician	$36,966.96	01/06/2020
5	Jason Duchac	Painter	$32.95/hr.	01/06/2020
2	Kennedy Holliman Nappier	Para – Parent Involvement	$19,433.04	01/06/2020
5	Kay Hurley	Para – Parent Involvement	$18,311.04	01/06/2020
5	Emily Shaw	Para – Parent Involvement	$18,311.04	01/21/2020
2	SirG Albritton	Para Ed Assistant	$18,311.04	01/09/2020
2	Famo Ali	Para Ed Assistant	$18,311.04	01/03/2020
5	Claire Bernatz	Para Ed Assistant	$18,311.04	01/15/2020
5	Thomas Blain	Para Ed Assistant	$18,311.04	01/27/2020
5	Brianna Blundon	Para Ed Assistant	$19,433.04	01/03/2020
5	Jaymee Bolander	Para Ed Assistant	$20,779.44	01/27/2020
5	Nicole Brown	Para Ed Assistant	$18,311.04	01/03/2020
4	Jesus Bruno	Para Ed Assistant	$18,311.04	01/03/2020
4	Maria De Leon	Para Ed Assistant	$18,311.04	01/03/2020

Codes	Name	Position	Salary	Date
2	Sherrika Edwards	Para Ed Assistant	$18,311.04	01/07/2020
2	Ashaunte Goodman	Para Ed Assistant	$18,311.04	01/20/2020
2	Myie Grandberry	Para Ed Assistant	$18,759.84	01/28/2020
2	Arsenio Gully	Para Ed Assistant	$18,311.04	01/27/2020
2	Dandre Hogan	Para Ed Assistant	$18,311.04	01/06/2020
2	Sonja Hurt	Para Ed Assistant	$18,311.04	01/03/2020
2	Sabrina Jackson	Para Ed Assistant	$18,311.04	01/27/2020
2	Zheniah Jackson	Para Ed Assistant	$18,311.04	01/07/2020
2	Verlincia Jackson Cross	Para Ed Assistant	$21,452.64	01/27/2020
2	Shaquan Jefferson	Para Ed Assistant	$18,311.04	01/27/2020
2	Estelle Kuevi	Para Ed Assistant	$18,311.04	01/03/2020
5	Christopher Leopold	Para Ed Assistant	$18,311.04	01/03/2020
5	Lora Loke	Para Ed Assistant	$18,311.04	01/03/2020
2	Tiarra Lowe	Para Ed Assistant	$18,311.04	01/27/2020
2	Sydnee Matthew	Para Ed Assistant	$18,311.04	01/16/2020
2	Chantela McGahee	Para Ed Assistant	$18,311.04	01/27/2020
4	Yanira Miranda	Para Ed Assistant	$18,311.04	01/15/2020
2	Tiara Mobley	Para Ed Assistant	$18,311.04	01/03/2020
2	Breanna Moore	Para Ed Assistant	$19,433.04	01/03/2020
2	Keosha Nelson	Para Ed Assistant	$19,836.96	01/03/2020
4	Selma Ornelas	Para Ed Assistant	$18,311.04	01/07/2020
4	Olga Ortiz	Para Ed Assistant	$22,125.84	01/21/2020
2	Ethel Parker	Para Ed Assistant	$18,311.04	01/03/2020
2	Lea Patterson	Para Ed Assistant	$18,311.04	01/03/2020
2	Benita Pickett	Para Ed Assistant	$20,106.24	01/06/2020
4	Rebecca Pritzlaff	Para Ed Assistant	$18,311.04	01/15/2020
2	Ashley Selkridge	Para Ed Assistant	$18,311.04	01/06/2020
2	Dayanara Soto	Para Ed Assistant	$18,311.04	01/15/2020
2	Kahdedra Taylor	Para Ed Assistant	$18,311.04	01/13/2020
4	Karelys Vega	Para Ed Assistant	$18,311.04	01/15/2020
4	Deana Velazquez	Para Ed Assistant	$18,311.04	01/20/2020
2	Courtney Winzer	Para Ed Assistant	$21,052.46	01/27/2020
2	Natalie Wood Johnson	Para Ed Assistant	$18,311.04	01/03/2020
5	Patrick Bohmann	Plumber Journeyman	$43.65/hr.	01/21/2020
5	Heather Bory	School Bookkeeper — 10 MO	$31,408.00	01/02/2020
2	Lucinda Saxton	School Nursing Associate	$41,121.68	01/08/2020
2	Laporchia Jackson	School Secretary I — 10 Month	$24,440.00	01/02/2020
5	Amada De Leon	School Secretary I — 11 Month	$26,840.00	01/06/2020
2	Carolyn Dillard	School Secretary I — 11 Month	$28,881.60	01/27/2020
2	Dajanae Maxwell	School Secretary I — 11 Month	$26,840.00	01/02/2020
4	Ashley Medina	School Secretary I — 11 Month	$27,860.80	01/21/2020
2	Tashonda Harris	School Secretary I — 12 Month	$33,779.20	01/02/2020
2	LaDashia Cannon	School Kitchen Manager Trainee	$13.44/hr.	01/06/2020
1	RC Old Coyote	School Kitchen Manager Trainee	$15.44/hr.	01/27/2020
2	Tracy Townsend	School Kitchen Manager Trainee	$13.44/hr.	01/06/2020
Promotions				
2	Anthony Bentley	Boiler Attendant Trainee	$35,931.15	01/26/2020
2	Monica Brinkley	Boiler Attendant Trainee	$35,931.15	01/26/2020
2	Miracle Brown	Boiler Attendant Trainee	$35,931.15	01/26/2020
5	Richard Desjardin	Boiler Attendant Trainee	$35,931.15	01/27/2020
2	Tiara Jones	Boiler Attendant Trainee	$35,931.15	01/12/2020
5	Jennifer Keizer	Boiler Attendant Trainee	$35,931.15	01/27/2020
4	Jose Roman	Boiler Attendant Trainee	$35,931.15	01/26/2020
2	Matthew Thomas	Boiler Attendant Trainee	$35,931.15	01/13/2020
2	Biron Yates	Boiler Attendant Trainee	$37,341.98	01/27/2020
4	Charles Jones	Boiler Attendant	$38,311.85	01/26/2020
2	Tammy Rhymes Beck	School Bookkeeper – 10 MO	$31,408.00	01/02/2020
4	Yahaira Rodriguez	School Bookkeeper – 10 MO	$31,408.00	01/02/2020
4	Rosa Salem	School Bookkeeper – 10 MO	$31,408.00	01/02/2020
2	Shaketa Winters	School Bookkeeper – 10 MO	$31,408.00	01/02/2020
2	Jimise Foreman	School Bookkeeper – 12 MO	$41,288,00	01/02/2020

Codes	Name	Position	Salary	Date
4	Natasha Fuentes Brooks	School Kitchen Manager I	$24,448.00	01/10/2020
4	Marcia Ponce Torres	School Kitchen Manager I	$24,448.00	01/10/2020
5	David Galaszewski	School Kitchen Manager II	$30,865.60	01/24/2020
5	Timothy Marks	School Kitchen Manager II	$32,470.00	01/24/2020
5	Shelly Godoy	School Kitchen Manager III	$33,959.80	01/24/2020
4	Iliana Hernandez	School Kitchen Manager III	$31,553.20	01/24/2020
2	Giovonni Brackens	School Kitchen Manager Trainee	$16.44/hr.	01/13/2020
2	Sylvia Headd	Secretary II	$39,482.56	01/27/2020
Rehires				
2	Brittany Smith	Children's Health Assistant	$17,599.68	01/06/2020
2	Mysonie Taylor	Children's Health Assistant	$17,599.68	01/21/2020
2	Ismael Donzo	IT Service Technician	$49,787.51	01/21/2020
4	Paula Hernandez	Para Ed Assistant	$20,106.24	01/27/2020
2	Victoria Jacocks	Para Ed Assistant	$18,311.04	01/21/2020
2	Laterrica Ramsey	Para Ed Assistant	$18,311.04	01/03/2020
2	Brian Sylvas	Para Ed Assistant	$22,799.04	01/03/2020
2	Fareedah Washington	Para Ed Assistant	$18,311.04	01/03/2020
5	David Helm	School Engineer I	$41,908.56	01/27/2020

Certificated Appointments

Codes	Name	Appointment	Salary	Date
School Support Teacher				
5, nr	Koepke, Keri H	School Support Teacher	$65,507.84	1/6/2020
Teacher				
5, nr	Cooke, Brenna M	Gen Elem & K8 — All Grades	$43,537.00	1/20/2020
2, r	Crosby, Elserita R	General Operations	$81,537.00	1/28/2020
5, nr	Fares Ishag, Christine	Regular (five-year-old) Kindergarten	$43,537.00	1/27/2020
5, r	Harmon, Jesse	C.S. — Visually Impaired	$43,537.00	1/13/2020
5.nr	Hill, Robert L	Gen Elem & K8 — All Grades	$50,976.94	1/6/2020
6, nr	Nicholds, Julie	Multicateg. Comp. Sen	$43,537.00	1/21/2020
5, nr	Pedriana, Christy	Gen Elem & K8 — All Grades	$43,537.00	1/2/2020
5, nr	Prudhom, Ashley D	Gen Elem & K8 — All Grades	$43,537.00	1/21/2020
5, nr	Reddick, Amber M	General Operations	$43,537.00	1/13/2020
5, nr	Seidl, Lisa C	Early Childhood- Spec Ed	$43,537.00	1/14/2020
5, nr	Stempihar, Alexa Paige	Early Childhood- Spec Ed	$43,537.00	1/28/2020
Permit Teacher				
2, r	Clark, Michele	Gen Elem & K8 — All Grades	$43,537.00	1/13/2020
5, r	Quirk, Emily P	Gen Elem & K8 — All Grades	$43,537.00	1/21/2020
2, r	Robinson Jr, James Earl	Sage	$43,537.00	2/10/2020
School Counselor				
2, nr	Mclain, Nedra S	Guidance	$46,537.00	1/28/2020
Teacher, Early Start				
2, r	Bonds, Isaiah Jahi	Multicateg. Comp. Sen	$48,337.00	1/31/2020
5, nr	Cram, Linda L	Science	$67,537.00	1/7/2020
5, nr	Dworschack Kinter, Paul S	English	$43,537.00	1/21/2020
2, r	Fall, Mackala	Foreign Language	$52,291.75	1/21/2020
5, nr	Jacobs, Jonathan D	Mathematics	$55,476.94	1/27/2020
5, r	Jagodzinski, Roman E	Day-to-day Teacher	$43,537.00	1/21/2020
5, nr	Jensen Rugaber, Sharon	Social Studies	$65,507.84	1/2/2020
2, r	Jimenez, Richard David	Foreign Language	$67,537.00	1/8/2020
5, nr	Molinski, Alyssa	Three-year-old Kindergarten	$43,537.00	1/21/2020
5, r	Shafer, Anthony J	English	$65,507.84	1/10/2020
5, nr	Steinbach Holtz, Kristin Ann	Trade & Tech Ed	$58,952.00	1/6/2020
4, nr	Wojciechowski, Christine	Foreign Language	$48,394.76	1/21/2020

Codes	Name	Appointment	Salary	Date
Permit Teacher, Early Start				
5, nr	Cieplewski, Robert J	AMP HPE	$43,537.00	1/2/2020
School Counselor, Early Start				
4, r	Rodriguez, Ivonne	Guidance	$46,537.00	1/21/2020

Codes

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 Ethnic Codes

Counts	Male	Female	1	2	3	4	5	6	7
Teachers	10	18	0	6	0	1	20	1	0
SSW's	0	0	0	0	0	0	0	0	0
Psychologists	0	0	0	0	0	0	0	0	0
Other	0	2	0	1	0	1	0	0	0
TOTAL	10	20	0	7	0	2	20	1	0

Leaves of Absence

	Present Assignment	Effective From
Illness Leave, December 2019		
Season Marron (Revised Approval)	Clarke	12/10/2019
Illness Leave, January 2019		
Shantale Kimber	Longfellow	01/21/2020
Personal Leave, October 2019		
Amy Captain	Wausau Bldg. (DSS)	10/29/2019
Personal Leave, February 2020		
Chadd Daugherty	Reagan	2/18/2020
Season Marron	Currently on Leave	2/12/2020

Certificated Resignations and Classified Retirements

Reason	Yrs Svc	Ethnic Code	Name	Position	Location	Effective Date
Certificated Resignations						
Retire	22.0	5	Michael Bromberek	Teacher	West Side Acad	02/07/2020
Retire	21.0	5	Daniel Busch	Teacher	Ronald Reagan	05/22/2020
Personal	0.4	5	Penelope Della	Teacher	Brown Street	01/02/2020
Retire	32.5	5	Margaret Desch	Teacher	Central Svcs	06/12/2020
Retire	31.0	5	Dean Drews	Teacher	HS of the Arts	05/22/2020
Personal	0.4	5	Bridy Garnon	Teacher	Sherman	01/20/2020
Personal	11.4	5	Katie Gathings	Teacher	Riverwest	01/08/2020
Personal	11.0	5	Calie Herbst	Teacher	Ronald Reagan	06/12/2020
Personal	16.0	2	Corey Kanady	Teacher	Pratt	01/10/2020
Retire	29.3	5	Steven Krey	Teacher	Congress	05/22/2020
Retire	34.0	5	Stephen Minik	Teacher	Rufus King HS	05/23/2020
Retire	31.0	5	Teresa Mitchell	SST	Rogers Street Acad	06/15/2020
Other Dist	3.4	5	Elizabeth Moore	Teacher	Marshall	01/05/2020
Retire	30.0	2	Ava Morris	Principal	Brown Street	06/12/2020
Retire	32.0	5	Teresa Potter	Teacher	Central Svcs	05/22/2020

Reason	Yrs Svc	Ethnic Code	Name	Position	Location	Effective Date
Retire	29.0	5	Roxane Reszel	Teacher	Cooper	06/12/2020
Retire	39.0	2	Stephania Sampson Taylor	Teacher	Obama SCTE	05/22/2020
Retire	32.0	5	Angela Smith	Principal	Burbank	06/24/2020
Retire	23.0	2	Relious Stepherson	Teacher	Wedgewood Park	05/21/2020
Retire	20.0	5	Tracy Weiser	Teacher	AAL	06/12/2020
Retire	30.3	5	Laura Werner	Teacher	Burbank	06/12/2020
Personal	2.4	4	Joseph Westerfield	Teacher	French Imm	01/05/2020
Retire	24.0	5	Elizabeth Zellmer	Teacher	Spanish Imm	06/15/2020

Classified Retirements

Retire	21.5	5	Robert Banaszak	Carpenter	Carpenter Shop	01/24/2020
Retire	27.3	5	Patricia Biel	Para	Gaenslen	01/17/2020
Retire	20.2	6	Denise Davis	Para	Grantosa	01/10/2020
Retire	18.7	5	Susan Lieblein	BSH I	Green Tree Prep	01/02/2020
Retire	15.2	4	Lydia Martinez	Secretary I	Fairview	01/02/2020
Retire	18.4	2	Darlene Pullom	Boiler Att	Bradley Tech	01/10/2020

Monthly Affirmative Action Report

The Affirmative Action monthly personnel transaction report for January 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.

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.

Codes	Name	Appointment	Assignment	Salary Sched	Salary Range	Salary Amount
4, r	Lorena Gueny	Director I — Bilingual/Multicultural Education	Office of the Chief of Academics	03	14A	$127,144
5, r	James Dunn	Employment Relations Specialist III	Office of the Chief of Human Resources	03	10A	$106,993
2, r	Patricia Ellis	Interim Director I — Equity and Inclusion	Office of the Chief of Communications & School Performance	03	14A	$95,592
2, nr	Jeremiah Jackson	Director I — Black & Latino Males	Office of the Chief of School Administration	03	14A	$91,000
5, r	Larry Coté	Employment Relations Specialist III	Office of the Chief of Human Resources	03	10A	$90,387
5, nr	Abigail Bosworth	Assistant Principal I, Parkside Elementary	Office of the Chief of School Administration	03	10C	$90,192
4, nr	Clarissa Ramos	Head Start Program Supervisor I	Office of the Chief of Academics	03	09A	$84,065

Codes	Name	Appointment	Assignment	Salary Sched	Salary Range	Salary Amount
5, r	Alla Kadadha	Grants Coordinator I	Office of the Chief of Communications & School Performance	03	06A	$82,791
5, nr	Kerrie McCullough	Head Start Program Coordinator II	Office of the Chief of Academics	03	07A	$81,344
5, r	Nicole Jacobson	Recreation District Coordinator II	Office of the Chief of Finance	03	07A	$79,853
2, r	Valerie Merriweather	Assistant Principal High School — Project Stay	Office of the Chief of School Administration	03	12C	$78,762
5, r	Patrice Cannestra	Senior Program Analyst	Office of the Chief of Communications & School Performance	03	05A	$78,573
2, r	Earl Arms	Media Manager	Office of the Chief of Communications & School Performance	03	10A	$73,780
5, r	Elizabeth Herrick	Employment Relations Specialist II	Office of the Chief of Human Resources	03	09A	$73,799
4, r	Tricia Young	Assistant Principal III High School IB — Rufus King	Office of the Chief of School Administration	03	12C	$69,738
5, r	Justyce Blankenship	Internal Communications Coordinator I	Office of the Chief of Communications & School Performance	03	06A	$61,005
2, r	Michele Wilborn	Financial Planning & Budget Analyst I	Office of the Chief of Finance	03	05A	$54,220
2, r	Jacquay Eichelberger	Programmer/Technician II	Office of the Chief of Communications & School Performance	03	04A	$50,387
2, r	Kecia Jenkins	Administrative Assistant III	Office of the Chief of School Administration	03	03A	$48,069

Recommended Reassignments

The Superintendent recommends that the following individuals be appointed to the reassignments indicated, to be effective upon approval by the Board.

Codes	Name	Appointment	Assignment	Salary Sched	Salary Range	Salary Amount
2, r	Daryl Burns	Principal on Special Assignment — Carson	Office of the Chief of School Administration	03	15A	$120,315
2, r	Cynthia Dismuke	Assistant Principal IB — King Middle School	Office of the Chief of School Administration	03	11C	$101,897

Recommended Reclassification

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

Codes	Name	Appointment	Assignment	Salary Sched	Salary Range	Salary Amount
2, r	Felecia Jasper-Mitchell	School Bookkeeper Supervisor II	Office of the Chief of Finance	03	10A	$88,193

Recommended LTE Contracts (to be effective upon the Board's approval)

The Superintendent recommends that the Board review and approve the following LTE Contracts exceeding sixty days, pursuant to Administrative Policies 6.23(4)(b) and 6.37(5).

Codes	Name	Appointment	Assignment	Salary	Dates
5, r	Brenda Scharping	School Psychologist	Office of the Chief of Academics	$50.00/hr.	01/06/20-06/19/20

Codes	Name	Appointment	Assignment	Salary	Dates
2, r	Teresa Adams	Educator Effectiveness Implementation Coach	Office of the Chief of Academics	$40.00/hr.	01/01/20-06/30/20
2, r	Jeri Agee	Educator Effectiveness Implementation Coach	Office of the Chief of Academics	$40.00/hr.	01/01/20-06/30/20
5, r	Susan Apps	Administrator Coaching & Mentoring Program	Office of the Chief of School Administration	$40.00/hr.	01/01/20-06/30/20
5, r	Linda Bolin	Educator Effectiveness Implementation Coach	Office of the Chief of Academics	$40.00/hr.	01/01/20-06/30/20
2, r	Rose Carr	Administrator Coaching & Mentoring Program	Office of the Chief of School Administration	$40.00/hr.	01/01/20-06/30/20
2, r	Beverly Conner	Administrator Coaching & Mentoring Program	Office of the Chief of School Administration	$40.00/hr.	01/01/20-06/30/20
2, r	Jennie Dorsey	Instructional Coach	Office of the Chief of School Administration	$40.00/hr.	12/15/19-05/15/20
5, r	Patricia Engbring	Administrator Coaching & Mentoring Program	Office of the Chief of School Administration	$40.00/hr.	01/01/20-06/30/20
2, r	Thyra Handford	Administrator Coaching & Mentoring Program	Office of the Chief of School Administration	$40.00/hr.	01/01/20-06/30/20
5, r	Joseph Hartlaub	Administrator Coaching & Mentoring Program	Office of the Chief of School Administration	$40.00/hr.	01/01/20-06/30/20
6, r	Ali Hatab	Administrator Coaching & Mentoring Program	Office of the Chief of School Administration	$40.00/hr.	01/01/20-06/30/20
2, r	Janie Hatton	Instructional Coach	Office of the Chief of School Administration	$40.00/hr.	12/15/19-05/15/20
5, r	Jeffrey Krupar	Educator Effectiveness Implementation Coach	Office of the Chief of Academics	$40.00/hr.	01/01/20-06/30/20
5, r	James Lawton	Educator Effectiveness Implementation Coach	Office of the Chief of Academics	$40.00/hr.	01/01/20-06/30/20
5, r	Virginia McFadden	Administrator Coaching & Mentoring Program	Office of the Chief of School Administration	$40.00/hr.	01/01/20-06/30/20
5, r	Marybeth Sandvig	Administrator Coaching & Mentoring Program	Office of the Chief of School Administration	$40.00/hr.	01/01/20-06/30/20
5, r	James Sonnenberg	Educator Effectiveness Implementation Coach	Office of the Chief of Academics	$40.00/hr.	01/01/20-06/30/20
2, r	Peggie Swift	Administrator Coaching & Mentoring Program	Office of the Chief of School Administration	$40.00/hr.	01/01/20-06/30/20
2, r	Winifred Tidmore	Administrator Coaching & Mentoring Program	Office of the Chief of School Administration	$40.00/hr.	01/01/20-06/30/20
4, r	Tatiana Joseph	Liaison for District Multilingual Multicultural Advisory Council	Office of the Chief of Academics	$35.00/hr.	12/01/19-06/30/20
2, r	Payton Anderson	Regional Attendance Support Liaison	Office of the Chief of School Administration	$30.00/hr.	01/07/20-05/15/20
2, r	Eria Caldwell	Reading Interventionist	Office of the Chief of School Administration	$30.00/hr.	01/13/20-06/13/20
6, r	Gloria Cervantes	Regional Attendance Support Liaison	Office of the Chief of School Administration	$30.00/hr.	01/07/20-05/15/20
2, r	Jackie Day	Regional Attendance Support Liaison	Office of the Chief of School Administration	$30.00/hr.	01/07/20-05/15/20
2, r	Sheila Dewalt	Reading Tutor	Office of the Chief of School Administration	$30.00/hr.	01/06/20-06/12/20
2, r	Kimberly Eubanks	Regional Attendance Support Liaison	Office of the Chief of School Administration	$30.00/hr.	01/07/20-05/15/20
2, nr	Dyonna Ferguson	Regional Attendance Support Liaison	Office of the Chief of School Administration	$30.00/hr.	01/07/20-05/15/20
5, r	Dale Garman	Regional Attendance Support Liaison	Office of the Chief of School Administration	$30.00/hr.	01/07/20-05/15/20
2, r	James Gordon	Independent Hearing Officer	Office of the Chief of School Administration	$30.00/hr.	12/02/19-06/02/20
5, nr	Delphine Gurzynski	Substitute Benefit Associate	Office of the Chief of Human Resources	$30.00/hr.	01/21/20-07/21/20

Codes	Name	Appointment	Assignment	Salary	Dates
2, r	Mary Ann Hall	Regional Attendance Support Liaison	Office of the Chief of School Administration	$30.00/hr.	01/07/20-05/15/20
2, r	Karen Hampton	Regional Attendance Support Liaison	Office of the Chief of School Administration	$30.00/hr.	01/07/20-05/15/20
2, r	Joyce Hopson	Regional Attendance Support Liaison	Office of the Chief of School Administration	$30.00/hr.	01/07/20-05/15/20
2, r	Archie Ivy	Independent Hearing Officer	Office of the Chief of School Administration	$30.00/hr.	12/02/19-06/02/20
6, r	Kathleen Krug	Academic Services to Expelled Students	Office of the Chief of School Administration	$30.00/hr.	01/10/20-06/09/20
4, nr	Diane Ludwig	Induction Specialist	Office of the Chief of Academics	$30.00/hr.	01/06/20-06/30/20
2, r	Gloria McGee	Regional Attendance Support Liaison	Office of the Chief of School Administration	$30.00/hr.	01/07/20-05/15/20
2, r	Charlotte Patterson	Induction Specialist	Office of the Chief of Academics	$30.00/hr.	01/06/20-06/30/20
4, r	Kenneth Perez	DJ Club Advisor	Office of the Chief of School Administration	$30.00/hr.	01/01/20-05/22/20
5, r	Maria Porn	Tier 2/3 Support	Office of the Chief of School Administration	$30.00/hr.	12/07/19-06/07/20
2, r	Nobie Reed	Regional Attendance Support Liaison	Office of the Chief of School Administration	$30.00/hr.	01/07/20-05/15/20
2, r	Valerie Rivas	Regional Attendance Support Liaison	Office of the Chief of School Administration	$30.00/hr.	01/07/20-05/15/20
4, r	Aida Roman Cortes	Regional Attendance Support Liaison	Office of the Chief of School Administration	$30.00/hr.	01/07/20-05/15/20
2, r	Loleta Sherman	Regional Attendance Support Liaison	Office of the Chief of School Administration	$30.00/hr.	01/07/20-05/15/20
5, nr	David Siekman	Math Counts Coach	Office of the Chief of Academics	$30.00/hr.	02/02/20-05/30/20
2, r	Janice Smith	Regional Attendance Support Liaison	Office of the Chief of School Administration	$30.00/hr.	01/07/20-05/15/20
2, r	LaVonda Stewart-Whitley	Regional Attendance Support Liaison	Office of the Chief of School Administration	$30.00/hr.	01/07/20-05/15/20
2, r	Nadine Williams	Regional Attendance Support Liaison	Office of the Chief of School Administration	$30.00/hr.	01/07/20-05/15/20
2, r	Ouida Williams	Regional Attendance Support Liaison	Office of the Chief of School Administration	$30.00/hr.	01/07/20-05/15/20
5, r	Nina Zealy	InSPIRE Grant RENEW Facilitator	Office of the Chief of Academics	$30.00/hr.	01/06/20-06/19/20
2, r	Jacqueline Davis	Substitute Administrative Assistant	Office of the Chief of Human Resources	$25.00/hr.	01/21/20-07/21/20
4, r	Blanca Aviles	Special Project	Office of the Chief of Academics	$23.90/hr.	10/03/19-04/03/20
5, r	Jeanette Norwood	Payroll Transition Support	Office of the Chief of Finance	$22.42/hr.	11/30/19-05/30/20
5, r	Salvator Gauthier	Math Support	Office of the Chief of School Administration	$20.00/hr.	01/06/20-05/14/20
5, nr	Naziha Cherchali	Immersion Support Assistant	Office of the Chief of School Administration	$15.00/hr.	02/01/20-06/30/20
5, r	Cindy Flechner	Special Projects Coordinator	Office of the Chief of School Administration	$15.00/hr.	02/27/20-06/15/20
5, r	Nancy McGrew	K4/K5 Assistant	Office of the Chief of School Administration	$15.00/hr.	01/01/20-06/30/20
5, nr	Eric Neuman	Wisconsin Improvement Program (WIP) Associate	Office of the Chief of Communications & School Performance	*$4,500	01/06/20-06/11/20
5, r	Sheila O'Leary	Wisconsin Improvement Program (WIP) Associate	Office of the Chief of Communications & School Performance	*$4,500	01/06/20-06/11/20

*Stipend

Committee's Recommendation

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

Director Peterson moved to retire to executive session. The motion passed, the vote being as follows:

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

The Board retired to Executive Session at 7:38 P.M. and reconvened in open session at 9:15 P.M.

Director Peterson moved to approve the item, with the exception of the director-level positions. The motion passed, the vote being as follows:

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

* * * * *

(Item 3) 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 two meetings of the task force: January 16 and February 11, 2020. As part of the Board's December 2019 action, the Administration is providing an update on the Task Force's efforts thus far.

At the Task Force's meeting on January 16, 2020, an overview of the original motion by President Miller and Director Baéz aligned to the Board's action was provided. In addition, there was a request for those in attendance to participate in a steering committee to help establish a structure for the Task Force and to set future meeting dates.

The steering committee met on January 28, 2020, to set dates for future meetings. During that meeting, the group suggested adopting a structure that established co-chairs, who would facilitate the work of the Task Force. That co-chair group would comprise two school-level administrators and two parents. There was a meeting on February 4, 2020, to finalize the agenda for the full Task Force's meeting to be held on Tuesday, February 11, 2020.

The February 11, 2020, meeting focused on organizing the seven main points of the Board's December 2019 action to facilitate Bilingual Task Force work groups completing the necessary steps to accomplish the goal of creating a strategic plan aligned to the Board's action. The plan, when completed, will be shared with the Administration and the Board.

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

* * * * *

(Item 4) Action on Monthly Finance Matters: Reports 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 Administrative and School Fund Transfers; Report on Contracts Under $50,000 and Cumulative Total Report; Report on Monthly Grant Awards; Acceptance of Donations

Purchases

B5762 Authorization to Extend a Blanket Agreement with Fabricare Specialists of Wisconsin, Inc., d/b/a Carriage Cleaners, for Laundry Services

The Administration is requesting authorization to extend a blanket contract with Carriage Cleaners for laundry services. This vendor will be used to deliver clean Smart towels and bakers' pads and to pick up dirty Smart towels and bakers' pads to designated schools on a weekly basis.

Not all school kitchens have access to on-site washers and dryers; therefore, we use this vendor to provide Smart towels and bakers' pads to various schools.

Contractor was chosen pursuant to RFB 5762, which closed on January 9, 2018. The extension will run from March 1, 2020, through January 31, 2021 (the "Second Extension").

The total cost of the contract in the Second Extension will not exceed $125,000.

Budget Code: 000-0-0-000-BL-ECTS (Varies by Location) $125,000

Carriage Cleaners

Prime Contractor Information
- Certified HUB Contractor? ..... No
- Total # of Employees 43
- Total # of Minorities 38
- Total # of Women 32

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

OMNIA Authorization to Purchase with Mythics, Inc., for Oracle Server Hardware Cooperative

The Administration requests authorization to make a one-time purchase from Mythics Inc., ("Mythics") of servers, storage units, and enclosures. These items comprise two each web/app servers and two each database servers to be located at each of MPS's two data centers. This hardware will be used to support this District's PeopleSoft system moving forward. The current Oracle application and database hardware have reached end-of-life, and annual support costs have exceeded costs of purchasing new hardware.

This purchase is made under OMNIA (formerly known as U.S. Communities) Contract #180233-002.

The total cost of goods purchased from Dell will not exceed $181,427.06.

Budget Code: TSV-0-0-TLN-DW-EEQ5 (Technology — Capital Equipment) $181,427.06

Mythics Inc.

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

Routine Monthly Reports

The report on change orders in excess of $25,000 and cumulative purchases of $50,000; revenues and expenses; monthly expenditure control report; report on administrative and school fund transfers; report on contracts under $50,000 and cumulative total 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			
Gaenslen School	Carl & Jeanne Schmidt	$8,006.18	General School Supplies
German Immersion School	Consulate General of Germany	$16,731.00	General School Supplies
German Immersion School	MGIS PTA	$5,000.00	Water Filling Station
Total Monetary Donations Over $5,000		*$29,737.18*	
Monetary Donations			
Academy of Accelerated Learning.	General Mills/Box Tops For Education	$324.00	General School Supplies
Academy of Accelerated Learning.	Noodles & Company	$260.18	General School Supplies & Field Trip
ALBA	Target Corporation	$1,000.00	Soccer Donation
Alliance High School	G/L Community Fund, Inc.	$150.00	LGBT Program Donation
Alliance High School	Milwaukee Gay Sports Network, Inc.	$2,323.00	Athletic Donation
Audubon High School	Kingfish Solutions, LLC.	$353.65	Athletic Donation
Auer Avenue School	Mount Carmel Lutheran Church (ELCA)	$1,395.00	Athletic Donation
Bay View High School	V & T Trucking, LLC	$600.00	Basketball Program Donation
Bethune Academy	Riveredge Nature Center, Inc.	$530.00	Transportation Donation
Bryant School	General Mills/Box Tops For Education	$145.40	General School Supplies
Bryant School	Target Corporation*	$1,000.00	Soccer Donation
Eighty-First Street School	Walmart	$500.00	General School Supplies
Eighty-First Street School	General Mills/Box Tops For Education	$40.80	General School Supplies
Emerson School	General Mills/Box Tops For Education	$100.00	General School Supplies
French Immersion School	Susan R. Podjaski	$100.00	Mad Hot Ballroom Concert Donation
Garland School	Garland PTA	$1,600.00	Field Trip, Art, Gym & Music Donation
German Immersion School	YourCause, LLC	$8.24	General School Supplies
German Immersion School	German Fest Milwaukee, Inc.	$1,428.00	General School Supplies
Greenfield School	Target Corporation	$1,000.00	Soccer Donation
Hamilton High School	Benjamin A. Braun	$200.00	Boys Basketball Donation
Hamilton High School	Educators Credit Union	$1,000.00	Boys Basketball Donation
Holmes School	Milwaukee Urban League	$2,072.48	STEM Supplies
Honey Creek Elementary School	Target Corporation	$1,000.00	Soccer Donation
Kagel School	Edward F. Elton	$1,610.00	Field Trips & Supplies Donation
Kilbourn School	First Choice Outreach Services, Inc.	$265.00	1st & 2nd Grade Field Trip Donation
King High School	Samuel P. Leichtling & Lindsey R. Tauber*	$250.00	IB Diploma Program Donation
King High School	Dean Muller	$100.00	Music Donation
Kluge School	Milwaukee Ballaz Elite*	$150.00	Staff Incentives
Lincoln Middle School	Milwaukee Ballaz Elite*	$200.00	Staff Incentives

Location	Donor	Amount	Gift or Purpose
MacDowell Montessori	General Mills/Box Tops For Education	$277.80	General School Supplies
MacDowell Montessori	Juneau Letter Winners Alumni Association*	$2,000.00	Airborne Athletics Basketball Program
Maple Tree School	Valencia Drew-Westmoreland	$60.00	Pizza Party Donation
Maryland Avenue School	Friends of Villa Terrace Decorative	$100.00	Library Donation
Milw. Sch. of Languages	Phiengphone & Patrick A. Callahan	$25.00	Computer Lab Donation
Milw. Sch. of Languages	Janet Friestad & Sherri Manning	$30.00	Computer Lab Donation
Milw. Sch. of Languages	Lynn A. & Jerome Johnson	$100.00	Boys Basketball Donation
North Division High School	Ella Dunbar	$50.00	Staff & Student Meeting
Ronald Reagan High School	Joey Oberdorf & US Bank	$50.00	Football Program Donation
Trowbridge School	Direct Supply Foundation	$735.00	General School Supplies
Total Monetary Donations		*$23,133.55*	
Non-Monetary Donations			
Franklin School	Linda's Kids, Inc.	$30.00	New Gloves & Pants
Gaenslen School	Linda's Kids, Inc.	$40.00	Soccer Team Donations
Honey Creek Elementary School	Donors Choose	$609.12	Flexible Seating
Kilbourn School	Donors Choose	$504.05	Classroom Supplies
Kluge School	Donors Choose	$211.79	Legos & Blocks
Kluge School	Donors Choose	$470.55	Puzzles & Games
MacDowell Montessori	Donors Choose	$129.27	Garden Supplies
MacDowell Montessori	Donors Choose	$121.30	Books
MacDowell Montessori	Donors Choose	$129.76	STEM Supplies
MacDowell Montessori	Donors Choose	$134.58	STEM Supplies
MacDowell Montessori	Donors Choose	$180.96	Chalk/Bubbles
MacDowell Montessori	Donors Choose	$654.50	Sense Supplies
MacDowell Montessori	Donors Choose	$1,045.30	Bead Supplies
MacDowell Montessori	Donors Choose	$112.35	Pencil Sharpener
MacDowell Montessori	Donors Choose	$690.80	Geometric Learning
Maple Tree School	Donors Choose	$288.69	Healthy Snacks & Treats
Meir School	Donors Choose	$285.60	English Books
Ralph Metcalfe School	Donors Choose	$709.15	General School Supplies
Ronald Reagan High School	Donors Choose	$581.82	ELA Books
Siefert School	Donors Choose	$156.62	Books & Notebooks
Spanish Immersion School	Donors Choose	$300.00	General School Supplies
Thurston Woods	Donors Choose	$164.00	STEM Supplies
Thurston Woods	Donors Choose	$534.00	Writing Materials
Trowbridge School	Donors Choose	$951.69	General School Supplies
Trowbridge School	Donors Choose	$277.04	General School Supplies
Whitman School	Donors Choose	$551.04	Flexible Seating
Wisconsin Conservatory	Donors Choose	$165.68	Personal Development Books
Wisconsin Conservatory	Donors Choose	$467.95	Snacks
Wisconsin Conservatory	Donors Choose	$370.20	Healthy Snacks & Pens
Total Non-Monetary Donations		*$10,867.81*	
Total Value of Donations for February 2020		$63,738.54	
**Donations from MPS Alumni*		*$3,600.00*	

Committee's Recommendation

Your Committee recommends that the Board approve the purchases and 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.

* * * * *

(Item 5) Report with Possible Action on Limited-term Employees, July-December 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

Per Administrative Policy 6.37, the Administration, on a semi-annual basis, in August and February, shall present a report on all limited-term employees (LTEs) active during that period, their life-to-date earnings as LTEs, and an indicator of how long each individual has served as an LTE.

The current list of LTEs active during July-December 2019 is attached to the minutes of your Committee's meeting.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 6.37, Limited-term Employment Positions

Fiscal Impact Statement

This item does not authorize expenditures.

* * * * *

(Item 6) Action on Monthly Facilities Matters: FMS Award of Construction Contracts, Professional Services Contracts, and Material Purchases Committee's Recommendation

Contracts

The contract award recommendations for the February 2020 regular board meeting are listed below for your review. Adequate funding is available in the accounts as noted.

Construction Contracts

Mechanical and Lighting Upgrades

Wedgewood Park Complex

Prime Contractor
Butters-Fetting Co., Inc.
1669 South 1st Street
Milwaukee, WI 53204

Low Bidder, Base Bid of $3,248,000.00

HUB Participation
- Certified HUB Vendor? ..... No
- Total # of Employees 314
- Total # of Minorities 19
- Total # of Women 13
- Required 10%
- Submitted 13%
- $ Value $428,000.00

COIN Participation
- Required 15%

Student Engagement
Paid Employment (required hours) 400
Career-education Activity (required hours) 10

Funds are available for the Mechanical and lighting upgrades project from account code FAR 00 MMQ BE ECNC HVA8 (Project No. 2353). The project start date is scheduled for February 28, 2020, and completion date is July 31, 2020.

Chimney Liner and Masonry Repairs

Burdick School

Prime Contractor
Berglund Construction Company
8410 S. South Chicago Avenue
Chicago, IL 60617

Low Bidder, Base Bid of $97,500.00

HUB Participation
Certified HUB Vendor? ..... No
Total # of Employees 250
Total # of Minorities 63
Total # of Women 24
Required 0%
Submitted 0%
$ Value $0.00

COIN Participation
Required 0%

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

Funds are available for the Chimney Liner and Masonry Repairs project from account code FAR 00 MMQ BD ECNC GND8 (Project No. 4291). The project start date is scheduled for February 28, 2020, and completion date is February 27, 2021.

Boiler Replacements

Pulaski High School

Prime Contractor
Total Mechanical
W234 N2830 Paul Road
Pewaukee, WI 53072

Low Bidder, Base Bid of $953,451.00

HUB Participation
Certified HUB Vendor? ..... No
Total # of Employees 300
Total # of Minorities 20
Total # of Women 28
Required 15%
Submitted 17%
$ Value $164,235.00

COIN Participation
Required 15%

Student Engagement
Paid Employment (required hours) 200
Career-education Activity (required hours) 10

Funds are available for the Boiler Replacements project from account code FAR 00 MMQ PK ECNC HVA8 (Project No. 2638). The project start date is scheduled for February 28, 2020, and completion date is August 21, 2020.

Fan Replacement

South Division High School

Prime Contractor
Butters-Fetting Co., Inc.
1669 South 1st Street
Milwaukee, WI 53204

Low Bidder, Base Bid of $126,500.00

HUB Participation
Certified HUB Vendor? ..... No
Total # of Employees 314
Total # of Minorities 19
Total # of Women 13
Required 15%
Submitted 45.50%
$ Value $57,563.00

COIN Participation
Required 15%

Student Engagement
Paid Employment (required hours) 100
Career-education Activity (required hours) 10

Funds are available for the Replacement of RF-2-77 with Fan Array project from account code FAR 00 MM2 SD ECNC (Project No. 6183). The project start date is scheduled for February 28, 2020, and completion date is June 26, 2020.

Parking Lot Improvements

Lancaster Elementary School

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

Low Bidder, Base Bid of $775,425.00

HUB Participation
Certified HUB Vendor? ..... No
Total # of Employees 160
Total # of Minorities 58
Total # of Women 9
Required 10%
Submitted 15.47%
$ Value $120,000.00

COIN Participation
Required 15%

Student Engagement
Paid Employment (required hours) 400
Career-education Activity (required hours) 0

Funds are available for the Parking Lot Improvements project from account code FAR 00 MMQ LA ECNC GND8 (Project No. 2312). The project start date is scheduled for February 28, 2020, and completion date is August 7, 2020.

Construction Summary

Total construction contract dollars awarded $5,200,876.00
Total dollars HUB participation $769,798.00
% of HUB participation 14.8%
% Minority employees within company 10.83%
% Women employees within company 5.16%

Professional Services Contracts

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

RFP #6232 Track and Field Improvements — Washington High School

A request for Proposal (RFP) was issued by Facilities and Maintenance Services to obtain a firm to provide track-and-field-improvements design at Washington High School.

Selected firm ..... Inspec, Inc.
Contract Amount $95,900.00
Contract Period ..... February 28, 2020-September 24, 2021

Budget Code: FCM 0S 5D0IT EMTC

RFP #6246 Field House Renovations — Recreation Grounds

A request for Proposal (RFP) was issued by Facilities and Maintenance Services to obtain a firm to provide design for field house renovations — recreation grounds.

Selected firm ..... Foundation Architects, LLC
Contract Amount $102,400.00
Contract Period ..... February 28, 2020-May 28, 2021

Budget Code: STS 00 RFI RC ECNC

Material Purchase

Heating Plant Equipment — Division 1

Pulaski High School

Prime Contractor
Fluid Handling
W140 N9061 Lilly Road
Menomonee Falls, WI 53051

Low Bidder, Base Bid of $402,278.00

Funds are available for the Heating Plant Equipment project, account code FAR 00 MMQ PK ECNC HVA8 (Project No. 2638).

Heating Plant Equipment — Division 2

Pulaski High School

Prime Contractor
PBBS Equipment Corporation
N59 W16500 Greenway Circle
Menomonee Falls, WI 53051

Low Bidder, Base Bid of.....$101,743.00

Funds are available for the Heating Plant Equipment project account code FAR 00 MMQ PK ECNC HVA8 (Project No. 2638).

HVAC Filters

Various MPS Sites

Prime Contractor
Fastenal Company
2001 Theurer Boulevard
Winona, MN 55987

Authorization to approve a blanket contract for the purchase of HVAC filters for various MPS sites. Blanket Contract Amount: $480,000.00

Term: February 28, 2020-January 30, 2023

Funds are available for the HVAC Filter Purchases from account code BLD 00 BOP DW ESUP.

Fiscal Impact Statement

The item authorizes expenditures for:

- Total Construction Contracts Requested..... $5,200,876.00
- Total Professional Services Contracts Requested $198,300.00
- Total Material Purchases Requested (over a three-year term)..... $984,021.00

Implementation and Assessment Plan

Upon the Board's approval, the construction contracts, professional services contracts, 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 contracts, and material purchases 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 7) Action on a Request to Approve a *Lis Pendens* and Petition to Vacate the Northwest-Southeast Alley Directly Adjacent to Lancaster School in Order to Make Better Use of the Site as Part of the Planned Parking Lot Reconstruction Project

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. The Administration is requesting approval of a *Lis Pendens* [notice of a pending lawsuit which concerns real property] and Petition to Vacate which authorizes the formal request to the Common Council to have the remaining portion of the alley vacated as a public right-of-way to allow the District to make better use of the site as part of the planned parking lot reconstruction project at Lancaster School.

The proposed *Lis Pendens* and Petition to Vacate 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 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 vacate the alley from the State of Wisconsin.

Committee's Recommendation

Your Committee recommends that the Board approve the request to approve a lis pendens and petition to vacate the northwest-southeast alley directly adjacent to the Lancaster School in order to make better use of the site as part of the planned parking lot reconstruction project.

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

* * * * *

(Item 8) Action on a Request to Approve Technical Amendments to the Professional Services Contract with Sedgwick Claims Management Services, Inc., formerly known as York Risk Services Group. Inc.

Background

On August 29, 2019, the Milwaukee Board of School Directors approved the professional services contract with York Risk Services Group. Inc., ("York") for Family Medical Leave Act (FMLA) administration. On September 3, 2019, Sedgwick Claims Management Services, Inc. ("Sedgwick") completed its purchase of York. The professional services contract with York had not been executed prior to Sedgwick's acquisition. The Administration received a request from Sedgwick to make amendments to their contract to replace reference to *York* with *Sedgwick.*

The proposed amendments to the contract are contained in the redline contract that is attached to the minutes of your Committee's meeting. The requested revisions are being submitted as technical amendments to ensure compliance of admninstrative policies and procedures.

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 does not authorize expenditures.

Implementation and Assessment Plan

Upon approval by the Board, the amended 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 approve the technical amendments 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 9) Action on the Award of Exception-to-bid Contracts

Exception Authorization to Contract with Board of Regents of the University of Wisconsin System on behalf of University of Wisconsin Milwaukee for Teacher Professional Development

The Administration is requesting authorization to enter into a contract with Board of Regents of the University of Wisconsin System on behalf of University of Wisconsin Milwaukee ("UWM") for teacher 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 (four visual arts and one music) will mentor those teachers in the first five years of service. UWM will also support those MPS arts teachers in the Art Teacher Certification Cohort (ATCC) through coaching, observation, and stipends to support professional development, student field trips, and classroom resources. There are currently 16 teacher in this cohort.

Lastly, UWM will provide arts-integration opportunities as supported through Lynden Sculpture Garden, also working in conjunction with the Cargill program. This will include teacher support through the 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 contract will run from March 1, 2020, through February 28, 2021, (the "Initial Term") with two additional one-year options to extend based on mutual consent and the Board's approval.

The total cost of the contract in the Initial Term will not exceed $85,000.

Budget Code: SDV-0-S-VD0-CI-ECTS (New Teacher Support — Contracted Services) $85,000

Board of Regents of the University of Wisconsin System

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

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

Exception Authorization to 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. Margaret A. Cargill Philanthropies (MACP) has awarded a partnership grant that benefits MPS. One portion of the grant focuses upon the partnership of UWM and Lynden Sculpture Garden. The other grant focuses upon MPS and Arts @ Large. The grants support arts integration, arts educators, and, more specifically, the development of teachers, from pre-service through year five, in order to increase retention within MPS.

During the 2018-2019 school year, MPS received funding from MACP to expand and deepen this work. In order to be successful and to follow the objectives of the grant, MPS will continue to partner with UW-Milwaukee in providing the services through a contract. This is a three-year grant that will continue through February 28, 2022.

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

The contract will run from March 1, 2020, through February 28, 2021, (the "Initial Term") with two additional one-year options to extend based on mutual consent and the Board's approval.

The total cost of the contract in the Initial Term will not exceed $118,928.40

Budget Code: SDV-0-S-VD0-CI-ECTS (Aiming for Quality Arts — Contracted Services) $118,928.40

Arts at Large, Inc.

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

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

V.A.L.U.E. Authorization to Extend a Blanket Agreement with Veritiv Operating Company for Purchase of Copy Paper

The Administration requests authorization to extend a blanket agreement with Veritiv Operating Company, formerly known as Unisource Worldwide, Inc., to provide copy paper using a piggyback contract (#PB18002) 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 final extension will run from March 1, 2020, through December 31, 2020 ("Year 3").

The total cost of the blanket agreement will not exceed $800,000 during Year 3 of the blanket agreement.

Budget Code Varies by Location Ordering Goods $800,000

Veritiv Operating Company

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

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 3.09, Purchasing and Bidding Requirements

Fiscal Impact Statement

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

Implementation and Assessment Plan

Upon approval by the Board, the contracts will begin.

Committee's Recommendation

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

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

* * * * *

COMMITTEE ON LEGISLATION, RULES AND POLICIES

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

(Item 1) Action on Communication 1920C-004 Regarding Consideration of a Proposed Policy on 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. The communication reads:

> To the Milwaukee Board of School Directors:
>
> We request that the Board consider approval and development of the attached Milwaukee Public Schools Art Education Policy presented by current practicing art teachers organized as the Milwaukee Art Educator Committee of the Milwaukee Teacher Education Association.
>
> We believe that every MPS student deserves an equitable developmentally appropriate art education that is responsive to their diverse cultural and lived experiences. The arts celebrate multiple perspectives, problem-solving, creative risk-taking, dialogue, self-reflection, personal expression, perseverance and envisioning solutions. Art has the potential to help students cope with trauma and empower their voice and agency. We believe that, "...the arts are a particularly potent way to activate imagination and a broader understanding of injustice, its consequences, and the range of alternative possibilities." (Bell and Desai, 2011). We wish to support the success and retention of early career teachers, especially those whose own identities mirror the demographic of our students. Accomplishing these goals will require trust and cooperation between all vested players in the work of educating our students, the future citizens of Milwaukee. This includes teachers as the frontline practitioners, District administrators, and partnerships with local universities and arts organizations. The staffing of full-time, well prepared and licensed art teachers who are permanent members of the schools in which they serve will help us to achieve these goals.
>
> We believe that not only MPS, but Milwaukee, is worth fighting for. We celebrate the people, energy, arts and culture that are flagships for the State of Wisconsin. We also recognize the overwhelming need to be advocates in the fight against the segregation and socio-economic hardships that persist in our City. We wish to work together to equip our students to be successful citizens and future leaders in our communities.
>
> The authors of this MPS Art Education Policy Proposal are both early career and veteran teachers, elementary through high school, and from all regions in the City of Milwaukee. Not only are we MPS teachers, we are also artists, patrons of the arts, neighbors, voters, homeowners and parents of MPS students. Most importantly, we aspire to be fierce advocates for our students and their families. As workers for the largest employer in Milwaukee, we share a common cause with our students, as their learning conditions are our working conditions. Following the successful Board resolution for music

education and in advance of voting for the MPS referendum, now is the time for us to speak out as advocates for strong and equitable art programs for all of the students of MPS.

Administration's Analysis

Similar to the process utilized in the development of the MPS music policy, the Administration recommends formation of a committee to discuss and to explore the proposed art education policy. Membership of the committee will include MPS art educators, MTEA, board members, and the Offices of Academics, Accountability and Efficiency, Board Governance, Finance, and School Administration. This will allow a collaborative approach that includes a fiscal analysis and feedback from the Office of the City Attorney before a proposal is brought before the Board for consideration. It will also allow discussion to take place relative to alignment with other areas such as music and physical education, as well as how and when a proposed policy may be phased in.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 3.01, Annual Operating Budget

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

Upon approval by the Board, the Administration will form a collaborative committee to review and to finalize the proposed policy for consideration at a future meeting of the Board's Committee on Legislation, Rules and Policies. Similar to the development of the MPS music policy, membership of the committee will include MPS art educators, MTEA, board members, and the Offices of Academics, Accountability and Efficiency, Board Governance, Finance, and School Administration.

Committee's Recommendation

Your Committee recommends that the Board direct the Administration to form a collaborative committee to explore a proposed policy and to consider combining the proposed arts policy with existing policies for greater efficiency and consistency and that the proposed policy include a fiscal analysis and a financial impact statement that includes a phase-in plan over four or five years; and that the proposed policy be submitted to the Board through the next meeting of the Committee on Legislation, Rules and Policies.

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

* * * * *

COMMITTEE ON PARENT AND COMMUNITY ENGAGEMENT

Director Woodward 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 a Resolution Agreement with the Office for Civil Rights

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

Background

Milwaukee Public Schools is dedicated to creating a safe and welcoming school and district climate for all students. In 2017, the District voluntarily entered into a resolution agreement with the Office for Civil Rights after an initial report found disparities in discipline practices dating back to 2014-2015. In reaching this agreement, the District seeks to improve current disciplinary practices. As a result of this work, staff members are gaining the mindset and skill sets to better support all students throughout the District. Staff members are taking the time to reflect on their classroom practices through the lens of race. Students are receiving more support and intervention in the classroom from their teachers and opportunities to reflect on their behavior prior to being removed from the educational setting for behavioral concerns. Students are being identified early for intervention and support before behaviors escalate.

Some of the steps which we have made to continue making progress in the identified areas are as follows:

- The MPS Parent/Student Handbook on Rights, Responsibilities, and Discipline was updated based on feedback from a working group composed of teachers, students, administrators, and community members.
- An Administrators' Addendum was created to define specific behaviors and to provide administrators suggestions to appropriate responses to specific behaviors.
- During opening week, all schools conducted professional development on documenting behavioral concerns and research-based best practices to address disproportionality.
- Throughout the school year, staff members may sign up for additional professional development opportunities on a variety of topics or view modules online.
- There are a variety of cohorts doing a book study with Courageous Conversations about Race. These cohorts meet to discuss and practice research-based protocols to address the role of race in our lives and schools.
- Working with The Wisconsin Disproportionality Network, 300 individuals have attended Beyond Diversity and 55 staff have piloted an Educational Equity series.
- All staff members are documenting classroom-managed behaviors that do not threaten staff or student safety in Infinite Campus. School Positive Behavioral Interventions & Supports (PBIS) Tier 1 teams use this data to identify trends of overall data and to identify students in need of further intervention.
- All schools also have Building Intervention Teams (BITs) that monitor specific students in need of further support with behaviors. These teams are supported by the District's PBIS team composed of five PBIS Coaches.
- Each month all school facilitators receive a newsletter with updates from the District, best practices to support climate, updated District data on disproportionality, and a best practice to address disproportionality.
- All traditional middle and high schools have Student Discipline Committees that discuss students' concerns and recommendations about school climate and discipline. All Student Discipline Committees attended a Student Leadership Summit in the Fall, and there will be another summit in April 2020.
- A discussion of concerns and recommendations about climate and discipline was part of the District Advisory Council. There have also been four community conversations in January and February.
- A District Restorative Practices (RP) Team of a supervisor and four coaches has been created. This team is currently training all school-based principals.

- Each school has identified specific action steps in its School Improvement Plan to address disproportionality, with all schools identifying specific school-wide community-building activities, and while looking at its behavioral data, has identified specific staff-member strategies to address specific behavioral concerns.

Additional information 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 8.28, Student Discipline

Fiscal Impact Statement

NA

* * * * *

(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 53206 community, the Board approved implementation of the 53206 Initiative. The Principal's 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.

Currently there are 2,132 students in these eight schools. 28.4% are students with disabilities, and 93.2% are economically disadvantaged.

The 53206 Initiative is focused on five tenets: High-quality Instructional Practices, Social Emotional Well-being, Family Engagement, Community Partnerships, and Teaching and Leadership Development.

The presentation attached to the minutes of your Committee's meeting provides an overview of the progress that has been made to date. Work in progress includes the development of the 53206 Steering Committee, development of a strategic plan that encompasses the five tenets and a logic model for said plan, completing a Community Partnership Inventory, conducting listening sessions, and the exploration of community learning center opportunities in each 53206 school.

Additionally, this item highlights Family Engagement and Community Partnerships in one of the nine schools — Hopkins Lloyd Community School — which was recently recognized in our local media for its Homework Diner Event. Principal Natosha Harris will share highlights from the event during the 53206 presentation.

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

* * * * *

(Item 3) Report with Possible Action on the East Region 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

At the Board's direction, the structure of the 2019-2020 monthly region showcase item has been enhanced to provide a thorough picture of each region as it is presented on a monthly basis. This will include goals as well as 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 region, which serves approximately 10,051 students this year, comprises 21 traditional K-8 schools, K-5 schools, arts, instrumentality charter, language-immersion, Montessori, and STEM-focused schools. The schools include the following: Bay View Montessori, Burdick, Carver, Cass, Clement, Cooper, Fernwood Montessori, Fratney, Gaenslen, Garland, Hartford, Holmes, Humboldt Park, I.D.E.A.L., Dr. Martin Luther King, Jr., Maryland Montessori, Parkside, Siefert, Trowbridge, Victory, and Whittier. Student diversity is our biggest strength in the East Region.

The East Region showcase will also highlight the programs and progress of I.D.E.A.L. School at the February meeting. We will share points of pride from the work of the innovative staff, the successes of our students, and the unique features the school program offers.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

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

Fiscal Impact Statement

N/A

* * * * *

COMMITTEE ON STUDENT ACHIEVEMENT AND SCHOOL INNOVATION

Director Baéz 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 Non-instrumentality Charter School Contract with Mother Kathryn Daniels Conference Center, Inc., for Kathryn T. Daniels University Preparatory Academy (KT Daniels)

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.

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. KT Daniels's 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.

In July 2019, representatives from KT Daniels submitted the Charter Renewal Intent Cover Sheet. Then, in August 2019, the Charter School Contract Review Process was initiated by the Department of Contracted School Services. On September 13, 2019, KT Daniels submitted its Charter Renewal Application to seek renewal of the charter school contract.

On December 6, 2019, the Charter School Contract Review Team (Team) conducted a full-day site visit at KT Daniels. The Team examined the school's 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 as well as student and parent focus groups. In addition, the Team conducted 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 one-year renewal of the non-instrumentality charter school contract with KT Daniels. The recommendation was based on the school leadership's commitment to making progress towards meeting the educational goals and strong support from families, students, and the community. The Superintendent has reviewed the performance summary and concurs with the recommendation for contract renewal.

The charter school's renewal application, performance summary data, and Team's recommendation reviewed by the Team and 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 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 approval of the contract, the funds for the 2020-21 charter school contract will be authorized as a part of the FY21 budget process.

Implementation and Assessment Plan

Upon the Board's approval, negotiations will begin between the Superintendent's designee and representatives of Mother Kathryn Daniels Conference Center, Inc. for Kathryn T. Daniels University Preparatory Academy (KT Daniels) in consultation with the Board's designee and the Office of the City Attorney in anticipation of developing a renewed charter contract to be presented to the Board.

Committee's Recommendation

Your Committee recommends that the Board:

1. approve the renewal of a one-year non-instrumentality charter school contract with Mother Kathryn Daniels Conference Center, Inc., for Kathryn T. Daniels University Preparatory Academy (KT Daniels); 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 Mother Kathryn Daniels Conference Center, Inc. for Kathryn T. Daniels University Preparatory Academy (KT Daniels) and to draft a renewed non-instrumentality charter school contract to begin with the start of 2020-2021 school year and to end with the last regularly scheduled day of the 2020-2021 school year.

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

* * * * *

(Item 2) Report with Possible Action on the MPS/MKE Early Childhood 1,825 Initiative

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

Background

In November 2018, Milwaukee Public Schools, in collaboration with the City of Milwaukee and other public and private partners, announced an initiative and call to action to improve early childhood education across the city. The first five years (or 1,825 days) of life for a child are the most important when it comes to the child's education and development. MPS and city leaders joined together to build on past momentum and to push forward with the MPS/MKE Early Childhood 1,825 Initiative.

The mission of this work is to improve the learning experiences for children ages birth through five years in the city of Milwaukee by ensuring that all educators and childcare providers who have a direct impact on our students' learning possess the understanding, skill set, knowledge base, capacity, and resources needed to provide high-quality instruction to all students participating in early childhood education programs.

The following report provides an update on the work, accomplishments, and future tasks of the MPS/MKE Early Childhood 1,825 Initiative.

Progress on MPS/MKE Early Childhood 1,825 Initiative

Completed Work

- Kindergarten Enrollment Fair
- EC Initiative members registered to become community presenters
- Frog Street Level-1 training for MPS new K3 and K4 teachers being held monthly
- New Frog Street Level-2 training being offered monthly to all K3 and K4 teachers

Current Work

- Registering families for "Countdown to Kindergarten" activities
- Training all Parent Coordinators on accessing EC information for families on the MPS App
- Update MPS Head Start enrollment process
- Fidelity checks on Frog Street curriculum implementation

Future Work

- Provide PD for community childcare centers on trauma
- Joining with the MTEA EC group to work on early learning in MPS
- Create regional childcare maps for families for 3+ star options
- Develop transition activities for schools
- Identify family readiness activities for summer

MPS/MKE Early Childhood Initiative Timeline

February 2020

- Kindergarten Enrollment Fair
- "Countdown to Kindergarten" launch
- The Registry training for community PD providers
- Frog Street Training for new staff (Level 1) and existing staff (Level 2)
- Classroom-management/SEL PD for teachers

March 2020

- "Countdown to Kindergarten" school visits
- "Countdown to Kindergarten" family registration begins
- Provide community PD on trauma (session 1)
- Connect 53206 Child Care providers and Schools
- Frog Street Training for new staff (Level 1) and existing staff (Level 2)

April 2020

- "Countdown to Kindergarten" school-based transition activities begin
- Provide community PD on trauma (session 2)
- Develop "Countdown to Kindergarten" summer activities
- Develop next community PD series
- Frog Street Training for new staff (Level 1) and existing staff (Level 2)
- Classroom Management/SEL PD for teachers

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

* * * * *

(Item 3) 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 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 parent, 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 followingpresentation will provide a brief overview regarding the Resolution's essential aspects, programs that are housed in the Bilingual Multicultural Department, progress, and next steps.

Report

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

Hispanic	67.7%
Black	22.0%
White	4.1%
Asian	3.8%
Two or More	1.8%
Native American	0.4%
Hawaiian Islanders/Pacific Islanders	0.4%

Bilingual Multicultural Education

Mission

The mission of the Department of Bilingual Multicultural Education is to provide equitable access to quality multilingual and multicultural programming in Milwaukee Public Schools.

Vision

MPS students 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/MPS — Update

- Bilingual expansion and programing
- Parental engagement and marketing
- DMMAC — District Multicultural Multilingual Advisory Council
- Bilingual Task Force was started. First meeting was held on January 16, 2020.
- Seal of Biliteracy
- Professional development to schools

Implementation: Bilingual Pedagogical Framework Data

Teacher — Language of Instruction — 183 Responses

	Level of Use		
Year	Ideal	Acceptable	Insufficient
2017-18	24%	45%	31%
2018-19	26%	54%	20%

Expansion Update

Expansion	Ongoing	Next Steps
Hamilton High School	Meeting with principal to decide high school-programming for next year	In the process of hiring two bilingual teachers in the core academic areas to meet the requirements set by the state to be recognized as a bilingual/bicultural program
Riverside University High School	Meeting with principal to discuss possibilities on growing the bilingual program	Meet with principal to program and begin hiring process for an additional bilingual staff for 11th and 12th grades
Morgandale School (K-8)	Explore options for adding a dual-language program at the K4 level and growing to 8th grade	Meet with principal and explore best program options for expansion
Kagel	Expansion has begun successfully in K4	Addition of K5 two-way dual-language class
Riley	Expansion has already taken place at K3-1st grade	Addition of second-grade Montessori two-way dual-language class
Lincoln Avenue	Conversations to grow the existing program	Addition of a K4 bilingual classroom
Wedgewood, Green Tree, Andrew Douglas, Morgandale	continue to offer world language class through proximity learning/face-to-face	Continue to collaboration with the Office of Human Resources to hire world language

Updates

Update Item	Ongoing	Next Steps
DMMAC (District Multicultural Multilingual Advisory Committee) — parental engagement and marketing	DMMAC has met twice and will continue to meet. Part of the strategic plan will be to market the bilingual program. DMMAC representatives were at the Language Summit on December 7	DMMAC will continue to meet and will present its strategic plan to the Board at a future meeting
Seal of Biliteracy	Trainings to coordinators and advisors regarding criteria and logistics	Coordinators and advisors will share data on the number of students that successfully have met the criteria to earn the Seal of Biliteracy
Bilingual Task Force	The Bilingual Task Force had its first meeting on January 16, 2020. This group includes parents, community members, MPS staff, and administration	The Bilingual Task Force will be meeting monthly to develop a strategic plan to address the Board's action on promoting bilingual workforce's development

Update Item	Ongoing	Next Steps
Professional Development to Schools	Professional development on the Teaching for Biliteracy and English as a Second Language (ESL) to all schools	Professional development around collaboration between ESL and bilingual teachers
District Professional Development	Professional development for all ESL teachers on January 2, 2020	Another ESL session will be offered to high-school ESL staff on February 18, 2020

DMMAC Update

- Members: 15 schools represented
- Meeting dates/time: 2/26/20, 3/25/20, 4/22/20, 5/27/20, 6/24/20, from 5:30 p.m. until 7:00 p.m. at Central Services/Room 103.

Strategic Plan Highlights

Budget Analysis

Purpose: To help parents understand how budgeting in education/MPS works. Also, to help parents analyze/suggest ways to better the budget around issues of multilingualism

Advocacy training

Purpose: To host a morning/afternoon training session for families around the topic of advocacy

Family-engagement Activity

Purpose: To unify district families to celebrate multilingualism and multiculturalism — not around a particular holiday, but as a particular theme

District-by-district Information Session

Purpose: To reach families in different districts to help them learn/understand what multilingualism is and how the opportunity to learn another language benefits their children

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 7.15, Bilingual Instruction and Bicultural Education

Fiscal Impact Statement

N/A

* * * * *

(Item 4) Report with Possible Action Regarding American Indian Studies — Wisconsin Act 31

Your 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 Administration was asked to provide an update on the District's efforts regarding Wisconsin Act 31. American Indian Studies in Wisconsin, often referred to as Wisconsin Act 31, refers to the 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.

In alignment with Wisconsin Act 31, First Nations Studies, MPS, has leveraged resources and has collaborated with numerous entities in the tribal communities and the university communities to meet the

goals of the program and to meet the Title VI requirements as set forth by the Office of Indian Education. First Nations Studies, MPS, has 13 solid community partnerships that support the program's efforts.

The goals of the District's First Nation's Studies include providing instruction that gives students an appreciation and understanding of different value systems and cultures, as well as an understanding of human relations.

The Administration will provide an overview of its efforts as they align to Act 31 and Title VI at the the meeting of the Committee on Student Achievement and School Innovation.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 7.15, Bilingual Instruction and Bicultural Education

* * * * *

(Item 5) Report with Possible Action on MPS's Montessori Strategic Plan

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

Background

The Montessori Strategic Plan, which was adopted on March 28, 2019, is a framework for structural supports for our eight Montessori schools which educate more than 3,500 students.

An update on the implementation of the Montessori Strategic Plan, covering items that have been completed, what is being worked on at this time, and providing an outline of future work, is presented below. Included is the MPSU's pathways for Montessori training and the updated Montessori-marketing efforts.

Report

Montessori Strategic Plan's Progress

Completed Work

- Provided Montessori-specific, districtwide professional development
- Presented paraprofessional-onboarding professional development
- Observed Montessori school in Minneapolis, MN
- Held Montessori Summit at MacDowell Montessori
- Targeted marketing: Barbee, Craig, Riley
- Updated and reformatted Montessori information on the MPS website

Current Work

- Establishing consultations through the Wisconsin Montessori Association
- Finalizing Montessori Essential Elements
- Establishing scholarship criteria for MPSU —Montessori trainees

MPS Demographics 2019-20, as of January 29, 2020

- 3,500 Students
- 7 (8) Schools (Riley Elementary has Montessori classes through grade 1)
- 0.4% English-language learners
- 14.9% Students with disabilities
- 45.4% economically disadvantaged

Ethnicity

White 41.9%
Black..... 35.4%
Hispanic..... 12.0%

Two or More..... 7.3%
Asian..... 2.7%
Native American..... 0.6%
Hawaiian/Pacific Islanders 0.1%

Points of Pride for the Montessori Schools, as of January 29, 2020

Attendance..... 94.7%
Stability 90.4%
Absenteeism 6.2%
Suspension Rate 5.3%

WI Forward Exam Data

	Enrollment in Tested Grades		English Language Arts			Mathematics		
All Montessori	2018	2019	2018	2019	Change	2018	2019	Change
All	1,301	1,312	34.5%	37.0%	2.5%	23.1%	24.1%	1.0%
Native American	*	*	*	*	*	*	*	*
Asian	31	27	35.5%	33.3%	−2.2%	35.5%	40.7%	5.2%
Black	513	488	10.9%	11.7%	0.8%	6.0%	4.3%	−1.7%
Hispanic	173	169	28.9%	32.6%	3.7%	19.7%	17.8%	−1.9%
Pacific Islander	*	—	*	—	—	*	—	—
Two or More	69	82	33.3%	39.1%	5.8%	20.3%	24.4%	4.1%
White	506	538	60.1%	61.3%	1.2%	41.1%	43.1%	2.0%
Not Tested	27	20/21	2.1%	1.5%	−0.6%	2.1%	1.6%	−0.5%

* Student groups fewer than 10 students
— No data

Star Data Montessori

*Early Literacy (*Includes Riley Elementary's students)*

	2019-20	
	Fall	Winter
Significantly Below Target	14%	8%
Well Below Target	17%	13%
Below Target	28%	26%
On Target	12%	14%
Significantly Above Target	29%	38%

84 more students on target to proficiency, 72 fewer students below basic

Reading

	2019-20	
	Fall	Winter
Significantly Below Target	25%	22%
Well Below Target	15%	14%
Below Target	26%	27%
On Target	11%	12%
Significantly Above Target	22%	25%

64 more students on target to proficiency, 86 fewer students below basic

Math

	2019-20	
	Fall	Winter
Significantly Below Target	15%	13%
Well Below Target	32%	29%
Below Target	31%	31%
On Target		
Significantly Above Target	22%	26%

102 more students on target to proficiency, 126 fewer students below basic

MPSU — Montessori Teacher Pathways

MPSU-UW River Falls

- Began January 25
- Montessori training for grades 1-6
- Currently licensed teachers
- Goal of 12 enrollees, 7 enrolled currently
- Interested teachers can still enroll in the program

Secondary Training

- Recommended for teachers of grades 7-12
- Research on available training programs has been conducted
- Starting goal spring 2021

Montessori Strategic Plan: Next Steps

February 2020

- Attending AMI conference in Seattle, WA
- Developing teacher retention survey
- Compiling student-retention data

March 2020

- Attending AMS Conference in Dallas, TX
- Identifying teacher staffing needs for each school

April 2020

- Finalizing Montessori Essential Elements

Strategic Plan 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.

* * * * *

(Item 6) Report with Possible Action on Gifted Identification and PSAT 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

Wisconsin Statutes, Chapters 121.02(1)(t) and 118.35, require school boards to provide programs to students who are identified as gifted and talented. Milwaukee Public Schools begins this process through identification of students that uses multiple data points. The presentation attached to the minutes of your Committee's meeting will review this year's screening of students using a cognitive-reasoning assessment and the Teacher's Observation of Potential in Students (TOPS). This screening provides a more equitable identification of gifted potential in all children in areas such as academics, overall intellect, creativity,

leadership, interests, spatial abilities, and social perceptiveness. Additionally, programming opportunities for identified students will be discussed, including curriculum compacting, specialized programs, acceleration, and support for parents.

A chart is attached to the minutes of your Committee's meeting that provides disaggregated data for the current year and the previous three school years from the Cognitive Abilities Test (CogAT) and TOPS. These data are redacted for groups that have fewer than 10 students to maintain privacy.

Preliminary SAT/National Merit Scholarship Qualifying Test PSAT/NMSQT results will also be reviewed, with information on how students can use the data to advance college- and career-readiness and to earn scholarships. A chart is included in the attachments to the minutes of your Committee's meeting with demographic data from the administration of the 2019 PSAT/NMSQT.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 7.38, Balanced Assessment Systems

* * * * *

REGULAR ITEMS OF BUSINESS

(Item 1) Reports of the Board's Delegates

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

* * * * *

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

President Miller gave his report of activities in which he had engaged on behalf of the Board in February.

* * * * *

RESOLUTIONS

Resolution 1920R-014

by Director Miller

WHEREAS, Milwaukee County (the County), the City of Milwaukee (the City), and Milwaukee Public Schools (the MPS District) have a common interest to improve the lives and conditions of Milwaukee residents; and

WHEREAS, The County, City, and MPS District may share many of the same administrative and service needs; and

WHEREAS, The County, City, and the MPS District all have increasing fiscal pressures due to a combination of: costs-to-continue rising faster than revenues, rising pension obligations, stagnant revenue sources, and forced reliance on property taxes;

WHEREAS, Other communities around Wisconsin (the State) have successfully combined services and shared costs in the provision of local government service; and

WHEREAS, Research compiled by the non-partisan Wisconsin Policy Forum has outlined a number of areas where services might successfully be shared; and

WHEREAS, The University of Wisconsin-Madison's Institute for Research on Poverty (IRP) finds, under its Wisconsin Poverty Measure, that the County has the highest poverty rate in the State, at a rate of 17.2 percent in 2017; and

WHEREAS, The IRP has reported, based on data compiled by the United States Census Bureau, that in the County, 28.7 percent of Blacks and 18.7 percent of Latinos were poor, compared to 8.3 percent of Whites; and

WHEREAS, Studies show that persons in poverty face higher rates of infant mortality, lead contamination, incidences of crime, unemployment and underemployment, and housing instability; and

WHEREAS, Disparate and parallel efforts over several decades have failed to address these problems in a sustained and meaningful way; and

WHEREAS, The County, City, and MPS District share a common interest to improve the lives and conditions of Milwaukee residents and an obligation to do so as cost-effectively as possible; and

WHEREAS, The County, at its meeting of February 6, 2020, and the Milwaukee Common Council, at its meeting of February 11, 2020, adopted resolutions co-establishing a joint taskforce, named the "ONE Milwaukee Taskforce" (the Taskforce), to convene area leaders to perform the following duties:

- identify infrastructure coordination and resource-leveraging opportunities between the County, City, and MPS (District);
- recommend any operational or other potential opportunities for coordination and collaboration between the County, City, and the MPS District;
- propose cost-saving and cost-sharing agreements where resources may be aligned to create opportunities for bridging infrastructure gaps to create inclusive and sustainable service pathways to improve outcomes for Milwaukee communities;
- ensure that all proposals and agreements are comprehensive, place-based, and data-driven;
- focus efforts on Milwaukee communities identified as "Promise Zones."
- work toward advancing the priorities identified in the Milwaukee County Strategic "One County One Plan," the Blueprint for Peace, and MKE Elevate plan;
- monitor and regularly report on the progress of any agreements; and

WHEREAS, the Taskforce shall have six members, including:

- the Milwaukee County Board Chairman or their designee;
- a County Board Supervisor, who shall be appointed by the Board Chairman;
- the Milwaukee Common Council President or their designee;
- a Milwaukee Common Council Alderman, who shall be appointed by the Milwaukee Common Council President;
- the Milwaukee Public Schools' Superintendent or their designee;
- the Milwaukee Board of School Directors President or their designee; and

WHEREAS, The Taskforce members shall elect their chairman by simple majority and the City Clerk of Milwaukee shall provide staffing to support the Taskforce; and

WHEREAS, The Taskforce shall form and meet as soon as practicable and shall present its findings to the County Board, the Common Council, and the Milwaukee Board of School Directors within six months of the passage of this resolution; now, therefore, be it

RESOLVED, That the Milwaukee Board of School Directors hereby joins with the County and the City in the establishment of the ONE Milwaukee Taskforce and pledges its full support of the ONE Milwaukee initiative; and be it

FURTHER RESOLVED, That the Milwaukee Board of School Directors seek to affirm the MPS District along with Milwaukee County and the City of Milwaukee as founding entities of the ONE Milwaukee Taskforce and any initiatives derived from this partnership; and be it

FURTHER RESOLVED, That as initiatives are considered, funded, and implemented, the MPS 53206 Initiative, and the 1825 Initiative on Early Childhood, be prominent in priority; and be it

FURTHER RESOLVED, That the Board hereby directs the Office of Board Governance, the Administration, and the Office of Accountability and Efficiency to collaborate on and present proposals to the Milwaukee Board of School Directors for possible cost- and service-sharing arrangements with Milwaukee County and the City of Milwaukee as part of the ONE Milwaukee initiative and that reporting begin no later than the May 2020 board cycle.

Referred to the Committee on Accountability, Finance, and Personnel.

Resolution 1920R-016

By Director Peterson

WHEREAS The unprecedented, youth-led global movement for climate justice is demanding immediate action, pushing governments and businesses to redefine their economies and practices and to end the fossil fuel era; and

WHEREAS The overwhelming consensus in the scientific community is that the climate crisis is created by human beings releasing unprecedented amounts of greenhouse gases by burning fossil fuels (coal, oil, and natural gas); through deforestation; and environmentally damaging agricultural practices; and

WHEREAS, Climate change is having an enormous negative impact around the world making it imperative that school Districts recognize that climate literacy is essential so that K4 through 12th grade students, in developmentally appropriate ways, probe the causes and inequitable consequences of the climate crisis—as well as possible solutions— through learning about the diversity of people around the world who are fighting the root causes of climate change; and

WHEREAS, MPS's commitment to equity requires attention to environmental racism and climate justice both of which recognize the unequal effects of climate change and environmental damage on the basis of race, poverty, gender, and geography; and

WHEREAS, All Milwaukee Public Schools students should develop confidence and passion when it comes to making a positive difference in society, and come to see themselves as activists and leaders for social and climate justice and against environmental racism around the world and in Milwaukee; and

WHEREAS, Milwaukee Public Schools acknowledge that our schools should demonstrate leadership in modeling to students climate- and environmentally friendly practices including, but not limited to building design, renewable energy (including the use of solar panels) LED lighting and HVAC controls/metering, land use, waste disposal, composting, recycling reduction in the use of plastic; now, therefore, be it

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."

Referred to the Committee on Student Achievement and School Innovation.

Action on Resolution 1920R-015 by Director Phillips on the Deportation of Hmong Peoples

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

Notice was previously given that the Regular monthly meeting of the Milwaukee Board of School Directors would begin at 6:30 p.m. on Thursday, February 27, 2020, in the auditorium of the Central Services Building, 5225 W. Vliet Street, Milwaukee. The following notification was inadvertently omitted from the previous notice of this meeting.

> Relative to Item III. Resolutions (for Referral to Committee unless Otherwise Indicated), Director Phillips has advised the Office of Board Governance that, relative to Resolution 1920R-015, she intends to offer a motion to waive Board Rule 1.10(4) in order to take immediate action on the Resolution to submit it to the Wisconsin Association of School Boards for consideration during its March 2020 meeting.

Resolution 1920R-015

By Director Phillips

WHEREAS, The State of Wisconsin has a proud history of welcoming immigrants of all nationalities, ethnicities, religions, races, and creeds; and

WHEREAS Wisconsin is home to almost 50,000 Hmong people, who comprise one-fifth of the entire Hmong population of the United States; and

WHEREAS, Many of the Hmong people living in the United States and in Wisconsin came here as refugees fleeing genocide and retribution for supporting our troops during the Vietnam War; and

WHEREAS, Milwaukee is proud to be able to boast of a large Hmong population among our neighbors, family members, friends, co-workers, business owners, students, and veterans; and

WHEREAS, The United States Supreme Court held in Plyer v. Doe (1982) that no public school District has a basis to deny children access to education based on their immigration status, citing the harm it would inflict on the children and society itself and the equal protection rights of the Fourteenth Amendment; and

WHEREAS, The Milwaukee Public Schools, its administrators, its educators, and its staff proudly stand by all of our students, staff, and families, regardless of their race, ethnicity, faith, national origin, immigration status, political viewpoint, abilities, sexual orientation, or gender identity; and

WHEREAS, In March of 2017, the Milwaukee Board of School Directors, by a unanimous vote, took action to declare MPS "a welcoming and safe school environment for students and families threatened by immigration enforcement or discrimination, and [that] such enforcement shall be opposed to the fullest extent permitted by the law"; and

WHEREAS, In that same action, the Board resolved to "…do everything in its power to afford equal protection to all students and staff"; and

WHEREAS, The Milwaukee Public Schools is proud to have among its many outstanding schools the Hmong American Peace Academy (HAPA), which was established as a MPS non-instrumentality charter school in 2004; and

WHEREAS, HAPA, as the first Hmong charter school in Wisconsin. provides students with rigorous academics, character development, and Hmong cultural values and prepares them to excel in higher learning and careers by "…building cultural pride, instilling high expectations for achievement, and empowering students as peace builders"; and

WHEREAS, It has been reported that the Trump administration is in talks with the government of Laos to allow for the deportation from the United States of Lao and Hmong immigrants who are not U.S. citizens and who have standing orders of deportation issued against them; and

WHEREAS, These reports have sown fear among Hmong communities across Wisconsin, including those in Milwaukee, leading community leaders and local and national elected officials to call upon the President to reconsider this proposal and to express their opposition to any agreement that would result in the deportation of Hmong people living in Wisconsin and the United States; now, therefore, be it

RESOLVED, That the Milwaukee Board of School Directors hereby emphatically and unequivocally states its steadfast and unanimous support of the Hmong community living here in the United States, in Wisconsin, and in Milwaukee, especially of those among our students, among our staff, and among the families in our District; and be it

FURTHER RESOLVED, That the Milwaukee Board of School Directors demands that our federal government reject any proposal that would result in the deportation of any members of our Hmong community, local or national; and be it

FURTHER RESOLVED, That the Milwaukee Board of School Directors hereby directs the Board Clerk to have an engrossed copy of this Resolution, suitably signed and sealed, prepared and transmitted to the President of the United States, to the Wisconsin delegation of the United States Congress, to the Milwaukee delegation of the Wisconsin State Legislature, and to Governor Tony Evers as a declaration of its vehement opposition to any attempt to deport any Hmong refugees living in the United States.

Director Phillips moved to waive Board Rule 1.10(4) in order to take immediate action on this resolution. The motion passed, the vote being as follows:

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

Statute, Administrative Policy, or Board Rule Statement

Board Rule 1.10, Communications, Petitions, Resolutions for Referral

Recommendation

That the Board determine how it wishes to proceed with this item.

Director Phillips moved to adopt Reslution 1920R-015 on the deportation of Hmong peoples. The motion passed, the vote being as follows:

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

The meeting adjourned at 9:31 P.M.

JACQUELINE M. MANN, Ph.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
MARCH 10, 2020

Special meeting of the Board of School Directors called to order by President Miller at 6:00 P.M.

Present — Directors Báez, Herndon, O'Halloran, Peterson, Phillips, Siemsen, Taylor (6:05), Woodward, and President Miller — 9.
Absent — None.

The Board Clerk read the following call of the meeting:

March 6, 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 in the Auditorium of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the consideration of the following item of business:

Special Board Meeting
6:00p.m., Tuesday, March10, 2020

1. Action on Recommended Administrative Appointments, Promotions, Salary Increases/Decreases

The Board may retire to closed session pursuant to Wisconsin Statutes, §19.85(1)(c), which allows a governing 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.

Notice of Public Hearing

In regard to Item 1, above, the Board may take a vote to suspend Board Rule 1.09(2) in order to accept public testimony.

JACQUELINE M. MANN, Ph.D.
Board Clerk

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

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	Jeremiah Jackson	Director I, Black & Latino Males	Office of the Chief of School Administration	03	14A	$91,000

Codes

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

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administration Policy, or Board Rules Statement

Administrative Policy 6.19, Positions: Staff

Fiscal Impact Statement

Previously authorized in the FY20 budget.

Administration's Recommendation

The Administration recommends that the Board authorize the promotions, reassignments, decreases and increases in salary, and appointments to the classifications indicated above, to be effective as indicated in the attachment.

Director Woodward move 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.

The Board adjourned at 6:07 P.M.

JACQUELINE M. MANN, Ph.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
MARCH 17, 2020

Regular meeting of the Board of School Directors called to order by President Miller at 6:30 P.M.

Present — Directors Báez, O'Halloran, Peterson, Phillips, Siemsen, Taylor, and President Miller — 7.
Absent and Excused — Directors Herndon and Woodward — 2.

As had been previously noticed, and in response to precautions taken regarding the COVID-19 pandemic, President Miller moved to waive Board Rule 1.02(1) in order to hold the Board's regular March 2020 meeting, which previously had been scheduled to be held on March 26, on this date. The motion passed, the vote being as follows:

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

Before proceeding with the agenda, President Miller asked for a moment of silence to commemorate the passing of:

- Betty L. Anderson, a Children's Health Assistant at Gaenslen, who passed away March 2, 2020;
- Gerlean Ford, a retired General Education Assistant at Wedgewood, who passed away March 7, 2020; and
- Layla Morgan Smith Revels, a K5 student at Gaenslen, who passed away on March 6, 2020.

APPROVAL OF MINUTES

The minutes of the special and regular board meetings of February 2020 will be presented to the Board in April.

* * * * *

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 February through mid-March are included in the following report.

School Visits

School visits remain a priority and serve as an excellent mechanism for gathering feedback to support district improvement efforts. This month, some of the schools that I had the opportunity to visit are Marshall High School, North Division High School, and South Division High School.

MPS's Graduation Rate Continues Upward Trend

The four-year graduation rate in Milwaukee Public Schools rose to 69.1 percent for the Class of 2019, according to new data released on March 10, 2020, by the Wisconsin Department of Public Instruction (DPI). This marks an increase of 2.4 percent over the 2018 graduation rate of 66.7 percent, and an increase of 10.9 percent over the 2015 graduation rate of 58.2 percent.

As reported on the WISEdash public portal maintained by the Wisconsin DPI, the MPS four-year graduation data for the class of 2019 also showed increases in graduation rates of Black and Hispanic students, of students with disabilities, and of economically-disadvantaged students since 2015. Black and Hispanic students experienced an increase in graduation rate of 11.5 percent for both groups; students with disabilities showed a 10.5 percent increase; and a 10 percent increase was shown for economically-disadvantaged students.

MPS is experiencing success through a number of offerings that engage students to increase high-school graduation:

- Advanced Programs: More MPS schools offer Advanced Placement (AP) courses and International Baccalaureate (IB) courses.
- College & Career Access Centers: Students gain ready access to information about college, career, and scholarship opportunities.
- Dual-credit Opportunities: Through programming offered by M^3 (a collaboration among MPS, Milwaukee Area Technical College, and the University of Wisconsin-Milwaukee), students can earn 19 college credits during the 2019–20 school year.
- Freshman Bridge: This two-day summer program helps incoming freshmen prepare for high-school success by spending time in their schools, meeting teachers, understanding academic and behavioral expectations, exploring academic and career planning, and preparing for the important transition to high school.
- Career Pathways: In collaboration with community partners, the District continues to expand programs that give students hands-on work experiences in the culinary arts, construction, information technology, healthcare, manufacturing, and more.

School Social Workers Light the Way for Students

As a school district of nearly 76,000 students, how does Milwaukee Public Schools ensure that the needs of every child are being met? That important effort belongs to school social workers. This month we celebrated National School Social Work Week to show our appreciation for the highly-skilled men and women who make our students' lives better every day. Thank you, school social workers!

MPS is proud of the role our social workers play in the success of our students, and the entire district is grateful for their service!

Update on Coronavirus (COVID-19)

To help prevent the spread of coronavirus (COVID- 19), all MPS schools will be closed from March 16 to April 13, 2020. Schools are scheduled to reopen on Tuesday, April 14, after the scheduled district spring break.

In MPS, as many as 76,000 students receive free breakfast and lunch in school daily. To support families who rely on school meals for their children, MPS is distributing a packaged breakfast and lunch at 20 sites across the city Monday through Friday from 11:00 a.m. to 1:00 p.m.

Families can select any convenient location from the list below to pick up breakfast and lunch items for MPS students. In an effort for students to continue learning during this closure, sites will also offer instructional materials to support grade-level to take home.

Breakfast and Lunch Distribution Sites

School	Address
ALBA	1712 S. 32nd St.
Barbee Montessori	4456 N. Teutonia Ave.
Bay View High School	2751 S. Lenox St.
Browning	5440 N. 64th St.
Douglas	3620 N. 18th St
Engleburg	5100 N. 91st St.
Gaenslen	1250 E. Burleigh St.
Hamilton H. S.	6215 W. Warnimont Ave.
MacDowell Montessori	6415 W. Mount Vernon Ave.
Marshall H.S.	4141 N. 64th St.
Morse	6700 N. 80th St.
North Division H. S.	1011 W. Center St.
Obama SCTE H. S.	5075 N. Sherman Blvd.
Pulaski H.S.	2500 W. Oklahoma Ave.
Reagan H. S.	4965 S. 20th St.
South Division H. S.	1515 W. Lapham Blvd.
Thoreau	7878 N. 60th St.
Vincent H. S.	7501 N. Granville Rd.
Washington H.S.	2525 N. Sherman Blvd.
Wisconsin Conservatory ofLifelong Learning (WCLL)	1017 N. 12th St.

MPS Celebrates Read Across America Day and Dr. Seuss

During the first week of March, MPS students took part in National Read Across America Day. The annual event, sponsored by the National Education Association, encourages activities in classrooms to get children excited about reading. The celebration coincides with the birthday of famed children's author Dr. Seuss.

At Clara Barton School, the Cat in the Hat paid a visit along with Thing 1 and Thing 2. Together, they visited classrooms, entertained students, and shared favorite books. Barton also invited families, friends, and dignitaries to the school to read specially selected books to students. Volunteer readers included State Senator Lena Taylor, State Representative David Crowley, representatives from the Milwaukee Brewers Foundation, and MPS administrators, community members, and parents.

Read Across America Day also supported Barton's ongoing reading contest, the Mystery Mural 4,000 Reading Challenge. Students are working toward a goal of 4,000 books, with prizes and incentives being awarded for reading. A beautiful mural is in progress, with students adding stickers as books are read to complete a wall-sized work of art.

Mary McLeod Bethune Academy also invited a number of special guests to visit and read books to students. About 25 family members, partners, friends, and staff volunteered to spend time sharing exciting books with children. Captain Jeffrey Norman of Milwaukee Police Department District 3 was among those who shared the gift of reading with students.

The entire student body and staff of Escuela Vieau School gathered on the football field of Bradley Technology and Trade School to celebrate Dr. Seuss's birthday in a very special way. For the past 13 years, Vieau School has promoted literacy through a celebration that has grown from a one-day event to a week-long extravaganza including a carnival, obstacle course, movies, cake decorating competition, and parade. Vieau is proud of its Seuss week event, which is a memorable time for students that they look forward to all year long!

These are just a few examples of the many wonderful events that took place throughout the district to celebrate Reading Across America Day!

Happy Birthday, Dr. Seuss!

Kareem Abdul-Jabbar Celebrates Black History Month with MPS students

South Division High School welcomed former Milwaukee Bucks player and NBA legend Kareem Abdul-Jabbar on February 28, 2020. Students took part in activities that included a roundtable discussion with Jabbar in celebration of Black History Month.

A six-time NBA Champion, NBA All-Star, and one of the greatest players in NBA history, Jabbar has made continuous efforts advocating for racial and religious issues within our country. As a best-selling author

and the executive producer of the documentary "Black Patriots: Heroes of the Revolution," he has shown his passion for racial and religious equality, education, and advocacy efforts.

As part of South Division's Black History Month event, students Vel Song and Malaya Hunter sang the Black National Anthem in front of Jabbar and their fellow students. Pulaski High School alumnus Rashawn Jackson read his original poem entitled "This Generation."

Prior to the event, students watched and reflected on Jabbar's documentary. This led students to engage in an open discussion with Jabbar on the theme "Shoulder to Shoulder." Students then had the opportunity to ask Jabbar questions about his documentary, his NBA career, and how he manages to get involved and give back to others during retirement.

Students were excited to meet and engage with Kareem Abdul-Jabbar, to learn about his personal journey, and to ask for advice as they prepare to venture out on their own. At the end of the event, students and faculty presented Jabbar with an award and his very own South Division Cardinals attire. Jabbar personally presented all students at the event with an autographed cap. The event was an uplifting celebration to close Black History Month.

Special Education Family Forum

Special education was the focus of MPS's 4th Annual Celebrating Abilities event on March 7, 2020, at Milwaukee Marshall High School. More than 37 community agencies were present to provide information and workshops. This resource fair provided families the opportunity to learn more about special education services, programs, and summer opportunities.

Attendees were able to access a wide range of community resources and to network with other families who have children requiring special education programs.

The event was a collaboration uniting MPS, *Alianza Latino Aplicando Soluciones,* Disability Rights Wisconsin, Milwaukee County, the Wisconsin Department of Public Instruction, WI Facets, Wisconsin Statewide Parent Educator Initiative, Regional Centers for Children and Youth with Special Health Care Needs, and the U.S. Department of Education.

We Are the Drum Celebrates Community Theater

Milwaukee students and families put on an amazing production of *We Are the Drum* through many hours of hard work and rehearsals. For the many individuals who had the opportunity to attend this year's show, it proved to be an exciting evening of music and dance in a community setting.

Students of all ages from a number of MPS schools performed in this year's show. The goal of show organizers was to offer a theater experience rivaling a Las Vegas production.

We Are the Drum is a community program offered by CAPITA Productions, a nonprofit organization with the mission of bridging cultural gaps, uniting Milwaukee-area youth, and offering a constructive outlet for creative expression. The name CAPITA stands for City at Peace in the Arts. Kevin C. Williams, CAPITA's director, recruited students, hosted rehearsals, and prepared for the show for several months. He was assisted by staff members and volunteers motivated to develop the talents of children who participate.

* * * * *

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

This legislative update contains information taken directly from the Department of Public Instruction on COVID-19 regarding waivers, special education, virtual learning, and testing. This information was made available at 12:06 p.m., Monday, March 16.

Waivers

The Department of Public Instruction (DPI) will waive the hour requirement for any school district that requests the DPI to do so due to this ongoing public health emergency. DPI wants to ensure that it is eliminating barriers to districts' ability to provide as much of a continuity of education as they can. Districts will still need to request this waiver per state law, but the DPI will expedite this process to make it as easy as possible. DPI has asked the Governor to suspend a portion of the Administrative Code in order to process and simplify the form to be used to request a waiver and to grant the waiver immediately. DPI will provide districts with this expedited process in the upcoming days.

Testing

It is increasingly clear that it will not be possible to complete testing this year due to the pandemic. The DPI will aggressively pursue a request to the United States Department of Education (USDE) for a waiver from this requirement and will work with the Legislature and the Governor's office to suspend the state's test requirements this spring. In addition, DPI will continue discussions among all parties around the impact on report cards. DPI will keep districts updated on this progress as it moves forward.

Governor Evers' FAQ (Updated)

The major change to this FAQ (provided under separate cover) applies to special education. The FAQ now clarifies that, if a school provides services through virtual learning, the school should make all reasonable efforts to provide students with disabilities equal access to the same opportunities, and, to the greatest extent possible, to special education and related services. Once school resumes, local educational agencies must make every effort to implement individualized education plans and should consider, on an individualized basis, whether and to what extent compensatory services are required due to the closure.

School Meals

The DPI has submitted a Summer Food Service Program (SFSP) and Seamless Summer Option (SSO) waiver to USDA. This request is to waive the congregate feeding requirement for SFSP and SSO meals during unanticipated school closures at school and non-school sites during a public health emergency, such as COVID-19. The waiver is for all SFSP and SSO sponsors in good standing in the state. In addition the DPI will be pursuing exemptions to any regulations that prevent districts from providing meals for students. DPI will keep districts posted on waivers or exemptions granted.

Virtual Learning

The DPI is continuing to update its website with new curated resources to help districts to offer virtual-learning opportunities.

There are a number of developments due to action by the FCC related to residential broadband. Chairman Ajit Pai has asked broadband and telephone-service providers and trade associations to open Wi-Fi hotspots to any individual who needs them. It appears all major providers have pledged to do so. The DPI is curating broadband and digital-access resources that schools can leverage during this public health crisis.

In addition to the updates above, MPS is working closely with the Council of the Great City Schools and with our state level partners to help guide and support all needed federal-level legislation that will help to support students, families, schools, and school districts at this time.

Strategic Plan 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

BG 2.13, Board Legislation Program

Fiscal Impact Statement

NA

Director Peterson moved that:

1. the Board approve the Superintendent's plan — as outlined in his communication presented below — on employee compensation during the district's closure through the end of April, with 11-and 12-month staff to report beginning April 6, 2020;
2. unions be notified of essential staff's reporting;
3. compensation for LTE staff be considered; and
4. all regular substitute teachers who averaged a minimum of eight hours and part-time recreation staff who averaged a minimum of eight hours per pay period over the last three pay periods be paid their averages during this time.

COMMUNICATION FROM THE SUPERINTENDENT OF SCHOOLS

On Friday, March 13, 2020, Wisconsin Governor Tony Evers ordered the closure of all Wisconsin K-12 schools, public and private, beginning Wednesday, March 18, 2020 and ending on Sunday, April 5, 2020.

In order to help minimize the spread of COVID-19, all Milwaukee Public Schools are closed beginning Monday, March 16, 2020 through Monday, April 13, 2020, which includes the already scheduled spring break. School is scheduled to reopen on Tuesday, April 14, 2020. More specific information about staff assignments is below.

Monday, March 16, 2020 and Tuesday, March 17, 2020: All 12-month staff, school principals, assistant principals, and nutrition services staff will report to their regular work location in casual attire with the possibility of being deployed to school sites to distribute food and education materials.

If you are in a high-risk category that makes you more susceptible to illness and you feel you may be unable to report to work on Monday, March 16, 2020 and/or Tuesday, March 17, 2020, you must follow the regular call-in procedures which apply to your department/office and may use sick, miscellaneous, or vacation leave to cover this period of time. Please contact your immediate supervisor if you have any questions.

Wednesday, March 18, 2020 through Sunday, April 5, 2020: All salaried and hourly staff (excluding LTEs and Co-Ops) will receive their regularly scheduled pay during this time. Supplemental teachers, full-time substitute teachers, and emerging educators will be paid for their regularly scheduled time as well. All regular substitute teachers and part-time recreation staff who averaged a minimum of 48 hours per pay period over the last three pay periods will be paid their average during this time.

Safety Assistants, Kitchen Managers, Food Service Manager Trainees, Food Service Assistants In-Charge, Food Service Assistants, and Drivers, who have volunteered to work over the closure to meet the needs of students and families, will be paid for their regularly scheduled hours as stated above and will also receive additional pay at their hourly rate for any hours worked at the school sites.

All 12-month staff will be notified by their chief if they will be required to report during this time.

Any previously requested paid leaves will not be processed and employees will not have to use accrued leave over the closure period. Any previously scheduled continuous unpaid leaves will remain unpaid.

Monday, April 6, 2020 through Monday, April 13, 2020: This period is the regularly scheduled spring break, and we will follow normal spring break payroll procedures. All 12-month staff are scheduled to report to work on Monday, April 6, 2020.

As this is a fluid situation, please check your email on a regular basis for any additional information or changes to the schedule.

The motion passed, the vote being as follows:

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

* * * * *

REPORTS AND COMMUNICATIONS FROM THE OFFICE OF ACCOUNTABILITY AND EFFICIENCY

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

Background

The Office of Accountability and Efficiency's (OAE) Report provides the Milwaukee Board of School Directors and the public with an update on current activities in service areas headed by the Senior Director of the OAE:

- Accountability and Transparency Services
- Process Improvement and Efficiency Services
- Contract Compliance Services

The following report includes activities from late February through mid-March.

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.

The Office of Accountability and Efficiency continues to make progress on a broad strategic-planning process, which began in July 2019. As part of this process, during the reporting period, OAE initiated the hiring process for an Analyst I position as approved by the Board in June 2019. The successful hiring and onboarding of this position will mark the final step in the implementation of the board-approved structure. OAE anticipates bringing the recommended candidate for this position to the Board for approval in the April 2020 board cycle.

Also during the reporting period, OAE submitted its FY21 budget to the Office of Finance for inclusion in the Superintendent's proposed budget. The submitted budget represents the minimum staffing costs necessary to implement the Board's June 2019 action, with 97% of the budget supporting our employee's salaries and benefits.

Additionally, the Office of Accountability and Efficiency continues to make progress on the development of the OAE Fiscal Year 2021 (FY21) Work Plan. The Plan, which will include work to be completed during FY21, anticipated outcomes, and means of assessment, will continue to be developed throughout the first quarter of 2020. OAE will transmit the Plan to the Board during the second quarter of 2020 to ensure work can begin on July 1, 2020.

Accountability and Efficiency Services

Between February 19, 2020, and March 13, 2020, Accountability and Efficiency Services fulfilled one information request, one independent hearing officer (IHO) assignment request, and three constituent inquiries.

Also during the reporting period, Accountability and Efficiency Services completed one special project, a review of the KT Daniels charter school contract as it relates to financial accountability.

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

Contract Compliance Services

In partnership with the department of Career and Technical Education, Contract Compliance Services (CCS) hosted a combined job-readiness training on March 5, 2020, at the downtown campus of Milwaukee Area Technical College (MATC). The session prepared more than 140 MPS high-school students for the district-wide job fair, which took place on March 11, 2020.

Additionally, CCS continued to meet with industry and community-based partners to advance the employment-training road map for 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 Rules Statement

BG 3.08, Role of the Management of the Office of Accountability and Efficiency

* * * * *

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

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

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

Director Báez moved to accept the reports of the Independent Hearing Officers of March 2, 9, 10, and 12, 2020.

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

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

* * * * *

REPORTS OF STANDING COMMITTEES

As previously noticed, President Miller moved to waive Board Rule 1.08(2)(b), in order to allow the Board to receive the report of the Committee on Accountability, Finance and Personnel, which had been formulated from a meeting immediately prior to the Board's regular meeting, with less than 48 hours' notice. The motion passed, the vote being as follows:

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

No items were set aside for separate consideration.

On the motion of Director Phillips, reports of the Standing Committees were approved, the vote being as follows:

Ayes — Directors Báez, O'Halloran, Peterson, Phillips, Siemsen, Taylor, and President Miller — 7.
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, and Affirmative Action Report

Classified Personnel Transactions

Code	Name	Position	Salary	Date
New Hires				
2	Eric Beiersdorf	Building Service Helper I	$13.12/hr.	02/17/2020
2	Justin Eiland	Building Service Helper I	$13.12/hr.	02/17/2020
2	Cortavius Francis	Building Service Helper I	$13.12/hr.	02/24/2020
2	Anna Hewings	Building Service Helper I	$13.12/hr.	02/03/2020
2	Tyrone Howard	Building Service Helper I	$13.12/hr.	02/24/2020
2	Jeremiah Jeffries	Building Service Helper I	$13.12/hr.	02/10/2020
2	Danny Johnson	Building Service Helper I	$13.12/hr.	02/17/2020
2	Kino McKinley	Building Service Helper I	$13.12/hr.	02/03/2020
2	Myka Rhymes	Building Service Helper I	$13.12/hr.	02/03/2020
4	Mitchel Soto	Building Service Helper I	$13.12/hr.	02/24/2020
2	Mildred Wright	Building Service Helper I	$13.12/hr.	02/10/2020
5	Ethan Green	Boiler Attendant Trainee	$36,000.00	02/10/2020
5	Robert Trindade	Boiler Attendant Trainee	$36,000.00	02/10/2020
2	Jeffery Jones	Carpenter	$38.29/hr.	02/10/2020
2	Miesha Anderson	Children's Health Assistant	$17,599.68	02/10/2020
2	Shaniqua Conley	Children's Health Assistant	$17,599.68	02/19/2020
2	Candice Williamson	Children's Health Assistant	$17,599.68	02/10/2020
4	Fabiola Baltazar Flores	Food Service Assistant	$12.94/hr.	02/26/2020
4	Leischa Bones Correa	Food Service Assistant	$12.94/hr.	02/26/2020
4	Patricia Brum	Food Service Assistant	$12.94/hr.	02/26/2020
4	Fabiola Cordero Lopez	Food Service Assistant	$12.94/hr.	02/26/2020
2	Kelly Daniels	Food Service Assistant	$12.94/hr.	02/26/2020
4	Neysha Esteves	Food Service Assistant	$12.94/hr.	02/26/2020
5	Everette Houck	Food Service Assistant	$12.94/hr.	02/26/2020
2	Charity Johnson	Food Service Assistant	$12.94/hr.	02/26/2020
4	Cynthia Sanchez	Food Service Assistant	$12.94/hr.	02/26/2020
2	Starlette Tucker	Food Service Assistant	$12.94/hr.	02/27/2020
2	Cashmere White	Food Service Assistant	$12.94/hr.	02/26/2020
4	Donni Yustiz	Food Service Assistant	$12.94/hr.	02/27/2020
2	Shirley Wilson	Food Service Assistant	$12.94/hr.	02/26/2020
3	Timothy Lovang	IT Service Technician	$49,787.51	02/10/2020
5	Caitlin Acker	Para Ed Assistant	$18,311.04	02/17/2020
2	Jennifer Boyd	Para Ed Assistant	$18,311.04	02/12/2020
2	Carla Broom	Para Ed Assistant	$18,311.04	02/24/2020
2	Candice Carrington	Para Ed Assistant	$18,311.04	02/20/2020
2	Kimberly Davis	Para Ed Assistant	$18,311.04	02/18/2020
4	Felipe Gomez	Para Ed Assistant	$20,779.44	02/10/2020
5	Rory Heikkila	Para Ed Assistant	$19,433.04	02/18/2020
2	Terril Johnson	Para Ed Assistant	$19,433.04	02/18/2020
2	Shanice Moore	Para Ed Assistant	$18,311.04	02/05/2020
5	Jennifer Mueller	Para Ed Assistant	$18,311.04	02/24/2020
4	Alondra Navarro	Para Ed Assistant	$18,311.04	02/24/2020
4	Darlene Perez Rodriguez	Para Ed Assistant	$18,311.04	02/11/2020
5	Abbey Pitchford	Para Ed Assistant	$18,311.04	02/24/2020
2	Tamara Robinson	Para Ed Assistant	$18,311.04	02/03/2020
2	Kendra Rogers	Para Ed Assistant	$18,311.04	02/03/2020
4	Maria Del Carmen Soto Huerta	Para Ed Assistant	$18,311.04	02/24/2020
2	Dameon West	Para Ed Assistant	$18,311.04	02/26/2020
5	Scott Strzelecki	Pipe Insulator	$36.38/hr.	02/03/2020

Code	Name	Position	Salary	Date
2	Derick Edwards	Roofer	$34.95/hr.	02/05/2020
2	Brittany Hart	School Secretary I — 11-month	$29,902.40	02/18/2020
Promotions				
5	Sandra Abbott	Boiler Attendant Trainee	$36,000.00	02/10/2020
2	Laquita Allen	Boiler Attendant Trainee	$36,000.00	02/10/2020
2	Syreeta Brandon	Boiler Attendant Trainee	$36,000.00	02/10/2020
2	Ashontie Colbert	Boiler Attendant Trainee	$36,000.00	02/24/2020
2	Jessica Porter	Boiler Attendant Trainee	$34,520.32	02/03/2020
2	James Tyler	Boiler Attendant Trainee	$37,000.00	02/03/2020
5	Judy Gales	Food Service Assistant — In Charge	$17.84/hr.	02/18/2020
4	Norma Gonzalez	Food Service Assistant — In Charge	$14.34/hr.	02/11/2020
4	Meressa Mendoza	Food Service Assistant — In Charge	$14.34/hr.	02/11/2020
4	Melissa Rosado	Para Ed Assistant	$19,433.04	02/10/2020
2	Ebony Staples	School Secretary I — 11-month	$29,902.40	02/27/2020
2	Michael Henry	School Engineer II	$54,000.00	02/24/2020
2	Aron Moten	School Engineer II	$54,000.00	02/24/2020
5	Cory Polakowski	School Engineer II	$53,000.00	02/24/2020
5	Christopher Bory	School Kitchen Manager II	$26,854.60	02/18/2020
2	Lorenea Johnson	School Kitchen Manager II	$26,052.40	02/04/2020
Rehires				
2	Tamekia Brownmiller	Para Ed Assistant	$22,125.84	02/24/2020
2	Geraldine Collins	Para Ed Assistant	$20,106.24	02/19/2020
2	Denise McKinney	Para Ed Assistant	$22,125.84	02/10/2020
2	Arthur Reed	Para Ed Assistant	$20,106.24	02/13/2020
2	Kristen Walton	Para Ed Assistant	$18,311.04	02/10/2020
5	David Helm	School Secretary I — 12-month	$32,572.80	02/24/2020

Certificated Appointments

Codes	Name	Appointment	Salary	Date
Teachers				
2, r	Avery, Danisha M	Gen Elem & K8 — All Grades	$43,537.00	2/3/2020
5, r	Fine, Kevin M	Amp Music	$49,937.00	2/10/2020
5, nr	Hurkmans, Samantha K	Gen Elem & K8 — All Grades	$43,537.00	2/19/2020
2, nr	Jama, Safia Abdi	English as Second Language	$43,537.00	2/3/2020
5, r	Schultz, Jennifer M		$66,145.00	2/19/2020
Permit Teachers				
2, r	Johnson, Nikia S	Gen Elem & K8 — All Grades	$43,537.00	2/3/2020
6, r	Momon, Kawana	Gen Elem & K8 — All Grades	$43,537.00	2/3/2020
7, nr	Stanley, Erika C	Gen Elem & K8 — All Grades	$43,537.00	2/10/2020
School Counselors				
5, r	Holcomb, Anna M	Guidance	$48,287.00	2/19/2020
5, nr	Stephens, Julie	Guidance	$60,537.00	2/24/2020
Teachers, Early Start				
5, nr	Collins, Jennifer L	Multi-categorical Comp. Sen	$62,287.00	2/11/2020
7, r	Neal, Clayton	English	$51,537.00	2/24/2020
Permit Teachers, Early Start				
2, r	Ashley, Jaela S	Multi-categorical Comp. Sen	$43,537.00	2/3/2020

Codes

nr	Non-Residents	3	Asian/Oriental/Pacific Islander
r	Residents	4	Hispanic
1	Native American	5	White
2	African American	6	Other
		7	Two or More Ethnic Codes

Counts	Male	Female	1	2	3	4	5	6	7
Teachers	2	9	0	4	0	0	4	1	2
SSWs	0	0	0	0	0	0	0	0	0
Psychologists	0	0	0	0	0	0	0	0	0

Counts	Male	Female	1	2	3	4	5	6	7
Other	0	3	0	1	0	0	2	0	0
Total	2	12	0	5	0	0	6	1	2

Leaves of Absence

	Present Assignment	Effective From
Illness Leave, October 2019		
Reginald Johnson	Hopkins Lloyd	10/21/2019
Illness Leave, November 2019		
Jeffrey Kepner	Currently on Leave	11/12/2019
Illness Leave, December 2019		
Joseph Willerth	Currently on Leave	12/17/2019
Illness Leave, January 2020		
Iman Abu Hakmeh	Humboldt	1/2/2020
Cheryl Arnold	Lincoln Center of the Arts	1/6/2020
Sally Lloyd	Currently on Leave	1/21/2020
Illness Leave, February 2020		
Erica Ramirez	North Division	2/12/2020
Frederick Polansky	Currently on Leave	2/18/2020
Letitia Walters	Vincent HS	2/25/2020
Illness Leave, March 2020		
Deborah Brody	Grantosa	3/3/2020
Personal Leave, January 2020		
Tiara Anthony	Douglas	1/28/2020
Zulay Kuehn	Currently on Leave	1/22/2020
Personal Leave, February 2020		
Mackala Fall	Wedgewood	2/14/2020

Report on Certificated Resignations and Classified Retirements

Certificated Resignations

Reason	Yrs Svc	Code	Name	Position	Location	Date
Retire	23.0	5	Patricia Adelmeyer	Teacher	Goodrich	06/12/2020
Retire	14.0	2	Jeanette Alexander	Nurse	Central Svcs	05/29/2020
Personal	1.0	4	Sally Alvarado	Teacher	Meir	05/22/2020
Retire	32.9	2	Samuel Anderson	Teacher	Burdick	06/12/2020
Retire	31.5	2	Lorraine Applewhite	Principal	Congress	06/10/2020
Retire	22.6	5	Cheryl Arnold	Teacher	Lincoln MS	05/22/2020
Retire	34.7	5	Lorreen Becklund	Teacher	Marshall	05/22/2020
Retire	32.5	5	Laura Black	Teacher	Fairview	06/12/2020
Retire	30.0	5	Cheryl Bohnsack	Teacher	Longfellow	06/12/2020
Personal	1.6	5	Samira Bourkadi	Teacher	JMAC	02/14/2020
Retire	28.9	2	Gregory Buck	Teacher	Starms	05/22/2020
Retire	35.0	2	Matthew Cain	Teacher	Burbank	06/12/2020
Retire	19.0	2	Myrte Campbell	Coach	Central Svcs	05/22/2020
Retire	34.0	2	Pamela Conley	Teacher	Obama SCTE	05/22/2020
Personal	0.5	2	Deiondre Cunningham	Teacher	Stuart	02/26/2020
Personal	23.0	5	Laura Detroye	Teacher	Franklin	02/10/2020
Personal	5.5	5	Marijana Ekvall	Teacher	Parkview	02/28/2020
Retire	28.7	5	Michelle Faust	Teacher	Maple Tree	06/12/2020
Personal	1.0	4	Mabel Flores	Teacher	Pulaski	05/22/2020
Retire	27.0	5	Paul Fredricks	Teacher	Audubon	05/30/2020
Retire	7.0	5	Cynthia Friese	Teacher	Hamilton	05/22/2020
Retire	32.0	5	Sarah Gamsky	Teacher	Victory	06/12/2020
Retire	34.8	5	Kari George	Teacher	Fairview	06/30/2020

Reason	Yrs Svc	Code	Name	Position	Location	Date
Retire	25.0	5	Nancy Giguere	Teacher	Burbank	06/12/2020
Retire	27.0	5	Mary Goham	Teacher	Kluge	06/12/2020
Retire	29.0	5	Terri Gringold	Teacher	Barton	06/12/2020
Retire	7.6	5	Barbara Grundl	Teacher	Neeskara	06/12/2020
Retire	29.5	5	Amy Hagenow	Teacher	Honey Creek	06/12/2020
Retire	22.4	5	Lisa Hansen	Mentor	Central Svcs	06/30/2020
Retire	24.0	2	Tina Harris	Teacher	Honey Creek	06/12/2020
Retire	9.5	5	Jaye Hassinger	Teacher	Starms	05/22/2020
Retire	32.0	5	David Hetzer	Literacy Ldr	Central Svcs	05/22/2020
Retire	30.9	5	Lizabeth Holbach	Teacher	Bryant	08/23/2020
Retire	30.8	2	Shirley Hurst	Teacher	Congress	05/22/2020
Personal	0.1	5	Jonathan Jacobs	Teacher	Bay View	01/29/2020
Retire	6.6	2	Jerome Johnson	Library Spec	Franklin	06/12/2020
Retire	34.6	2	Sylvia Johnson	Teacher	Transition HS	05/22/2020
Retire	28.7	5	Judith Jozwiak	Teacher	Story	06/12/2020
Personal	1.0	5	Megan Judnic	Teacher	Thoreau	06/13/2020
Personal	5.0	5	Emily Kessler	Teacher	Wedgewood	05/22/2020
Retire	29.0	5	Steven Koehler	Teacher	HS of the Arts	05/22/2020
Retire	32.0	5	Barbara Koenig	Teacher	Hamilton	06/01/2020
Retire	33.1	5	Amy Kolo	Teacher	Allen Field	06/12/2020
Retire	34.0	5	Shari Kromrey	Teacher	Hawley	06/12/2020
Retire	30.0	5	Tammi Krueger Poe	Teacher	Townsend	06/12/2020
Personal	20.0	2	Frederick Kyles	Teacher	Lincoln MS	01/20/2020
Retire	31.8	5	Mary Ellen Laubenheimer	Teacher	Wedgewood	05/22/2020
Retire	26.0	5	Lori Lepak	Psych	Clement	06/18/2020
Retire	35.0	2	Drunell Lewis Carter	Teacher	Longfellow	06/12/2020
Retire	28.8	5	Diane Liebl	Teacher	Hamilton	06/30/2020
Retire	11.0	5	Barbara Lijewski	OT	Central Svcs	06/12/2020
Retire	22.2	5	William Machtel	Teacher	53rd Street	06/12/2020
Other Dist	2.0	5	Patrick Malchetske	Teacher	Bay View	05/22/2020
Retire	20.8	2	LaDonne Manning	Teacher	Hopkins Lloyd	06/12/2020
Other Dist	7.5	5	Andrew Martin	Teacher	JMAC	02/11/2020
Personal	1.0	5	Clay Martin	Teacher	Meir	05/25/2020
Personal	4.4	5	Jesse Martin	Teacher	JMAC	05/21/2020
Retire	15.1	5	Susan Mathews	Nurse	Bay View	05/29/2020
Retire	26.7	2	Marie McClain	AP	Rufus King HS	05/30/2020
Retire	34.0	5	Monica Moe	Spec Ed Sup	Central Svcs	05/29/2020
Retire	31.4	5	Catherine Moore	PT	Central Svcs	06/12/2020
Retire	33.0	3	Carole Mukai Tyrrell	OT	Central Svcs	06/12/2020
Retire	22.0	5	Ann Nelson	Teacher	Fratney	06/12/2020
Personal	0.6	5	Keeley Nelson	Speech Path	Bay View	02/19/2020
Retire	30.8	5	Douglas Norton	Teacher	Marshall	05/22/2020
Retire	30.0	5	Julie Nussberger	Teacher	Vincent	05/22/2020
Retire	33.0	5	James O'Brien	Teacher	Rufus King HS	05/22/2020
Personal	15.5	5	Mary Lee O'Meara	Teacher	Rogers St Acad	02/14/2020
Personal	0.5	4	Samantha Opper	Teacher	Starms	02/03/2020
Personal	7.0	5	Laurie Osagie	Teacher	Lloyd Barbee	06/15/2020
Retire	31.8	5	Joanne Paccagnella	Teacher	Central Svcs	06/25/2020
Retire	31.0	5	Lisa Paccagnella	Teacher	Goodrich	06/25/2020
Retire	29.0	5	Matthew Parlier	Teacher	Riverside	05/22/2020
Retire	29.3	2	Annette Perry	Teacher	Hawthorne	05/22/2020
Retire	32.5	5	Mary Pitrof	Teacher	Allen Field	06/12/2020
Retire	35.4	2	Romelia Powell	Teacher	53rd Street	06/12/2020
Retire	28.5	4	Roberto Ramirez	Teacher	Central Svcs	06/26/2020
Personal	3.4	5	James Reid	Teacher	Whitman	06/15/2020
Retire	23.0	2	Regina Reid	Teacher	Grant	06/13/2020
Retire	33.5	5	Heidemarie Reitzenstein	Spec Ed Sup	Central Svcs	05/29/2020
Retire	30.7	5	Julie Rezash	Teacher	Whitman	06/12/2020
Retire	27.5	2	Vera Rhodes	Teacher	WCLL	05/22/2020
Retire	32.6	4	Carmen Rivas	Rec Assoc II	Central Svcs	06/30/2020

Reason	Yrs Svc	Code	Name	Position	Location	Date
Retire	26.0	5	Melissa Roenspies	Teacher	Hawley	06/12/2020
Retire	24.5	4	Mary Saldana	Principal	Kagel	06/30/2020
Retire	33.0	5	Joy Sarnowski	Teacher	AAL	06/12/2020
Retire	31.0	5	Denise Scherbarth	Teacher	Central Svcs	06/26/2020
Personal	20.5	5	Brian Schneider	Counselor	Rufus King HS	06/05/2020
Other Dist	9.0	5	Emily Schubot	SST	Lloyd Barbee	06/15/2020
Personal	0.5	5	Brendan Schultz	Teacher	Whitman	02/25/2020
Personal	0.5	5	Claire Schumacher	Teacher	Carver	02/28/2020
Personal	6.0	5	Jaimie Shores	Teacher	Meir	05/22/2020
Retire	29.4	5	Lynn Simonsen Noel	Teacher	Sherman	06/12/2020
Personal	12.5	5	Valerie Stadler	Teacher	Milw Sch of Lang	02/25/2020
Retire	29.0	5	Kathleen Stafford	Psych	Stuart	06/18/2020
Retire	18.2	5	Gregory Stewart	Teacher	Central Svcs	12/20/2019
Retire	27.9	5	Jane Suminski	Teacher	Humboldt Park	06/12/2020
Retire	32.0	5	JoAnne Taylor	Teacher	Curtin	06/12/2020
Retire	13.0	2	Mary Taylor Porter	Teacher	Congress	05/22/2020
Retire	33.0	5	Susan Thompson Mitchell	Teacher	Jackson	06/12/2020
Personal	2.5	5	Justin Tobin	Teacher	53rd Street	02/14/2020
Retire	29.0	5	Terri Toninato	Teacher	Ronald Reagan	05/22/2020
Other Dist	22.4	5	Alisa Treviso	Counselor	Doerfler	01/24/2020
Retire	23.6	2	Kina Upchurch	Teacher	Congress	05/22/2020
Retire	26.5	5	Steven Wagner	Teacher	Rufus King HS	05/22/2020
Retire	28.6	5	Fred Walker	Teacher	Central Svcs	03/20/2020
Retire	35.0	5	Anne Wallschlaeger	Spec Ed Sup	Central Svcs	06/20/2020
Retire	35.0	2	Redona Williams	Principal	Townsend	06/24/2020
Personal	0.1	2	Nina Wilson	Teacher	Starms	01/24/2020
Retire	27.0	5	Kyle Witty	Teacher	Grantosa	06/12/2020
Personal	0.1	5	Rachel Wolter	Teacher	Sherman	01/30/2020
Retire	27.0	5	Robert Zaharias	Teacher	Longfellow	06/12/2020

Classified Retirements

Retire	35.4	4	Luz Hernandez	Para	Allen Field	02/23/2020
Retire	30.5	2	Sherman Johnson	Engineer III	Hayes	02/25/2020
Retire	30.1	5	Paul Kobza	Tech II	Duplicating Serv	02/07/2020
Retire	13.0	5	Peggy Mueller	Para	Honey Creek	02/07/2020
Retire	13.7	5	Christine Rieck Risser	Sr Analyst	Food Service	02/03/2020

Codes

1 Native American
2 African American
3 Asian/Oriental/Pacific Islander
4 Hispanic
5 White
6 Other
7 Two or More Ethnic Codes

Monthly Affirmative Action Report

The Affirmative Action monthly personnel transaction report for February 2020 is attached to the minutes of your Committee's meeting. This is an informational report, 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.

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

* * * * *

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

Recommended Appointments

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	Patricia Ellis	Interim Director I, Equity and Inclusion	Office of the Chief of Communications & School Performance	03	14A	$95,592
2, r	Tangela Anderson	Procurement Associate	Office of the Chief of Finance	03	05A	$73,500
2, r	Cacy Masters	Family and Community Engagement Associate I	Office of the Chief of Communications & School Performance	03	03A	$65,345
6, r	Olivia Averhart	Technology Support Technician I	Office of the Chief of Communications & School Performance	03	03A	$46,769

Recommended LTE Contracts (to be effective upon approval of the Board

Your Committee recommends that the Board review and approve the following LTE Contracts exceeding sixty days, pursuant to Administrative Policies 6.23(4)(b) and 6.37(5).

Codes	Name	Position	Assignment	Hourly Wage	Dates
5, r	Randie Clark	School Psychologist	Office of the Chief of Academics	$50.00	01/06/20-06/19/20
5, nr	Julia D'Amato	Implementer	Office of the Chief of School Administration	$40.00	02/01/20-08/01/20
5, r	Sally Schumacher	Instructional Coach	Office of the Chief of School Administration	$40.00	O 1 /20/20-05/30/20
5, r	Paul Kobza	Technician	Office of the Chief of School Administration	$35.00	02/14/20-06/30/20
4, r	Ruth Aviles	Induction Specialist	Office of the Chief of Academics	$30.00	04/01/20-06/30/20
5, nr	Mae Beard	Induction Specialist	Office of the Chief of Academics	$30.00	01/01/20-06/30/20
5, r	Sue Beay	School Engineer	Office of the Chief of School Administration	$30.00	03/26/20-05/26/20
5, r	Tom Beay	School Engineer	Office of the Chief of School Administration	$30.00	03/18/20-06/18/20
2, r	Eria Caldwell	Reading Interventionist	Office of the Chief of School Administration	$30.00	01 /13/20-06/13/20
5, r	Geoffrey Carter	Induction Specialist	Office of the Chief of Academics	$30.00	01/01/20-06/30/20
2, nr	Melissa Childs	Induction Specialist	Office of the Chief of Academics	$30.00	04/01/20-06/30/20
5, r	David Chilinski	Trade & Tech Teacher	Office of the Chief of School Administration	$30.00	03/02/20-06/11/20
5, r	Julie Clark	Induction Specialist	Office of the Chief of Academics	$30.00	04/01/20-06/30/20
5, r	Amy Craig-Salmon	Fine Arts Assistant	Office of the Chief of Academics	$30.00	02/01/20-07/31/20
2, r	Eli Davis	Ethnic Studies Teacher	Office of the Chief of Academics	$30.00	02/10/20-06/30/20
2, r	Jennie Dorsey	Induction Specialist	Office of the Chief of Academics	$30.00	01/01/20-06/30/20

Codes	Name	Position	Assignment	Hourly Wage	Dates
5, r	Donna Dudenhoefer	Biennial Music Festival Assistant	Office of the Chief of Academics	$30.00	02/01/20-05/01/20
2, nr	Sarita Felder	Induction Specialist	Office of the Chief of Academics	$30.00	04/01/20-06/30/20
2, r	Willie Fuller	Induction Specialist	Office of the Chief of Academics	$30.00	04/01/20-06/30/20
5, r	Deon Haith	Induction Specialist	Office of the Chief of Academics	$30.00	04/01/20-06/30/20
5, nr	Linda Hake	Induction Specialist	Office of the Chief of Academics	$30.00	04/01/20-06/30/20
2, r	Janie Hatton	Induction Specialist	Office of the Chief of Academics	$30.00	01/01/20-06/30/20
2, r	Mary Henry	Induction Specialist	Office of the Chief of Academics	$30.00	01/01/20-06/30/20
2, r	Justine Hutchins	Induction Specialist	Office of the Chief of Academics	$30.00	01/01/20-06/30/20
4, r	Maria Jenkins	Bilingual Grow-Your-Own Initiative	Office of the Chief of Academics	$30.00	02/01/20-08/01/20
5, r	Debbie Karow	Induction Specialist	Office of the Chief of Academics	$30.00	01/01/20-06/30/20
5, nr	Joan Kuehl	Induction Specialist	Office of the Chief of Academics	$30.00	04/01/20-06/30/20
5, r	Michelle Lakam	Reading Interventionist	Office of the Chief of School Administration	$30.00	01 /13/20-06/13/20
5, r	Leah Piso	Swim Instructor	Office of the Chief of School Administration	$30.00	O 1 /20/20-05/22/20
2, r	Brenda Robinson	Induction Specialist	Office of the Chief of Academics	$30.00	04/01/20-06/30/20
5, r	John Roch	Induction Specialist	Office of the Chief of Academics	$30.00	04/01/20-06/30/20
5, r	Colleen Schmitt	SEE US! Grant Secretary	Office of the Chief of Academics	$30.00	04/01/20-09/30/20
5, r	Cindy Shields	Induction Specialist	Office of the Chief of Academics	$30.00	04/01/20-06/30/20
5, r	Sarah Shinkle	Kindergarten Immersion Support	Office of the Chief of School Administration	$30.00	01 /01 /20-06/30/20
2, r	Linda Smith	Induction Specialist	Office of the Chief of Academics	$30.00	01/01/20-06/30/20
5, nr	Robert Strehlow	Alternative Programs Enrollment Associate	Office of the Chief of Academics	$30.00	02/03/20-06/26/20
5, r	Lauren Vey	Induction Specialist	Office of the Chief of Academics	$30.00	04/01/20-06/30/20
5, r	Robin Waeltz	Induction Specialist	Office of the Chief of Academics	$30.00	01/01/20-06/30/20
2, r	Ouida Williams	Induction Specialist	Office of the Chief of Academics	$30.00	01/01/20-06/30/20
5, r	John Zablocki	Induction Specialist	Office of the Chief of Academics	$30.00	01/01/20-06/30/20
2, r	Sharon Green	Special Education Support Staff	Office of the Chief of School Administration	$25.00	02/01/20-08/01/20
5, nr	Phyllis Biel	Human Resources Support	Office of the Chief of School Administration	$20.00	02/17 /20-06/30/20
5, r	David Waskiewicz	Duplicating Operator I	Office of the Chief of Academics	$19.00	01/01/20-06/30/20
5, nr	Fatima Roudjiat	Immersion Support Assistant	Office of the Chief of School Administration	$15.00	02/01/20-06/30/20
5, r	Oliver Nepper	Data Support Analyst	Office of the Chief of Academics	$14.00	02/12/20-07/12/20

Codes

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 Ethnic Codes

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

* * * * *

(Item 3) Action on a Request to Waive Administrative Policy 3.09(9)(e) and to Enter into a Contract with Baker Tilly Virchow Krause, LLP, for Fiscal Audit and Student-membership Audit Services

Background

The Office of Board Governance is requesting authorization to waive the three-year term limit of Administrative Policy 3.09(9)(e) and to enter into a contract with Baker Tilly Virchow Krause, LLP, ("Baker Tilly") to perform fiscal audit and student-membership audit services. This contractor will be used to deliver required audits of the District's financial records and accounts and audits of membership counts.

Baker Tilly performs state- and board-required audits in accordance with generally accepted auditing standards, the standards set forth for financial audits in the Government Auditing Standards issued by the Comptroller General of the United States, OMB, and State Single Audit Guidelines issued by the Wisconsin Department of Administration.

Baker Tilly was chosen pursuant to RFP 1028, which closed on February 5, 2020. The contract will run from July 1, 2020, through June 30, 2023, (the "Initial Term") with two additional one-year options to extend if certain performance metrics incorporated into the contract are met.

The total cost of the contract in the Initial Term will not exceed $949,590.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rules Statement

Administrative Policy 3.09, Purchasing and Bidding Requirements

Fiscal Impact Statement

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

Budget Codes SCF-00-CTG-DW-EAUS .(Special & Contingent Fund — Audit Services) $799,590
ADT-0A-1Ax-OB-EAUS (Title I — Audit Services) $150,000

Baker Tilly Virchow Krause, LLP

Prime Contractor Information

Certified HUB Contractor	No
Total # of Employees	3,900+
Total # of Minorities	611
Total # of Women	1,870

HUB Participation
Required..... 25%
Proposed 25%
$ Value.....$237,397.50

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 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 waiver of Administrative Policy 3.09(9)(e) and approve the contract with Baker Tilly Virchow Krause, LLP, as set forth in the attachments to the minutes of your Committee's meeting.

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

* * * * *

(Item 4) Action on a Request to Adopt a Resolution to Support the Safe Routes to Schools (Transportation Alternatives Program) Grant Application

Background

The Milwaukee Safe Routes to Schools program increases the number and safety of students walking or biking to school by bringing instructors, bikes, and helmets directly into schools for two weeks to provide in-depth education using in-class and on-bike modules. Since the program's inception in 2004, more than 25,000 MPS students have been exposed to this life-saving curriculum.

In an effort to continue teaching and promoting walking and biking safety, the Administration requests that the Milwaukee Board of School Directors adopt the following resolution in support of the application for the Safe Routes to Schools grant to be submitted to the Wisconsin Department of Transportation's Transportation Alternatives Program for fiscal years 2023 and 2024.

Resolution of Support:
Wisconsin Department of Transportation (WisDOT) 2021-2022 Transportation Alternatives Program (TAP) Award Cycle

WHEREAS, The Milwaukee Public Schools supports the TAP application submitted by the Milwaukee Public Schools to WisDOT for the 2023-2024 award cycle, the application being for Safe Routes to School Education Projects, which increase the number and safety of children walking or biking to school by bringing instructors, bikes, and helmets directly into schools for two weeks to provide in-depth education using in-class and on-bike modules; and

WHEREAS, As MPS is Wisconsin's largest, most diverse school district — with 80% of its students being eligible for free or reduced-priced lunch — continued support is requested; and

WHEREAS, The Milwaukee Public Schools recognizes that WisDOT reimburses project sponsors for the federal share of 80% of the approved TAP project costs, up to the limit of the federal award amount; and

WHEREAS, In light of the minimum 20% match requirement, the Milwaukee Public Schools has secured matching funds and/or commits to securing the matching funds; now, therefore, be it

RESOLVED, That, if the Milwaukee Public Schools is awarded funding by WisDOT for the 2023-2024 TAP award cycle, the Milwaukee Public Schools is authorized to and agrees to accept the award and enter into all necessary agreements with WisDOT for the above-referenced project; and be it

FURTHER RESOLVED, That the Milwaukee Public Schools agrees to comply with all applicable laws, requirements, and regulations as outlined in the WisDOT 2023-2024 TAP application materials, the state-municipal agreement between WisDOT and Milwaukee Public Schools, and any other program and/or project documentation.

The resolution affirms that, if awarded the grant, the District commits to implementation of the program in partnership with the Bike Federation of Wisconsin.

Wisconsin Bike Federation — Safe Routes to School Program, 2019-2020 School Year

August 2019 — Four MPS CLCs

- Siefert
- Zablocki
- Gaenslen
- Kagel

Fall 2019

- US Grant
- Whittier
- Kluge
- Auer Avenue

Spring 2020

- Lincoln Avenue Elementary
- 95th St. School
- Browning School
- Trowbridge School
- Greenfield Bilingual
- Bethune Academy

Summer 2020 — CLCs (confirming sites)

- Lincoln Avenue
- Zablocki
- Bethune
- Gaenslen
- Escuela Fratney
- Siefert
- Auer Avenue
- Westside Academy
- Browning

Fiscal Impact Statement

The total grant request is $411,700. The required match is 20 percent ($41,350 in year one, $40,990 in year two, for a total of $82,340) from GN6-0-0-AME-CI-ECTS.

Implementation and Assessment Plan

Upon approval by the Board, the resolution will be submitted.

Committee's Recommendation

Your Committee recommends that the Board adopt the resolution to accept the award from the Wisconsin Department of Transportation supporting the Safe Routes to Schools grant application.

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

* * * * *

(Item 5) Action on Monthly Finance Matters: 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 Administrative and School Fund Transfers; Report on Contracts under $50,000 and Cumulative Total Report; and Acceptance of Donations

Report on Change Orders in Excess of $25,000

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

Contract: C026329
Owners Group, d/b/a Learning Exchange

On July 1, 2017, the Administration requested authorization to enter into a Contract with Owners Group, d/b/a Learning Exchange, to arrange for the provision of Title IA educational services, Title IIA professional development services, and Title IIIA English language-learner services and for the monitoring of such services for the purpose of improving academic achievement. The vendor was chosen pursuant to

RFP 935. Additional funds in the amount of $882,249.38 are now necessary to increase this awarded contract to continue the services based on the district's needs.

Current Contract Amount.....$ 9,254,064.47
Increase Amount.....$ 882,249.38
Adjusted Contract Amount.....$ 10,136,313.85

Contract: C026328
Catapult Learning West

On July 1, 2017, the Administration requested authorization to enter into a contract with Catapult Learning West to arrange for the provision of Title IA educational services, Title IIA professional development services, and Title IIIA English language-learner services and for the monitoring of such services for the purpose of improving academic achievement. The vendor was chosen pursuant to RFP 935. Additional funds in the amount of $1,483,779.39 are now necessary to increase this awarded contract to continue the services based on the district's needs.

Current Contract Amount.....$ 12,955,851.63
Increase Amount.....$ 1,483,779.39
Adjusted Contract Amount.....$ 14,227,959.25

Routine Monthly Reports

The report on revenues and expenses, the monthly expenditure control report, the report on administrative and school fund transfers, the report on contracts under $50,000 and cumulative total report are attached to the minutes of your Committee's meeting. No action is required.

Donations

Location	Donor	Amount	Gift or Purpose
Monetary Donations Over $5,000			
German Immersion School	Learning Links	$5,000.00	General School Supplies
Vieau School	James Pouros	$5,000.00	General School Supplies
	Total Monetary Donations Over $5,000	*$10,000.00*	
Monetary Donations			
Audubon High School	Kingfish Solutions, LLC.	$181.97	Athletic Donation
Audubon High School	Kingfish Solutions, LLC.	$190.70	Athletic Donation
Barton School	CO-OP Shared Branch	$500.00	Reading Room Program Donation
Bay View High School	Christ Church Episcopal	$1,500.00	DC Trip Donation
Bay View High School	YourCause, LLC.	$100.00	Athletic Donation
Bradley Trade & Tech	Heather Ebbott	$166.80	Skating Field Trip Donation
Brown Street School	Rotary Club of Milwaukee, Inc.	$1,500.00	Swim Class & Carnival Donation
Burbank School	Bob Galaska Memorial Foundation, Inc.*	$1,000.00	General School Supplies
Cass Street School	Target Corporation	$1,000.00	Soccer Donation
Clarke Street School	Walmart Foundation	$500.00	Summer Dinner Meals
Clarke Street School	Action for Healthy Kids	$750.00	Game on Donation
Congress School	General Mills/Box Tops For Education	$78.50	General School Supplies
Doerfler School	Nola Morrell	$90.00	Green School Yard
Doerfler School	Target Corporation	$1,000.00	Soccer Donation
Fernwood School	Child Trends	$350.00	Early Education Impact Study
Fernwood School	YourCause, LLC.	$50.00	General School Supplies
Fratney Street School	Milwaukee Public Museum	$405.00	Field Trip Donation
Gaenslen School	United Methodist Women	$25.00	General School Supplies
Gaenslen School	Children's Hospital of Wisconsin	$1,500.00	Bully Prevention Donation
Garland School	Garland PTA	$86.54	Art Night Donation
German Immersion School	Donors Choose	$12.36	General School Supplies

Location	Donor	Amount	Gift or Purpose
German Immersion School	We Energies Foundation	$400.00	Field Trip Donation
Grantosa Drive School	General Mills/Box Tops For Education	$27.10	General School Supplies
Hamilton High School	Cafe Zupas	$1,000.00	Prom Donation
Hamilton High School	We Energies Foundation	$500.00	Cross Country Donation
Hamilton High School	Brad Hoeschen	$100.00	Tennis Donation
Hamilton High School	Julie A. Oren	$50.00	Tennis Donation
Hamilton High School	Samuel N. Crisanti	$150.00	Tennis Donation
Hamilton High School	Alexander M. Jacobs	$50.00	Tennis Donation
Hamilton High School	Margaret M. Murphy-Mehls	$30.00	Tennis Donation
Hawthorne School	Target Corporation	$1,000.00	General School Supplies
Howard Avenue Montessori	Catherine Korn	$50.00	Playground Renovation
Kagel School	Target Corporation	$1,000.00	Soccer Donation
Keefe Avenue School	YourCause, LLC.	$140.00	General School Supplies
Keefe Avenue School	YourCause, LLC.	$140.00	General School Supplies
King High School	Debra Jupka	$125.00	Testing Fees Donation
King High School	U.S. Bank Foundation	$60.00	General School Supplies
King High School	Cooperative Educational Service Agency	$500.00	Wellness Donation
Kluge School	Milwaukee Ballaz Elite	$100.00	Staff Recognition & Support
Kluge School	Milwaukee Ballaz Elite	$150.00	Staff Recognition
Kluge School	Milwaukee Ballaz Elite	$100.00	Staff Recognition
Kluge School	United Way	$1,000.00	My Very Own Library Donation
Kluge School	Milwaukee Ballaz Elite	$50.00	Staff Incentives
Longfellow School	Anonymous Donor	$40.00	Green Team Donation
Longfellow School	Target Corporation	$700.00	Field Trip Donation
Longfellow School	Children's Hospital of Wisconsin	$2,000.00	Healthy School Donation
Maple Tree School	Rick Carpenter	$125.00	General School Supplies
Meir School	Target Corporation	$700.00	Field Trip Donation
Milw High School of Arts	University of Wisconsin-Madison	$900.00	Field Trip Donation
Milw High School of Arts	Milwaukee Public School Foundation, Inc.	$1,028.00	Music & Visual Arts Donation
Milw. School of Languages	Alina Cunningham	$125.00	Basketball Uniform Donation
Milw. School of Languages	John Cunningham	$125.00	Basketball Uniform Donation
Milw. School of Languages	Brian Cunningham	$125.00	Basketball Uniform Donation
Milw. School of Languages	Ronnie Smith	$125.00	Basketball Uniform Donation
Milw. School of Languages	Tami Smith	$125.00	Basketball Uniform Donation
Milw. School of Languages	Neveah Howard	$125.00	Basketball Uniform Donation
Milw. School of Languages	Ashanti Brookshire	$125.00	Basketball Uniform Donation
Milw. School of Languages	Jaylah Rayford	$35.00	Basketball Uniform Donation
Milw. School of Languages	Khalehia Stanback	$125.00	Basketball Uniform Donation
Milw. School of Languages	Dezaree	$125.00	Basketball Uniform Donation
Milw. School of Languages	Kalyah Watson	$125.00	Basketball Uniform Donation
Milw. School of Languages	Aalyah Watson	$125.00	Basketball Uniform Donation
Milw. School of Languages	Myra Cardenas	$125.00	Basketball Uniform Donation
Milw. School of Languages	Ivian	$125.00	Basketball Uniform Donation
Milw. School of Languages	Arianna Snell	$125.00	Basketball Uniform Donation
Milw. School of Languages	Keziah Harris	$125.00	Basketball Uniform Donation
Milw. School of Languages	Aliani Brown	$125.00	Basketball Uniform Donation
Milw. School of Languages	Shemorri Mixon	$125.00	Basketball Uniform Donation
Milw. School of Languages	Tamya Lewis	$125.00	Basketball Uniform Donation
Milw. School of Languages	Chloe	$125.00	Basketball Uniform Donation
Milw. School of Languages	Layla Robinson	$125.00	Basketball Uniform Donation
Milw. School of Languages	Angelina Sostre	$125.00	Basketball Uniform Donation
Milw. School of Languages	Nigeriah Brown	$125.00	Basketball Uniform Donation

Location	Donor	Amount	Gift or Purpose
Milw. School of Languages	Jamie Keuper	$20.00	Boys Basketball Donation
Milw. School of Languages	General Mills/Box Tops For Education	$32.90	General School Supplies
Milw. School of Languages	WePay	$2,327.83	Girls Basketball Donation
Milw. School of Languages	WePay	$3,384.24	Boys Basketball Donation
Mitchell School	Kiwanis Club of Milwaukee	$200.00	Field Trip Donation
Mitchell School	Nicole Castillo	$20.00	Cheerleading Donation
Mitchell School	*Mildred Ramos	$100.00	Cheerleading Donation
Mitchell School	General Mills/Box Tops For Education	$126.10	General School Supplies
Mitchell School	Marine Credit Union Foundation	$250.00	Cheerleading Donation
Morgandale School	General Mills/Box Tops For Education	$242.80	General School Supplies
Morgandale School	Target Corporation	$1,000.00	Soccer Donation
Morgandale School	Target Corporation	$700.00	Field Trip Donation
North Division High School	Kingdom Educare Academy, LLC.	$130.00	Field Trip Donation
North Division High School	North Division Athletic Hall of Fame	$1,000.00	Boys Basketball Donation
North Division High School	Ella Dunbar	$50.00	College Tour Donation
North Division High School	Teaching For Change	$100.00	Youth Rising Up Donation
Riley School	Child Trends	$200.00	Early Education Impact Donation
Roosevelt Middle School	Children's Hospital of Wisconsin	$1,500.00	Bully Prevention Donation
Obama School of Career and Technical Education	Target Corporation	$700.00	Field Trip Donation
Obama School of Career and Technical Education	Komatsu Mining Corporation	$3,000.00	General School Supplies
Obama School of Career and Technical Education	Milwaukee School of Engineering	$500.00	General School Supplies
Obama School of Career and Technical Education	Kwik Trip, Inc.	$2.21	General School Supplies
Siefert School	Thomas & Nancy Kriofsky	$100.00	General School Supplies
Siefert School	Samuel Dickman	$50.00	WI Forward Testing Snacks
Thurston Woods	Pinsetter Parts Plus	$300.00	5th Grade Activities
Victory School	Jacqueline Lyons	$480.00	K5 Field Trip Donation
Wedgewood Park International Middle School	Target Corporation	$700.00	Field Trip Donation
Zablocki School	General Mills/Box Tops For Education	$47.10	General School Supplies
	Total Monetary Donations	*$43,250.15*	
Non-Monetary Donations			
Academy of Accelerated Learning	Donors Choose	$185.22	Art Supplies
Burbank School	Donors Choose	$513.33	Headphones & Weighted Blankets
Burbank School	Milwaukee Rescue Mission	$350.00	Pancakes & Sausages
Burbank School	Helenaa Pernew	$15.00	Uniform Shirts
Burbank School	Militza Vazquez	$5.00	Uniform slacks
Burbank School	Jane Devine	$10.00	Uniform slacks
Forest Home Avenue School	Northwestern Mutual	$2,479.00	Milwaukee Wave Tickets
German Immersion School	Donors Choose	$419.48	General School Supplies
German Immersion School	Donors Choose	$440.87	General School Supplies
Hamilton High School	Lisa Schumacher	$311.00	Clothing
Holmes School	We Teachers	$500.00	General School Supplies
Kagel School	Donors Choose	$562.24	Soccer Equipment
Kagel School	Donors Choose	$751.69	Violins
Kagel School	Donors Choose	$696.93	Soccer Gear

Location	Donor	Amount	Gift or Purpose
Kagel School	Donors Choose	$769.52	Soccer Gear
Kagel School	Donors Choose	$524.71	Recorders
Kagel School	Donors Choose	$1,045.20	Bookshelves
Kagel School	Donors Choose	$894.99	K4 Violin Initiative
Kagel School	Donors Choose	$1,441.96	Carpet & Kitchen Learning Materials
Kagel School	Donors Choose	$576.07	Soccer Equipment
Kagel School	Donors Choose	$1,495.54	Manipulatives For Young Inspiring Minds
Kluge School	Donors Choose	$368.53	General School Supplies
Kluge School	Donors Choose	$495.67	General School Supplies
Kluge School	Donors Choose	$121.28	Music Supplies
Longfellow School	Donors Choose	$174.51	Flexible Seating
Longfellow School	Donors Choose	$310.13	Makerspace Materials
Longfellow School	Educators Credit Union	$50.00	Library Bench
Maple Tree School	Donors Choose	$562.73	General School Supplies
Meir School	Donors Choose	$379.60	Books
Meir School	Donors Choose	$11,250.00	Field Trip Donation
Meir School	Donors Choose	$7,500.00	Field Trip Donation
Meir School	Donors Choose	$16,000.00	College Trip Donation
Meir School	Acer Service	$4,790.00	Golda Chromebook Parts
Milw. School of Languages	Donors Choose	$307.78	General School Supplies
Milw. Sign Language School	Donors Choose	$663.96	Printing Supplies
Milw. Sign Language School	Donors Choose	$328.31	Flexible Seating
Riverside High School	Donors Choose	$733.87	Books
Spanish Immersion School	Nucor Cold Finish Wisconsin, Inc.	$499.00	Coat Racks & Classroom Supplies
Trowbridge School	Grace Lutheran	$200.00	Office Supplies
Whitman School	Donors Choose	$425.09	Scholastic News Magazines
Wisconsin Conservatory	Donors Choose	$155.99	Classroom Supplies & Rewards
Wisconsin Conservatory	Donors Choose	$381.04	Reward & Supplies
	Total Non-Monetary Donations	*$59,685.24*	
Total Value of Donations for March 2020		$112,935.39	
	*Donations from MPS Alumni	$1,100.00	

Committee's Recommendation

Your Committee recommends that the Board accept the donations as listed above, with appropriate acknowledgement to be made on behalf of the Board.

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

* * * * *

(Item 6) Action on Monthly Facilities Matters: FMS Award of Construction Contracts and Professional Services Contracts

The contract award recommendations for the March 2020 Regular Board meeting are listed below for your review. Adequate funding is available in the accounts as noted.

Construction Contracts

Room Modifications For Montessori Program — Phase III

Riley School

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

Low Bidder, base bid of $127,945.00

HUB Participation
- Certified HUB Vendor? ..... Yes
- Total # of Employees 32
- Total # of Minorities 11
- Total # of Women 5
- Required 20%
- Submitted 42%
- $ Value $54,350.00

COIN
- Required 20%

Student Engagement (required hours)
- Paid Employment 200
- Career-education Activity 10

Funds are available for the Upgrades for Montessori Program — Phase III project from account code FAR 00 RDC RI ECNC9 (Project No. 5805). The project's start date is scheduled for March 27, 2020, and completion date is August 7, 2020.

Tot Lot Installation

Bay View Montessori — Upper Campus

Prime Contractor
Minnesota Wisconsin Playground
5101 Highway 55
Suite 6000
Golden Valley, MN 55422

Low Bidder, base bid of $82,663.87, plus $34,029.02 for Mandatory Alternate Bid #1, to install a resilient surfacing, for a total cost of $116,692.89

HUB Participation
- Certified HUB Vendor? ..... No
- Total # of Employees 12
- Total # of Minorities 1
- Total # of Women 5
- 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 Tot Lot Replacement project from account code FAR 00 RDC HJ ECNC9 (Project No. 5804). The project's start date is scheduled for March 27, 2020, and completion date is July 1, 2020.

Maryland Avenue K-8 School

Prime Contractor
Ultimate Playgrounds, Inc.
14033 Commerce Avenue N#364
Prior Lake MN 55370

Low Bidder, base bid of $102,614.10, minus $4,000 for Optional Alternate Bid #2, for a total cost of.....$98,614.10

HUB Participation
- Certified HUB Vendor? .....No
- Total # of Employees 3
- 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.....10

Funds are available for the Tot Lot Installation project from account code GN6 00 BDK MD EMMB (Project No. 6057). The project's start date is scheduled for March 27, 2020, and completion date is July 10, 2020.

Parking Lot Reconstruction

Hartford Avenue University K-8 School

Prime Contractor
Payne & Dolan, Inc.
W. 6380 Design Drive
Greenville, WI 54942

Low Bidder, base bid of.....$600,000.00

HUB Participation
- Certified HUB Vendor? .....No
- Total # of Employees 670
- Total # of Minorities 108
- Total # of Women 49
- Required..... 25%
- Submitted..... 33.2%
- $ Value.....$199,500.00

COIN
- Required..... 20%

Student Engagement (required hours)
- Paid Employment.....400
- Career-education Activity.....0

Funds are available for the Parking Lot Reconstruction project from account code FAR 00 MMQ HF ECNC GND8 (Project No. 2050). The project's start date is scheduled for March 27, 2020, and completion date is August 7, 2020.

Masonry Repairs

Pulaski High School

Prime Contractor
Berglund Construction Company
8410 S. South Chicago Avenue
Chicago, IL 60617

Low Bidder, base bid of $437,000.00

HUB Participation
Certified HUB Vendor? ..... No
Total # of Employees 250
Total # of Minorities 63
Total # of Women 24
Required 25%
Submitted 25%
$ Value $109,250.00

COIN
Required 15%

Student Engagement (required hours)
Paid Employment 300
Career-education Activity 10

Funds are available for the Masonry Repairs project from account code FAR 00 MMQ PK ECNC FLC8 (Project No. 3731). The project's start date is scheduled for March 27, 2020, and completion date is July 31, 2020.

Neeskara School

Prime Contractor
Berglund Construction Company
8410 S. South Chicago Avenue
Chicago, IL 60617

Low Bidder, base bid of $395,000.00

HUB Participation
Certified HUB Vendor? ..... No
Total # of Employees 250
Total # of Minorities 63
Total # of Women 24
Required 25%
Submitted 25%
$ Value $98,750.00

COIN
Required 15%

Student Engagement (required hours)
Paid Employment 300
Career-education Activity 10

Funds are available for the Masonry Repairs project from account code FAR 00 MMQ NE ECNC MSN8 (Project No. 4302). The project's start date is scheduled for March 27, 2020, and completion date is August 14, 2020.

Gymnasium Upgrade

Reagan High School

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

Low Bidder, base bid of $290,652.00

HUB Participation
Certified HUB Vendor? ..... No
Total # of Employees 45
Total # of Minorities 0
Total # of Women 4
Required 10%
Submitted 11.75%
$ Value $33,860.00

COIN
Required 15%

Student Engagement (required hours)
Paid Employment 200
Career-education Activity 0

Funds are available for the Gymnasium Upgrade project from account code MBM 0A BDH TL EOSV (Project No. 5985). The project's start date is scheduled for March 27, 2020, and completion date is July 31, 2020.

Playground Replacement

Ohio Playfield

Prime Contractor
Bluemels Maintenance Service Inc.
4930 West Loomis Road|
Greenfield, WI 53220

Low Bidder, base bid of $355,798.00, plus $43,835.00 for Mandatory Alternate Bid #1, to provide seating around play area, plus $21,160.00 for Mandatory Alternate Bid #2, to provide a shade element, plus $21,878.00 for Mandatory Alternate Bid #3, to provide landscaping, for a total cost of $442,671.00

HUB Participation
Certified HUB Vendor? ..... No
Total # of Employees 50
Total # of Minorities 23
Total # of Women 3
Required 10%
Submitted 10.4%
$ Value $37,335.00

COIN
Required 15%

Student Engagement (required hours)
Paid Employment 200
Career-education Activity 0

Funds are available for the Playground Replacement project from account code STS 00 RFI OH ECNC (Project No. 4001). The project's start date is scheduled for March 27, 2020, and completion date is June 26, 2020.

Field House Improvements

Burnham Playfield

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

Low Bidder, base bid of $3,238,283.00, plus $43,207.00 for Mandatory Alternate Bid #1, to provide a group swing, plus $25,717.00 for Mandatory Alternate Bid #2, to provide custom story-telling elements, plus $52,680.00 for Mandatory Alternate Bid #3, to add fencing & gate adjacent to artificial turf, for a total cost of.....$3,359,887.00

HUB Participation
Certified HUB Vendor?.....No
Total # of Employees.....156
Total # of Minorities.....58
Total # of Women.....9
Required..... 25%
Submitted..... 25.29%
$ Value.....$819,776.00

COIN
Required..... 25%

Student Engagement (required hours)
Paid Employment.....900
Career-education Activity.....10

Funds are available for the Playfield & Playhouse Improvements project from account code STS 00 RFI B2 ECNC (Project No. 4001). The project's start date is scheduled for March 27, 2020, and completion date is October 30, 2020.

Walk-in Cooler Installation & Replacement

Forest Home Elementary School

Prime Contractor
Burkhart Construction Corporation
P.O. Box 329
Richfield, WI 53076

Low Bidder, base bid of.....$265,100.00

HUB Participation
Certified HUB Vendor?.....No
Total # of Employees.....10
Total # of Minorities.....3
Total # of Women.....5
Required..... 15%
Submitted..... 15%
$ Value.....$40,000.00

COIN
Required..... 0%

Student Engagement (required hours)
Paid Employment....100
Career-education Activity....10

Funds are available for the Walk-In Cooler Installation & Replacement project from account code LNC 00 LNH FH EEQ5 (Project No. 6267). The project's start date is scheduled for March 27, 2020, and completion date is August 14, 2020.

Milwaukee School of Languages

Prime Contractor
Burkhart Construction Corporation
P.O. Box 329
Richfield, WI 53076

Low Bidder, base bid of....$234,000.00

HUB Participation
Certified HUB Vendor?....No
Total # of Employees....10
Total # of Minorities....3
Total # of Women....5
Required.... 15%
Submitted.... 15%
$ Value....$35,200.00

COIN
Required.... 0%

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

Funds are available for the Walk-In Cooler Installation & Replacement project from account code LNC 00 LNH ML EEQ5 (Project No. 6270). The project's start date is scheduled for March 27, 2020, and completion date is July 24, 2020.

Green Infrastructure Upgrade

Academy of Accelerated Learning

Prime Contractor
Gibraltar Landscape & Construction, LLC
20250 West Coffee Road
New Berlin, WI 53146

Low Bidder, base bid of....$124,800.00

HUB Participation
Certified HUB Vendor?.... Yes
Total # of Employees....12
Total # of Minorities....6
Total # of Women....1
Required.... 25%
Submitted.... 100%
$ Value....$124,800.00

COIN
Required.... 20%

Student Engagement (required hours)
Paid Employment....200
Career-education Activity....10

Funds are available for the Green Infrastructure Upgrade project from account code MBM PAG 50 AA ECTS (Project No. 6265). The project's start date is scheduled for March 27, 2020, and completion date is October 30, 2020.

Golda Meir Gifted & Talented Elementary

Prime Contractor
Eddy's Landscaping Services LLC
P.O. Box 342673
Milwaukee, WI 53234

Low Bidder, base bid of $365,500.00

HUB Participation
- Certified HUB Vendor? ..... Yes
- Total # of Employees 20
- Total # of Minorities 19
- Total # of Women 1
- Required 25%
- Submitted 75%
- $ Value $210,000.00

COIN
- Required 20%

Student Engagement (required hours)
- Paid Employment 200
- Career-education Activity 0

Funds are available for the Green Infrastructure Upgrade project from account code MBM HAG 50 GM ECTS (Project No. 6256). The project's start date is scheduled for March 27, 2020, and completion date is July 24, 2020.

Vincent High School

Prime Contractor
Eddy's Landscaping Services LLC
P.O. Box 342673
Milwaukee, WI 53234

Low Bidder, base bid of $516,050.00, plus $22,000.00 for Mandatory Alternate Bid #2 ,to install and treat embedded wood seating and deck stage, plus $6,500.00 for Mandatory Alternate Bid #3, to add gutter and downspout to existing steel barn, for a total cost of $544,550.00

HUB Participation
- Certified HUB Vendor? ..... Yes
- Total # of Employees 20
- Total # of Minorities 19
- Total # of Women 1
- Required 25%
- Submitted 75%
- $ Value $465,850.00

COIN
- Required 20%

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

Funds are available for the Green Infrastructure Upgrade project from account code MBM HAG 50 VN ECTS (Project No. 6257). The project's start date is scheduled for March 27, 2020, and completion date is October 30, 2020.

Total construction contract dollars awarded.....$7,402,411.99
Total dollars HUB participation $2,228,671.00
% of HUB participation..... 31.10%
% Minority employees within company..... 37.09%
% Women employees within company 10.49%

Professional Services Contracts

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

RFP #6103 Elevator and Lift Testing— Various MPS Sites

A request for proposal (RFP) was issued by Facilities and Maintenance Services to obtain a firm to provide Testing for elevators and lifts at various MPS sites.

Selected firm: Ascend Elevator
Contract Amount: $113,200.00
Contract Period: March 27, 2020-March 26, 2023

Budget Code Various

RFP #5896 Fire Alarm System and Component Testing and Inspection Services — Various MPS Sites

A request for Proposal (RFP) was issued by Facilities and Maintenance Services to obtain a firm to provide fire alarm system and component testing and inspection services at various MPS sites.

Selected firm: Action Fire and Alarm
Contract Amount: $160,311.00
Contract Period: March 27, 2020-March 26, 2022

Budget Code FAR 00 MM2 DW ECNC ROF0

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rules Statement

Administrative Policy 3.09, Purchasing and Bidding Requirements

Fiscal Impact Statement

The item authorizes expenditures for:

- Total Construction Contracts Requested..... $7,402,411.99
- Total Professional Services Contracts Requested $273,511.00

Implementation and Assessment Plan

Upon Board 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.

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

* * * * *

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

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. This contract extension will run from July 1, 2020, through June 30, 2021, with one additional one-year option to extend if certain performance metrics incorporated into the contract are met.

The total cost of the contract in the first 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
- Total # of Employees.....704
- Total # of Minorities.....163
- Total # of Women.....447

HUB Participation
- Certified HUB Contractor?.....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

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rules 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 on the balance of the Committees' reports.

* * * * *

(Item 8) Action on a Request to Approve a Memorandum of Understanding (MOU) with Public Works Solutions (PWS MKE), LLC, Regarding Identifying and Securing Naming Rights and Sponsorship Opportunities for Athletic and Recreational Facilities

Background

The Administration is requesting authorization to enter into a Memorandum of Understanding (MOU) with Public Works Solutions (PWS MKE), LLC, for the purpose of identifying and securing naming rights and sponsorship opportunities for athletic and recreation facilities.

Administrative Policy 9.08, Advertising in the Schools, allows for paid advertising within district buildings and upon district premises for the benefit of the district, its schools, students, employees, programs, and the community. In 2009, the policy was amended to include MPS athletic facilities, stadiums, baseball fields, gymnasiums, and other venues where paid advertising would be directed primarily to members of the public.

The recent redevelopment of four athletic stadiums, along with the revitalization efforts associated with the MPS playfield projects, has created marketable collateral for sponsors' investment. Funds generated from naming rights and sponsor agreements will be used to support maintenance of new athletic/recreational facilities, upgrades to existing athletic/recreational facilities, and supplies and equipment needs for high-school athletic programs.

Following the release of a request for information on July 9, 2019, the Administration selected PWS MKE, LLC, to assist the district in the identification of potential sponsorship/naming-rights opportunities. The proposed MOU will allow PWS MKE, LLC, to collaborate with Administration to conduct an asset analysis, to develop a marketing plan, and to facilitate naming-rights discussions with potential sponsors.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rules Statement

Administrative Policy 9.08, Advertising in the Schools

Fiscal Impact Statement

This item does not authorize any expenditures.

Implementation and Assessment Plan

Upon the Board's approval, the Administration will enter into an Memorandum of Understanding with PWS MKE, LLC, to conduct an asset analysis; to develop a comprehensive marketing plan, valuation, prospect list; and to develop a proposal to begin discussions with interested advertisers.

Committee's Recommendation

Your Committee recommends that the Board authorize the Memorandum of Understanding with PWS MKE, LLC, regarding identifying and securing naming rights and sponsorship opportunities for athletic and recreational facilities as set forth in the attachment to the minutes of your Committee's meeting.

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

* * * * *

(Item 9) Action on Resolution 1920R-014 by Directors Miller and Taylor Regarding the One Milwaukee Taskforce and Initiative

Background

At its February 2020 meeting, the Milwaukee Board of School Directors referred Resolution 1920R-014 by Director Miller to the Committee on Accountability, Finance, and Personnel.

WHEREAS, Milwaukee County (the County), the City of Milwaukee (the City), and Milwaukee Public Schools (the MPS District) have a common interest to improve the lives and conditions of Milwaukee residents; and

WHEREAS, The County, City, and MPS District may share many of the same administrative and service needs; and

WHEREAS, The County, City, and the MPS District all have increasing fiscal pressures due to a combination of: costs-to-continue rising faster than revenues, rising pension obligations, stagnant revenue sources, and forced reliance on property taxes;

WHEREAS, Other communities around Wisconsin (the State) have successfully combined services and shared costs in the provision of local government service; and

WHEREAS, Research compiled by the non-partisan Wisconsin Policy Forum has outlined a number of areas where services might successfully be shared; and

WHEREAS, The University of Wisconsin-Madison's Institute for Research on Poverty (IRP) finds, under its Wisconsin Poverty Measure, that the County has the highest poverty rate in the State, at a rate of 17.2 percent in 2017; and

WHEREAS, The IRP has reported, based on data compiled by the United States Census Bureau, that in the County, 28.7 percent of Blacks and 18.7 percent of Latinos were poor, compared to 8.3 percent of Whites; and

WHEREAS, Studies show that persons in poverty face higher rates of infant mortality, lead contamination, incidences of crime, unemployment and underemployment, and housing instability; and

WHEREAS, Disparate and parallel efforts over several decades have failed to address these problems in a sustained and meaningful way; and

WHEREAS, The County, City, and MPS District share a common interest to improve the lives and conditions of Milwaukee residents and an obligation to do so as cost-effectively as possible; and

WHEREAS, The County, at its meeting of February 6, 2020, and the Milwaukee Common Council, at its meeting of February 11, 2020, adopted resolutions co-establishing a joint taskforce, named the "ONE Milwaukee Taskforce" (the Taskforce), to convene area leaders to perform the following duties:

- identify infrastructure coordination and resource-leveraging opportunities between the County, City, and MPS (District);
- recommend any operational or other potential opportunities for coordination and collaboration between the County, City, and the MPS District;
- propose cost-saving and cost-sharing agreements where resources may be aligned to create opportunities for bridging infrastructure gaps to create inclusive and sustainable service pathways to improve outcomes for Milwaukee communities;
- ensure that all proposals and agreements are comprehensive, place-based, and data-driven;
- focus efforts on Milwaukee communities identified as "Promise Zones."
- work toward advancing the priorities identified in the Milwaukee County Strategic "One County One Plan," the Blueprint for Peace, and MKE Elevate plan;
- monitor and regularly report on the progress of any agreements; and

WHEREAS, the Taskforce shall have six members, including:

- the Milwaukee County Board Chairman or their designee;
- a County Board Supervisor, who shall be appointed by the Board Chairman;
- the Milwaukee Common Council President or their designee;
- a Milwaukee Common Council Alderman, who shall be appointed by the Milwaukee Common Council President;
- the Milwaukee Public Schools' Superintendent or their designee;
- the Milwaukee Board of School Directors President or their designee; and

WHEREAS, The Taskforce members shall elect their chairman by simple majority and the City Clerk of Milwaukee shall provide staffing to support the Taskforce; and

WHEREAS, The Taskforce shall form and meet as soon as practicable and shall present its findings to the County Board, the Common Council, and the Milwaukee Board of School Directors within six months of the passage of this resolution; now, therefore, be it

RESOLVED, That the Milwaukee Board of School Directors hereby joins with the County and the City in the establishment of the ONE Milwaukee Taskforce and pledges its full support of the ONE Milwaukee initiative; and be it

FURTHER RESOLVED, That the Milwaukee Board of School Directors seek to affirm the MPS District along with Milwaukee County and the City of Milwaukee as founding entities of the ONE Milwaukee Taskforce and any initiatives derived from this partnership; and be it

FURTHER RESOLVED, That as initiatives are considered, funded, and implemented, the MPS 53206 Initiative, and the 1825 Initiative on Early Childhood, be prominent in priority; and be it

FURTHER RESOLVED, That the Board hereby directs the Office of Board Governance, the Administration, and the Office of Accountability and Efficiency to collaborate on and present proposals to the Milwaukee Board of School Directors for possible cost- and service-sharing arrangements with Milwaukee County and the City of Milwaukee as part of the ONE Milwaukee initiative and that reporting begin no later than the May 2020 board cycle.

[Director Taylor asked to be a co-sponsor of the Resolution at your Committee's meeting.]

The resolution calls for Milwaukee Public Schools to join Milwaukee County and the City of Milwaukee in a joint taskforce named the One Milwaukee Taskforce. The taskforce will support the goals and objectives of the One Milwaukee Initiative through a number of actions, including the identification of infrastructure coordination and resource-leveraging opportunities among the County, City, and MPS.

The Administration, the Office of Board Governance, and the Office of Accountability and Efficiency are in agreement with the intent of the resolution and are recommending its adoption.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rules Statement

Administrative Policy 3.09, Purchasing and Bidding Requirements

Fiscal Impact Statement

This item does not authorize expenditures.

Committee's Recommendation

Your Committee recommends that the Board adopt Resolution 1920R-014.

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

* * * * *

COMMITTEE ON PARENT AND COMMUNITY ENGAGEMENT

Director Woodward 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 that, to the maximum extent appropriate, children with disabilities be educated with children who are not disabled. Removal of students with disabilities from the regular educational environment occurs only when the severity of the disability is such that education in regular classes, with the use of supplementary aids and services, cannot be achieved satisfactorily.

The Milwaukee Public Schools is committed to ensuring that students with disabilities are educated in environments with their non-disabled peers. The preference of the law is that students be educated using the general curriculum in the regular education classroom, with the use of supplementary aids and services. Best practices and research strongly support education in the least restrictive environment (LRE), with access to the general curriculum, because it leads to higher achievement outcomes for students with disabilities.

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	Parental Involvement
Indicator #9	Inappropriate Identification in Special Education
Indicator #10	Inappropriate Identification in Specific Disabilities Categories
Indicator #11	Timely Evaluation
Indicator #12	Preschool Transition Part C, Part B
Indicator#13	Transition Goals, Ages 16 and over
Indicator #14	Post-school Outcomes
Indicator #15	Resolution Sessions
Indicator #16	Mediation
Indicator #17	State Systemic Improvement Plan

LRE for Higher Outcomes

As part of the LRE's focus on increasing academic and behavioral outcomes for students with disabilities, the Department of Specialized Services provides to the Administration quarterly a report of students who are receiving special education services in the least restrictive environment (LRE). The Department of Specialized Services's plan is to educate students with disabilities, in accordance with their individual education programs (IEPs), in the regular education environment with their non-disabled peers.

LRE Data

Indicator 5 addresses the documentation of programs and services in the least restrictive environment for students 6 to 21 years of age. Wisconsin's data for this indicator provide each school district with the target in each of the following categories:

Indicator 5A	Percent of students 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 with the projection in DPI's 2016 Annual Performance Report Summary for Wisconsin school districts. The MPS percentage includes all students who have IEPs, including for speech and language services. The report attached to the minutes of your Committee's meeting presents the district's information as well as each school's percentage.

	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%

	5A	5B	5C
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%

*The data for the August 2019 LRE report are a combination of the students with disabilities enrolled in the schools on the early-start calendar and the projected enrollment for our schools on the traditional calendar.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rules Statement

Administrative Policy 8.01, Student Nondiscrimination, Complaints and Appeals

Fiscal Impact Statement

No Fiscal Impact

* * * * *

(Item 2) 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

MPS operates within a family and community engagement framework which includes six standards that provide districtwide support to schools for partnering with families to increase student outcomes:

1. Schools are welcoming and culturally relevant environments
2. Schools are connected to the community
3. Schools have tools and knowledge needed to build relationships with families and the community
4. Families have avenues to serve as leaders
5. Families have opportunities to build peer networks
6. Families have tools and knowledge needed to be active in their child's educations

All schools strive to meet these standards to provide an equitable standard of care across the district. The framework was developed from a strength-based approach to build trusting relationships between schools and families.

Family and Community Engagement Report

This report is on the work being done relative to standards 4, 5, and 6. The District Advisory Council (DAC) is an example of ongoing efforts aligned to all three standards. The Department of Strategic Partnerships and Customer Service's Family and Community Engagement team (FACE) provides the DAC with guidance and logistical support. The goal of the DAC is for MPS families to have input into key decisions affecting the district, schools, and students. MPS is working to empower families at the district level. One of the primary strategies to accomplish this is through the DAC.

DAC's Executive Committee

Position	Name
Chairperson	Tracey Dent
Vice Chairperson	Valerie Lambrecht
Recording Secretary	Nonita Stiggers
Corresponding Secretary	Jennifer Hofschulte
Parliamentarian	Terry Longo

Position	Name
Sergeant at Arms	Andy Killiman
Member at Large	Carrie Bickerstaff
Member at Large	Carrieanna Johnson
Member at Large	Celeste Moore

FACE Staff Support

- Liaison between the DAC and the MPS Administration
- Advisory role: Executive Committee
- Logistic Coordination: Meeting times, space, and presenters

- Provide copies of all monthly meeting materials
- School level: Parent Coordinators

Strategies to Improve DAC

- Involvement in the Executive Committee
- Personal phone calls to delegates
- Parent Coordinator training

DAC Meeting Evaluation & Feedback

How well do you think the DAC meeting went overall today?

	October	February
Very Well	36%	58.1%
Good	48%	22.6%
Okay	8%	19.4%
Needs Improvement	8%	0

DAC Monthly Attendance Comparison

Attendance by Year		
	2018-19	2019-20
October	76	86
November	102	107
December	70	93
January	69	100
February	46	108

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

Statute, Administrative Policy, or Board Rules Statement

Administrative Policy 9.04, Community Involvement in Decision Making

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 on the Northwest Region 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

At the Board's direction, the structure of the 2019-2020 monthly region showcase item has been enhanced to provide a thorough picture of each region as it is presented on a monthly basis. This will include goals as well as 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 region, which serves approximately 9,074 students this year, comprises 23 schools, ranging from traditional K-8 schools, K-5 schools, International Baccalaureate (IB) candidacy, Montessori, language-immersion, and STEM-focused schools. The schools are Barton, Bryant, Carson Academy, Congress, Craig Montessori, Eighty-First Street, Emerson, Engleburg, Goodrich, Grantosa, Hampton, Hawthorne, Kilbourn, Kluge, Maple Tree, Milwaukee German Immersion, Milwaukee Sign Language, Ninety-Fifth Street, Parkview, River Trail, Stuart, Thoreau, and Thurston Woods. Student diversity is our biggest strength in the Northwest Region.

STAR testing results show that in the Northwest Region, 326 more students are on target for early literacy, with 396 fewer at below basic. For reading, 129 more students are on target, while 340 fewer are below basic. And for math, 308 students in the Northwest Region are on target, while 474 fewer are at below basic.

Attendance in the Northwest Region is up, while suspensions and absenteeism are both down.

Spotlight on Bryant Elementary School

Bryant is home to 233 students, 27.9% of whom are students with disabilities, and 97% of whom are considered economically disadvantaged.

In step with the rest of the Northwest Region, Bryant has increased the number of students who are on target and has lowered the number of students who are considered below basic on the STAR exam.

Bryant is particularly proud of the fact that, on the State Report Card for 2018-19, students moved from "Meets Few Expectations" to "Exceeds Expectations." The school credits its Project Lead the Way exposure, STEAM programming, Transformational Reading Instruction, and its many after-school programs for the improvements in student scores.

The Northwest Region showcase (see attachments to the minutes of your Committee's meeting) will also highlight the programs and progress of Bryant Elementary at the March meeting of your Committee. We will share points of pride from the work of the innovative staff, the successes of our students, and the unique features the school program offers.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rules Statement

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

* * * * *

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 Agreement with Milwaukee Area Technical College for At-risk Students, as Defined in Wisconsin Statutes, Section 118.15, for the 2020-2021 School Year

Background

In accordance with Wisconsin State Statutes, Section 118.153(1)(b), Milwaukee Public Schools (MPS) has partnered with Milwaukee Area Technical College (MATC) to serve students who are 16 years of age or older and at risk of not graduating from high school. This statute allows students to attend a technical college in lieu of attending high school and to participate in programs leading to high-school graduation. MPS has partnered with MATC since 2000 to serve students who are defined as at-risk under the state statute and to help these students work towards earning high-school diplomas.

On March 26, 2019, the Milwaukee Board of School Directors approved a one-year agreement with MATC and authorized 45 full-time-equivalent pupils for the 2019-2020 school year. In February 2020, a team met to review the data for MATC. The review also included a presentation by school representatives and student focus groups. The team was provided the opportunity to discuss the findings, to consider additional input from the school, and to provide feedback. Based on the review of data for the 2019-20 school year, the Administration recommends a one-year agreement renewal with MATC for the 2020-2021 school year.

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

a. MATC will provide a program named the MATC Emerging Scholars Program to serve a maximum of 45 full-time-equivalent (FTE) pupils as set forth in the attached agreement;
b. MATC will serve at-risk students who are 16 years of age or older seeking high school diplomas through the credit-earning system;
c. MATC will serve students who are 17 years of age or older seeking high school equivalency diplomas;
d. students completing the program will receive an MPS diploma; and
e. technical revisions made throughout the agreement to reflect current practices.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rules Statement

Administrative Policy 3.06, Fiscal Accounting and Reporting

Fiscal Impact Statement

MPS will be charged an hourly per-pupil rate for the 2020-2021 school year. This rate is charged to the local school district by the Wisconsin Technical College System, as required by Wis. Stat., Sec. 118.15. Funding for the agreement will be included as part of the FY21 budget process.

Implementation and Assessment Plan

Upon the Board's approval, the agreement, as attached to the minutes of your Committee's meeting, will become effective for the 2020-2021 school year.

Committee's Recommendation

Your Committee recommends that the Board approve the agreement, as attached to the minutes of your Committee's meeting, with Milwaukee Area Technical College for At-Risk Students, as defined in Wisconsin Statutes, Section 118.15, for the 2020-2021 school year.

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

* * * * *

(Item 2) Action on a Request to Approve the Contracts for Behavioral-reassignment and At-risk Seats with Banner Prep, Southeastern Education Center, and Lad Lake Synergy for the 2020-2021 School Year

Background

Milwaukee Public Schools (MPS) provides a continuum of services, including placements for students who have significant emotional, behavioral, and social needs. The behavioral reassignment (BR) schools were created to serve students who have been expelled with services through a Central Office hearing process and have received a placement in a BR school for a specified period of time. MPS also offers at-risk programs that were developed to serve students who are 16 years of age or older and are defined as at-risk of not graduating from high school under Wisconsin State Statutes, Section 118.153(1)(b), to help these students work towards earning a high-school diploma.

In March 2019, the Milwaukee Board of School Directors approved one-year contracts for educational services with the following BR schools:

- Banner Prep, currently located at 3517A W. Courtland Avenue The current contract specifies that Banner Prep will serve 125 BR seats in grades 9-12. Banner Prep's mission

is to provide an alternative small-school setting for students when academic and/or behavioral issues have become major barriers to their success in school.

- Southeastern Education Center (Southeastern), located at 4200 N. Holton Street. The current contract specifies services for 85 BR seats in grades 6 through 8. Southeastern's mission is to provide students with a safe and secure environment within which they can strengthen their academic skills, develop effective work/school habits, and improve interpersonal relationships.
- Lad Lake Synergy (Synergy), located at 2820 W. Grant Street. The current contract specifies services for 90 BR seats in grades 6 through 12 and 20 at-risk seats in grades 9 through 12, for a total of 110 seats. Synergy's mission is to guide growth, to reach potential, and to live responsibly.

MPS continues to have a need to partner with community-based agencies to serve students that have been reassigned for a designated period of time due to violations of the MPS code of conduct.

In January and February 2020, a team met to review the data for each of the schools. Each review included a presentation by school representatives and student focus groups. The team was provided the opportunity to discuss the findings, to consider additional input from schools, and to provide feedback.

Based on the review of data, the outcome of the review process, and the district's needs, the Administration recommends one-year contract renewals with Banner Prep, Southeastern, and Synergy for BR seats and at-risk seats for the 2020-2021 school year.

The proposed recommendation is for Banner Prep to serve 125 BR seats in grades 9 through 12, Southeastern to serve 85 BR seats in grades 6 through 8, and Synergy to serve 90 BR seats in grades 6 through 12 and 20 at-risk seats in grades 9 through 12, for a total of 110 seats.

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

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rules Statement

Administrative Policy 3.06, Fiscal Accounting and Reporting

Fiscal Impact Statement

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

Implementation and Assessment Plan

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

Upon the Board's approval, the contracts will become effective for the 2020-21 school year.

Committee's Recommendation

Your Committee recommends that the Board approve the contracts for behavioral-reassignment and at-risk seats, as attached to the minutes of your Committee's meeting, with Banner Prep, Southeastern Education Center, and Lad Lake Synergy for the 2020-2021 school year.

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

* * * * *

(Item 3) Action on Resolution 1920R-011 by Directors Taylor and Siemsen Regarding a Comprehensive Mental Health Initiative

Background

At its November 2019 meeting, the Board referred Resolution 1920R-011 by Directors Taylor and Siemsen, regarding a comprehensive Mental Health initiative, to the Committee on Student Achievement and School Innovation (SASI).

WHEREAS, The mental health and wellbeing of students is of growing and immediate concern across the nation, especially in light of recent school shootings, cyberbullying, student suicides, and a growing sense of alienation, hopelessness, and lack of access among the nation's youth; and

WHEREAS, Although the Milwaukee Public Schools has a number of policies in place to address such issues as cyberbullying, discrimination, and students' wellbeing, the district lacks a comprehensive plan that brings together and coordinates all these policies and their execution; and

WHEREAS, Such a plan must encompass a systematic process of envisioning what we need to improve the lives and learning of our children and then the translation of this vision into broadly defined goals or objectives and the steps by which we can achieve them; and

WHEREAS, Parents, schools, mental-health professionals, law-enforcement, governmental entities at all levels, and students themselves must collaborate to address such a complicated and important issue; now, therefore, be it

RESOLVED, That the Board direct the Administration to develop for the Board's approval a Comprehensive Mental Health Initiative (CMHI) in the Milwaukee Public Schools to coordinate and to promote a holistic approach to supporting the mental health and wellbeing of our students; and be it

FURTHER RESOLVED, That the purpose of the CMHI shall be to enhance the capacity of the district and of its individual schools to complement and to expand existing programs that enhance students' health and wellbeing, engagement, retention, academic achievement, and the acquisition of life skills, as well as to develop new, innovative programs to meet the ever-changing and growing psychological, emotional, and social needs of our student population and be it

FURTHER RESOLVED, That the objectives of the CMHI shall be to:

- contribute to identified school and district priorities, particularly in addressing bullying and in supporting students with behavioral, mental-health, or welfare issues;
- work in partnership with schools and the community to develop and to promote a comprehensive student-engagement policy founded upon the recognition that a positive and engaging school culture contributes toward strong academic outcomes;
- work in collaboration with schools, with community-based services and networks, and with local, state, and federal agencies to develop programs that promote the health and wellbeing of all students; ensure smooth transitions between grade levels and, ultimately, into postsecondary education and employment; and provide additional support to students who are at risk;
- identify, document, and respond to emerging needs of the wellbeing of schools and students through evidence-based strategies and evaluation techniques;
- support a case-management approach to student interventions, including participating in student support groups and conducting follow-ups;
- strengthen partnerships among schools, student support services, and health and community organizations to provide responsive, diverse, and coordinated services to young people and their families; and be it

FURTHER RESOLVED, That the CMHI shall incorporate, but not be limited to, strategies for trauma-informed care, anti-bullying, suicide prevention and combatting depression, anti-discrimination and anti-bigotry, and restorative justice; and be it

FURTHER RESOLVED, That the desired outcomes of the CMHI shall be focused on supporting the district, its schools, and its students and their parents in creating positive and engaging school environments that promote the health, wellbeing, and academic achievement of students through strengthening their resilience, their coping skills, their life skills, their personal engagement, and their sense of belonging and self-worth; and be it

FURTHER RESOLVED, That it shall be the aim of the CMHI s to achieve the following outcomes:

- positive school cultures and enhanced capacity of schools to support students who are at-risk of disengagement and who are not achieving their educational potentials through:
  - a positive whole-school approach to the promotion of wellbeing;
  - engagement of the school community, including students, parents and guardians, families, teachers, Department of Specialized Services, and other support staff;
  - coordination of support for students and families; and
  - development of community partnerships, including with other schools, community-based service providers, and local, state, and federal governmental agencies;
- improved likelihood of students remaining in school and achieving their educational potentials through:
  - learning more effectively;
  - demonstrating improvement in engagement and attendance;
  - feeling healthy, safe, and happy; and
  - developing positive attitudes and behaviors; and be it

FURTHER RESOLVED, That the CMHI shall include:

- a plan for informing staff and families of service offerings;
- clearly-defined procedures and protocols;
- referral services;
- actionable steps;
- data for tracking outcomes;
- student-led initiatives; and
- pathways to assistance, including the development of a mobile app for parents and students; and be it

FURTHER RESOLVED, That the CMHI shall include a Strategic Plan for Mental Health (SPMH) that will clearly and concisely define the vision, guiding principles, and strategic goals of the Comprehensive Mental Health Initiative; and be it

FURTHER RESOLVED, That this CMHI and its related SPMH shall be developed in collaboration with students and parents, schools' staff, school counselors, school psychologist, nurses, and the staff of the MPS Department of Specialized Services; and be it

FURTHER RESOLVED, That the Administration shall also seek and encourage the participation of community organizations, the City of Milwaukee, Milwaukee County, and any other entities, agencies, and organizations outside of MPS that can offer insight, guidance, and resources for the development of the CMHI.

The Administration agrees with the intent of the resolution and acknowledges the critical importance of focusing on students' mental health. This resolution emphasizes the role of schools in both preventing and addressing mental health concerns. In order to bring the resolution in line with current frameworks and practices, the Administration recommends a number of adjustments to the resolution as written.

In December 2015, the Wisconsin Department of Public Instruction published a School Mental Health Framework which lays out a variety of practices to support the continuum of mental health, from being emotionally well to experiencing significant mental health challenges. The Administration recommends amending the resolution to include this framework, as it conceptualizes mental health in a multi-tiered system of support, which is in alignment with the framework utilized in Milwaukee Public Schools.

At the first tier of this framework are policies and practices which build protective factors in young people, helping develop skills and competencies which promote relationships and resilience. These are supports that all students should receive and can benefit from. In MPS, we utilize social and emotional learning, restorative practices, relationship building, and mental-health-and-wellness education as foundational practices to support the development of these skills and protective factors.

The second tier represents those supports which are put in place for some students who have significant risk factors and few protective factors or who are showing signs of becoming unwell. This level of support in MPS may include individual and small-group interventions, mental health consultation, and collaboration among school staff, families, and community partners.

Finally, the third tier of the framework provides for intensive intervention, including an educational wraparound focus that can include therapeutic intervention and in-depth collaboration and problem solving between students, staff, family, and community.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rules 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 continue its efforts to implement the resolution.

Committee's Recommendation

Your Committee recommends that the Board adopt Resolution 1920R-011 by Directors Taylor and Siemsen as amended below:

RESOLVED, That the Board direct the Administration to ~~develop for the Board's approval a Comprehensive Mental Health Initiative (CMHI)~~ adopt the Wisconsin School Mental Health Framework (WI DPI) in the Milwaukee Public Schools to coordinate and to promote a holistic approach to supporting the mental health and wellbeing of our students; and be it

FURTHER RESOLVED, That the purpose of the ~~CMHI~~ mental health framework shall be to enhance the capacity of the district and of its individual schools to complement and to expand existing programs that enhance students' health and wellbeing, engagement, retention, academic achievement, and the acquisition of life skills, as well as to develop new, innovative programs to meet the ever-changing and growing psychological, emotional, and social needs of our student population and be it

FURTHER RESOLVED, That the objectives of the ~~CMHI~~ mental health framework shall be to:

- contribute to identified school and district priorities, particularly in ~~addressing bullying and in~~ supporting students with behavioral~~,~~ or mental-health concern~~s, or welfare issues~~;
- ~~work in partnership with schools and the community to develop and to~~ promote a comprehensive student-engagement ~~policy~~ strategy founded upon the recognition that a positive and engaging school culture contributes toward strong academic outcomes;
- ~~work in collaboration with schools, with community-based services and networks, and with local, state, and federal agencies to develop programs that~~ promote the health and wellbeing of all students; ~~ensure~~ support smooth transitions ~~between grade levels and, ultimately,~~ into postsecondary education and employment; and provide additional support to students who are at risk;
- provide a structure for identifying, documenting, and responding to emerging needs of the wellbeing of ~~schools and~~ students through evidence-based strategies and evaluation techniques;
- support a case-management approach to student interventions~~, including participating in student support groups and conducting follow-ups~~;
- strengthen partnerships among schools, student support services, and health and community organizations to provide responsive, diverse, and coordinated services to young people and their families; and be it

FURTHER RESOLVED, That the ~~CMHI~~ mental health framework shall incorporate, but not be limited to, strategies for trauma-informed care, anti-bullying, and suicide prevention and intervention ~~and combatting depression, anti-discrimination and anti-bigotry, and restorative justice~~; and be it

FURTHER RESOLVED, That the desired outcomes of ~~the CMHI~~ adopting the mental health framework shall be focused on supporting the district, its schools, and its students and their parents in creating positive and engaging school environments that promote the health, wellbeing, and academic achievement of students through strengthening their ~~resilience, their coping skills, their life skills, their personal engagement, and their sense of belonging and self-worth~~ skills and abilities to understand to manage emotions, to set and to achieve positives goals, to feel and to show empathy for others, to establish and maintain positive relationships, and to make responsible decisions; and be it

FURTHER RESOLVED, That ~~it shall be the aim of the CMHI s to achieve~~ the mental health framework shall be embedded into the district's multi-tiered system of support with the aim of achieving the following outcomes:

- positive school cultures and enhanced capacity of schools to support students who are at-risk of disengagement and who are not achieving their educational potentials through:
  - a positive whole-school approach to the promotion of wellbeing;
  - engagement of the school community, including students, parents and guardians, families, teachers, ~~Department of Specialized Services,~~ and other ~~support~~ staff;
  - coordination of support for students and families; and
  - ~~development~~ strengthening of community partnerships, including with other schools ~~and district departments/programs~~, community-based service providers, and local, state, and federal governmental agencies;
- improved likelihood of students remaining in school and achieving their educational potentials through:
  - ~~learning more effectively~~ academic engagement;
  - demonstrating improvement in ~~engagement and~~ attendance;
  - feeling healthy, safe, and ~~happy~~ connected to the school community; and
  - ~~developing~~ increasing positive attitudes and behaviors; and be it

FURTHER RESOLVED, That, for students with emerging or identified mental health concerns, the ~~CMHI~~ the mental health framework shall include:

- a plan for informing staff and families of ~~service offerings~~ available resources;
- clearly-defined procedures and protocols;
- identified referral ~~services~~ pathways;
- ~~actionable steps;~~
- data for tracking outcomes;
- student-led initiatives; and
- educating students, staff, and parents about available pathways to assistance~~, including the development of a mobile app for parents and students~~; and be it

FURTHER RESOLVED, That the ~~CMHI~~ mental health framework shall include ~~a Strategic Plan for Mental Health (SPMH) that will clearly and concisely define the~~ a vision, guiding principles, and strategic goals ~~of the Comprehensive Mental Health Initiative~~ which prioritize mental health; and be it

~~FURTHER RESOLVED, That this CMHI and its related SPMH shall be developed in collaboration with students and parents, schools' staff, school counselors, school psychologist, nurses, and the staff of the MPS Department of Specialized Services; and be it~~

FURTHER RESOLVED, That the Administration shall also seek and encourage the participation of community organizations, the City of Milwaukee, Milwaukee County, and any other entities, agencies, and organizations outside of MPS that can offer insight, guidance, and resources ~~for the development of the CMHI~~ within the mental health framework.

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

* * * * *

(Item 4) Preliminary Report and Possible Action on Resolution 1920R-013 by Directors Siemsen and Miller Regarding Class Size

Your 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 January 2020 meeting, the Milwaukee Board of School Directors referred Resolution 1920R-013 by Directors Siemsen and Miller to the Committee on Student Achievement and School Innovation (SASI).

WHEREAS, Early childhood instruction often determines a child's schooling success; and
WHEREAS, Support for early childhood classrooms is imperative for that success; and

WHEREAS, The Federal Head Start program and the State of Wisconsin Achievement Gap Reduction (AGR) program recognize that class size and adult-to-student ratios play important parts in early childhood teaching and learning; and

WHEREAS, K5 classes in MPS AGR schools have a maximum class-size ratio of 18:1 (additional staffing is provided if that ratio is exceeded) and 1st grade through 3rd grade classes in AGR schools have maximum class-size ratios of 22:1 (additional staffing is provided if the ratio is exceeded) because Head Start classrooms are held to lower class-size ratios; and

WHEREAS, There is not a cap on MPS AGR class sizes once additional staffing is provided, nor is there a cap on class size for non-AGR K4-3rd-grade classrooms; now, therefore, be it

RESOLVED, That all MPS K4 classrooms, beginning with the 2020-2021 school year, have a maximum class size of 18 students; and be it

FURTHER RESOLVED, That if a K4 classroom exceeds 18, a para-professional is added for support for the majority of the student contact day; and be it

FURTHER RESOLVED, That even with the addition of extra staff, no K4 classroom is to exceed 22 students; and be it

FURTHER RESOLVED, That similar policy be added to all K5 classrooms starting in the school year 2021-2022; and be it

FURTHER RESOLVED, That all 1st-grade classrooms have a maximum class size not exceeding 22 students starting in the school year 2022-2023; and be it

FURTHER RESOLVED, That if 1st-grade classrooms exceed 22 students, a para-professional is added for support for the majority of the student contact day; and be it

FURTHER RESOLVED, That no 1st-grade classrooms, even with additional staffing, exceed 28 students; and be it

FURTHER RESOLVED, That similar policy, as in 1st-grade classrooms, be added to 2nd-grade classrooms starting in the school year 2023-2024, and that similar policy be added to 3rd-grade classrooms starting in the school year 2024-2025; and be it

FURTHER RESOLVED, That the Administration present to the Board a staffing, facilities, and cost analysis for the four-year implementation of this policy during the March 2020 board cycle.

As requested, a preliminary cost analysis to implement the resolution is provided below; however, the Administration is requesting additional time in order to conduct further cost analysis encompassing the following:

1. equity
2. staffing
3. space.

Early-Elementary-Class-Size-Reduction Resolution's Estimated Costs							
		Version 1			Version 2		
Fiscal Year (FY)	Grade Level	FTE	Cost per Grade Level	Cumulative Cost	FTE	Cost per Grade Level	Cumulative Cost
FY21	K4	46.00	4,344,056	4,344,056	78.00	7,366,008	7,366,008
FY22	K5	45.00	4,249,620	8,593,676	78.00	7,366,008	14,732,016
FY23	1st	42.50	4,013,530	12,607,206	73.00	6,893,828	21,625,844
FY24	2nd	40.00	3,777,440	16,384,646	70.00	6,610,520	28,236,364
FY25	3rd	37.50	3,541,350	19,925,996	65.00	6,138,340	34,374,704

Assumptions:

Version 1:	Add 0.50 teacher if over maximum class size by 1-9 students Add 1.00 teacher if over maximum class size by 10 or more students
Version 2:	Add 1.00 teacher if over maximum class size
Versions 1 and 2:	Existing paraprofessionals would be redeployed as needed within the school
Versions 1 and 2:	Class-size enrollment was based on FY21 projections

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rules Statement

Administrative Policy 3.01, Annual Operating Budget

Fiscal Impact Statement

This item does not authorize expenditures. As requested, a preliminary staffing cost analysis is included as an attachment to this item. The Administration is requesting that action on this resolution be delayed until a comprehensive cost analysis including equity, staffing, facilities cost considerations, as well as a space study, can be conducted with the results reported back to the Board.

Implementation and Assessment Plan

Pending the Board's action, the Administration will conduct further analysis and report the results to the Board.

* * * * *

(Item 5) Action on a Request to Approve the MPS FY20 Head Start Federal Continuation Grant and County Baseline 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 the Milwaukee Board of School Directors in the MPS Head Start federal continuation and baseline grant application.

The Head Start federal grant and county baseline application was presented to and discussed and approved by the Policy Council on February 19, 2020.

The funded enrollment for federal MPS Head Start grant is 1,370. The funded enrollment for county MPS Head Start is 136.

The FY20 Head Start federal continuation grant and county baseline application was due March 1, 2020.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rules Statement

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

Fiscal Impact Statement

Does not authorize expenditures. The federal grant is expected to be in the amount of $8,974,184.00. The county grant is expected to be $1,579,723.00.

Committee's Recommendation

Your Committee recommends that the Board approve the submission of the 2020-2021 Head Start federal and baseline application.

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

* * * * *

(Item 6) 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 Student Achievement Guarantee in Education (SAGE) program began in the 1996-1997 school year with authorization from Wisconsin Statutes, Section 118.43. The program, which was administered by the Department of Public Instruction (DPI), was subsequently expanded due to the successes demonstrated by those schools that had began with the program in 1996.

State legislation was passed in 2015 that concluded the SAGE program and authorized the Achievement Gap Reduction (AGR) program per Wisconsin Acts 53 and 71. School districts were given the option to continue SAGE for an additional year (2015-16). Effective FY17, all schools transitioned to the Achievement Gap Reduction program.

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.

Administration's Report

Demographics 2019-20

11,326 Students
64 Schools
18.2% English Language Learners
21.6% Students with Disabilities
93.1% Economically Disadvantaged

Ethnicity

Native American..... 0.4%
Asian..... 5.3%
Black..... 59.0%
Hispanic..... 28.6%
Hawaiian/Pacific Islanders 0.1%
Two or More..... 3.6%
White 2.9%

Achievement Gap Reduction

MPS has 63 traditional schools and one non-instrumentality charter school that participate in the AGR program.

The following strategies are implemented within the participating schools:

- instructional coaching for teachers provided by licensed teacher in grades KS through 3; and
- maintenance of 18:1 or 30:2 classroom ratios in KS and provision of professional development in small-group instruction.

K5 Early Literacy, Fall to Winter

AGR

	2019-20	
	Fall	Winter
Significantly Below Target	32%	18%
Well Below Target	24%	13%
Below Target	27%	32%
On Target	7%	12%
Significantly Above Target	10%	25%

580 more students on target to proficiency, 646 fewer students below basic

Non-AGR

	2019-20	
	Fall	Winter
Significantly Below Target	22%	13%
Well Below Target	19%	12%
Below Target	29%	32%
On Target	11%	14%
Significantly Above Target	19%	30%

297 more students on target to proficiency, 374 fewer students below basic

Grade 1 Early Literacy, Fall to Winter

AGR

	2019-20	
	Fall	Winter
Significantly Below Target	25%	13%
Well Below Target	23%	16%
Below Target	29%	32%
On Target	11%	13%
Significantly Above Target	12%	25%

427 more students on target to proficiency, 493 fewer students below basic

Grade 2 Reading, Fall to Winter

AGR

	2019-20	
	Fall	Winter
Significantly Below Target	45%	37%
Well Below Target	17%	13%
Below Target	22%	26%
On Target	8%	11%
Significantly Above Target	9%	13%

189 more students on target to proficiency, 277 fewer students below basic

Grade 3 Reading, Fall to Winter

AGR

	2019-20	
	Fall	Winter
Significantly Below Target	47%	39%
Well Below Target	17%	17%
Below Target	23%	27%
On Target	7%	9%
Significantly Above Target	6%	8%

121 more students on target to proficiency, 208 fewer students below basic

Grade 1 Math, Fall to Winter

AGR

	2019-20	
	Fall	Winter
Significantly Below Target	21%	15%
Well Below Target	33%	23%
Below Target	31%	36%
On Target		
Significantly Above Target	14%	26%

340 more students on target to proficiency, 416 fewer students below basic

Grade 2 Math, Fall to Winter

Non-AGR

	2019-20	
	Fall	Winter
Significantly Below Target	19%	8%
Well Below Target	17%	14%
Below Target	31%	30%
On Target	14%	15%
Significantly Above Target	19%	33%

323 more students on target to proficiency, 324 fewer students below basic

Non-AGR

	2019-20	
	Fall	Winter
Significantly Below Target	33%	25%
Well Below Target	23%	12%
Below Target	25%	26%
On Target	12%	14%
Significantly Above Target	17%	23%

196 more students on target to proficiency, 223 fewer students below basic

Non-AGR

	2019-20	
	Fall	Winter
Significantly Below Target	28%	23%
Well Below Target	15%	14%
Below Target	28%	30%
On Target	13%	14%
Significantly Above Target	16%	20%

139 more students on target to proficiency, 186 fewer students below basic

Non-AGR

	2019-20	
	Fall	Winter
Significantly Below Target	13%	7%
Well Below Target	26%	18%
Below Target	36%	36%
On Target		
Significantly Above Target	25%	38%

286 more students on target to proficiency, 322 fewer students below basic

AGR

	2019-20	
	Fall	Winter
Significantly Below Target	27%	21%
Well Below Target	36%	32%
Below Target	26%	29%
On Target		
Significantly Above Target	11%	18%

203 more students on target to proficiency, 268 fewer students below basic

Non-AGR

	2019-20	
	Fall	Winter
Significantly Below Target	16%	13%
Well Below Target	32%	28%
Below Target	30%	30%
On Target		
Significantly Above Target	21%	30%

206 more students on target to proficiency, 210 fewer students below basic

Grade 3 Math, Fall to Winter

AGR

	2019-20	
	Fall	Winter
Significantly Below Target	28%	24%
Well Below Target	29%	27%
Below Target	28%	29%
On Target		
Significantly Above Target	15%	19%

119 more students on target to proficiency, 138 fewer students below basic

Non-AGR

	2019-20	
	Fall	Winter
Significantly Below Target	15%	12%
Well Below Target	23%	21%
Below Target	32%	33%
On Target		
Significantly Above Target	30%	34%

108 more students on target to proficiency, 156 fewer students below basic

Next Steps

- Explore increasing coaching at AGR schools;
- Focus on instructional coaching within grades K5 and first;
- Explore strategies for reducing class size to AGR-recommended ratios of 18:1 or 30:2;
- Focus on the fidelity of implementation of the Frog Street curriculum within grade levels K3 and K4 to ensure a strong foundational base for five-year-old kindergarten (K5); 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 Rules Statement

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

Fiscal Impact Statement

N/A

* * * * *

(Item 7) Action on Resolution 1920R-016 Regarding Climate Justice

Background

At its February 27, 2020 meeting, the Milwaukee Board of School Directors referred Resolution 1920R-016 by Director Peterson to the Committee on Student Achievement and School Innovation (SASI).

WHEREAS The unprecedented, youth-led global movement for climate justice is demanding immediate action, pushing governments and businesses to redefine their economies and practices and to end the fossil fuel era; and

WHEREAS The overwhelming consensus in the scientific community is that the climate crisis is created by human beings releasing unprecedented amounts of greenhouse gases by burning fossil fuels (coal, oil, and natural gas); through deforestation; and environmentally damaging agricultural practices; and

WHEREAS, Climate change is having an enormous negative impact around the world making it imperative that school Districts recognize that climate literacy is essential so that K4 through 12th grade students, in developmentally appropriate ways, probe the causes and inequitable consequences of the climate crisis—as well as possible solutions— through learning about the diversity of people around the world who are fighting the root causes of climate change; and

WHEREAS, MPS's commitment to equity requires attention to environmental racism and climate justice both of which recognize the unequal effects of climate change and environmental damage on the basis of race, poverty, gender, and geography; and

WHEREAS, All Milwaukee Public Schools students should develop confidence and passion when it comes to making a positive difference in society, and come to see themselves as activists and leaders for social and climate justice and against environmental racism around the world and in Milwaukee; and

WHEREAS, Milwaukee Public Schools acknowledge that our schools should demonstrate leadership in modeling to students climate- and environmentally friendly practices including, but not limited to building design, renewable energy (including the use of solar panels) LED lighting and HVAC controls/metering, land use, waste disposal, composting, recycling reduction in the use of plastic; now, therefore, be it

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."

The Administration is in the process of formulating its response to the resolution and is interested in public testimony that will help inform its response. The Administration plans to bring its response to the resolution to the Board in May 2020.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rules Statement

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

Fiscal Impact Statement

N/A

Committee's Recommendation

Your Committee recommends adoption of Resolution 1920R-016 as written.

Adopted 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 Title I District Advisory Council (DAC).

* * * * *

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

In an effort to support the goals identified by MPS as essential to the accomplishment of the MPS Vision and Mission, the President's activities during the month of March 2020 included the following:

Academic Achievement

Attended the following events:

- Read to students at Riverwest Elementary
- K-8 school recruitment fair
- Took part in the teacher/staff in-service at Madison High School

Student, Family, and Community Engagement

Attended various community events, including:

- A Beyond the Boardroom event at Lincoln School of the Arts
- Four Black Lives Matter at Schools events
- The memorial celebration for Ceasar Stinson
- The Retirement Taskforce's meeting
- The Milwaukee Library Board's meeting
- The Democratic Party Committee's Convention presentation to Martin Luther King Elementary students
- Met with board of America's Black Holocaust Museum

Effective and Efficient Operations

- Attended a news conference on COVID-19 at Central Office with Dr. Posley, Mayor Barrett, and Commissioner Kawalik
- Attended a news conference with Superintendent at South Division during handing out of food and study packets
- Attended Governor Tony Evers's news conference at the State Capitol

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

* * * * *

NEW BUSINESS

(Item 1) Action on a Request to Revise Administrative Procedure 7.33, Grading Systems

Referred to the Committee on Legislation, Rules and Policies.

The Board adjourned at 8:44 P.M.

JACQUELINE M. MANN, Ph.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
APRIL 23, 2020

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, Woodward, and President Miller — 9.
Absent and Excused — None.

President Miller moved to

1. waive Board Rule 1.02(4), paragraphs (3)(a) and (5)(d), and
2) waive Board Rule 1.06 and all pertainent components to allow members of the Board to participate remotely.

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 proceeding with the agenda, President Miller announced that, due to the contingencies of the COVID-19 public health pandemic, Central Office is closed to the public, and this would be the first virtual meeting of the Board, with all members participating remotely.

President Miller then asked for a moment of silence commemorate the passing of:

- Noritta Ballmann, a retired food service employee, who had passed away on March 22, 2020;
- Julia DeWitt, a retired food service assistant from Bay View Middle and High School, who had passed away on March 24, 2020;
- Ralph Davis, a paraprofessional at Washington High School of Information Technology, who had passed away on March 26, 2020;
- Paul Clemons, Duplicating Equipment Operator at Central Services, who had passed away on March 27, 2020;
- Virginia Fliehr, a retired teacher from Webster, who had passed away on March 30, 2020;
- Connie Cain, a retired teacher from Milwaukee School of Languages, who had passed away on April 2, 2020;
- Elizabeth Garcia, a Safety Assistant at Wedgewood, who had passed away on April 3, 2020;
- Cheryl Arnold, a retired teacher from Lincoln Middle School, who had passed away on April 12, 2020;
- Philip Rouse, a Special Education Paraprofessional at MacDowell, who had passed away on April 14, 2020.
- George Matthews, a Paraprofessional at Pratt, who had passed away on April 21, 2020.

APPROVAL OF MINUTES

The minutes of the special and regular board meetings of February and March 2020 were approved as printed.

* * * * *

REPORTS AND COMMUNICATIONS FROM THE SUPERINTENDENT OF SCHOOLS

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

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

Activities from late March through mid-April are also included in the following report. This month's report places great emphasis on the district's response relative to the COVID-19 pandemic, including staffing, meal distribution, instructional support, communication, and more.

MPS Covid-19 Update

Responding to the COVID-19 pandemic has required a phased approach on the part of Milwaukee Public Schools for practicality and efficiency. Implementation has included the following:

- establishing 20 Stop, Grab, and Go sites throughout the city to distribute healthful meals and instructional materials;
- developing educational resources, including online learning opportunities;
- supporting high-school students with credit attainment and graduation requirements; and
- facilitating planning efforts to connect school staff with students.

District leadership will continue these phased efforts and will build upon them as this fluid situation unfolds.

Stay Updated about News and Learning through Multiple MPS Channels

News is changing rapidly, and everyone has questions during the coronavirus pandemic. Stay up-to-date and help your child keep learning by following MPS's communications on multiple channels.

The MPS website is home to everything families need to know about the district. In addition, the MPS COVID-19 Updates page carries all recent messages sent to families, plus Frequently Asked Questions, locations for meal distribution, cancelled events, and more.

For fast access to news and the entire MPS website, download the MPS App, available for Apple and Android smartphone platforms. Follow MPS on social media. The district posts frequent updates on Facebook, LinkedIn, Twitter, and Instagram. Like our pages to see all our newest posts.

The district is sending updates to families by phone, text message, and email. Information changes quickly, so please be alert for calls and messages from the district and be sure to listen to or read the complete message to avoid missing important details.

MPS Virtual Spirit Week is April 13 to 17

Students are staying safe at home, but school spirit is underway. During the week of April 13 to 17, 2020, MPS students were having fun and showing school spirit on social media. Each day of the week offered a different theme so students could plan a week of lively activities. Students and families are reminded to stay safe and maintain social distancing while taking part in their activities.

Spirit Week Daily Themes

Monday — Show Us Your Talent. Post pictures or a video as you play an instrument, read poetry, sing, perform an athletic skill, display your artwork, or share another talent.

Tuesday — Keep on Moving. Show us how you are staying active. Post pictures walking, doing yoga, working out, or playing a game or sport.

Wednesday — What Are You Reading Wednesday? Post a picture or selfie reading your favorite book.

Thursday — Share Kindness. Share some caring or inspiring words or a kind act to support family, friends, teachers, school staff, or essential workers.

Friday — Show Your School Spirit. Post photos wearing your school's colors or clothing.

MHSA Vocal Ensemble Featured in PBS Documentary

Catch some fresh musical entertainment featuring MPS students on TV. "Acapocalypse. A Cappella's New Note" explores the national two-day Acapocalypse festival hosted by Port Washington High School. Directors chose three award-winning groups to follow, including the Milwaukee High School of the Arts Vocal Jazz Ensemble.

The 13 group members, along with Director Raymond Roberts, spent about four months interviewing, performing, and taping for the production of this in-depth look at the preparation and perfection involved as an *a capella* group. At MHSA, Vocal Jazz Ensemble meets during the school day as part of the music curriculum, but requires a commitment outside of class time for performances and competitions. The group has won numerous awards and is a regular favorite on the annual WISN-12 *Season to Celebrate* holiday program.

The documentary lays out the hard work and technical skill involved in an *a capella* performance and also illustrates the impact on students. MHSA's vocalists expressed their love of music and performance and the ways that musical discipline improves their schoolwork and connection to others. Students shared the camaraderie of being part of such a close-knit group and the support they offer each other.

Because student participation in the documentary ended in March 2019, nine members of the ensemble have since graduated. Six are currently studying music (three at Columbia College in Chicago, and three at the School for Music Vocations in Iowa). One is studying film at UW–Milwaukee, one is attending MATC, and one is engaged in service learning with City Year.

The program aired on PBS Wisconsin on March 31, 2020. PBS Wisconsin does not broadcast in the Milwaukee area, but the program can be viewed on demand at pbswisconsin.org and on the PBS app on phones, tablets, Roku, Apple TV, and many smart TVs. Search for "Acapocalypse" to find access. Congratulations to the MHSA Vocal Jazz Ensemble.

* * * * *

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, Including a Report of the Results of a School-funding Referendum and of School-funding Efforts in Light of the COVID-19 Pandemic

Background

In an extraordinary month in which Milwaukee's schools have been closed due to a global pandemic, and amid confusion over the effect of the pandemic on the process of voting in the Spring Primary on April 7, citizens in Milwaukee overwhelmingly made clear their support for the students of Milwaukee Public Schools, with 78% of voters having voted in favor of a historic school-funding referendum for MPS.

In anticipation of the economic consequences of the COVID-19 pandemic, and with the unemployment rate moving higher than at any time since the Great Depression, organizations advocating for public education have called for a $200 billion federal funding package to protect students and schools and to improve opportunities in this incredible moment in history. Up to this point, however, only $13 billion of funding for public schools has been approved at the federal level. Meanwhile, although revenue estimates are not yet available from Wisconsin's Legislative Fiscal Bureau, one co-chair of the state's Joint Committee on Finance has stated that there may be a need to freeze state funding heading into the 2020-2021 fiscal year, the second year of the biennium.

Further detail of the efforts being made at this moment can be found in the attachment to this item.

Strategic Plan 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.

* * * * *

REPORTS AND COMMUNICATIONS FROM THE OFFICE OF ACCOUNTABILITY AND EFFICIENCY

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

Background

The report of the Office of Accountability and Efficiency (OAE) provides the Milwaukee Board of School Directors and the public with an update on current activities in service areas headed by the Senior Director of the OAE.

During the reporting period, OAE performed data modeling to assist the MPS Pandemic Response Team and the Milwaukee Board of School Directors in decision making regarding the district's response to the COVID-19 pandemic. For example, as a self-insured health provider to its employees, MPS carries the financial exposure to any increased medical costs resulting from COVID-19. In order to track, to estimate, and to forecast this potential cost, the OAE has developed a tool to monitor costs as they are received (typically 30-45 days after actual services are provided) by the District so that this information can be communicated efficiently to the Board. The Office of Accountability and Efficiency will continue to support the MPS Pandemic Response Team and the Milwaukee Board of School Directors using data modeling, analysis, and visualization.

Accountability and Efficiency Services and Contract Compliance Services

Between March 13, 2020 and April 10, 2020, Accountability and Efficiency Services and Contract Compliance Services continued to work to advance mission-critical projects while following Governor Evers' Safer at Home order. Work completed included four requests for information, one request for data visualization, and various requests for contract-compliance review on mission-critical contracts. Additionally, Contract Compliance Services continued to focus its efforts on engaging industry and community-based partners to advance the employment-training road map for Administrative Policy 3.13, Communities in Need. As a result, 35 of the 92 organizations surveyed have expressed commitment to serve as a Mission Aligned Partner supporting workforce-development training, project-based learning, and internship support for MPS youth.

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

* * * * *

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 2019 meeting.

REGULAR ITEMS OF BUISNESS

(Item 1) Action on a Request to Seek a Waiver from the Requirement for Instructional Hours from the Wisconsin Department of Public Instruction

Background

On March 12, 2020, Governor Tony Evers signed Executive Order #72, declaring a public health emergency for Wisconsin in response to the Covid-19 Coronavirus.

On March 13, 2020 Governor Evers announced the closure of all Wisconsin schools in response to the COVID-19 pandemic situation.

On March 21, 2020, and under the authority of Wis. Stat., §323.12(4), and the public health emergency declared in Executive Order #72, Governor Evers ordered the suspension of certain Wisconsin Department of Public Instruction administrative rules. This included suspension of Wis. Admin. PI 8.01(4)(b)(1-7) and (c) relative to certain requirements associated with the waiver of school hours.

On March 23, 2020, Governor Evers issued statewide and local "safer at home" orders, which indicated that individuals are allowed to go out in public only for essential needs.

On April 16, 2020, Governor Tony Evers issued Emergency Order #28 — Safer at Home Order — which will remain in effect until May 26, 2020. Also by way of this order, the Governor has ordered the closure of all public and private K-12 schools for the remainder of the 2019-2020 school year.

The Wisconsin Department of Public Instruction is providing an expedited waiver process for the instructional hours requirement. DPI will approve all such requests. Per Wis. Stat., §118.38(1)(b), school boards will still need to hold public hearings and document the date sof the public hearings. The publics hearing can be virtual or teleconferenced.

Due to the extended school closure as a result of the public health emergency, the Administration is requesting that the Board authorize the Administration to seek a waiver of the requirement for instructional hours from the Wisconsin Department of Public Instruction for the 2019-2020 school year.

Executive Orders #10, #28, and #72 have been provided under separate cover.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 7.03, School Year/School Calendar

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

Upon approval by the Board, the Administration will submit a request to the Wisconsin Department of Public Instruction for a waiver of the requirement of instructional hours.

Administration's Recommendation

The Administration recommends that the Board approve this request to seek a waiver from the requirement of instructional hours of the Wisconsin Department of Public Instruction for the 2019-2020 school year.

Director Phillips 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 2) Action on a Request to Seek a Waiver of the Graduation Requirement for Civics from the Wisconsin Department of Public Instruction as a Result of the COVID-19 Pandemic

Background

On March 12, 2020, Governor Tony Evers signed Executive Order #72, declaring a public health emergency for Wisconsin in response to the Covid-19 Coronavirus.

On March 13, 2020 Governor Evers announced the closure of all Wisconsin schools in response to the COVID-19 pandemic situation.

On March 23, 2020, Governor Evers issued statewide and local "safer at home" orders, which indicated that individuals are allowed to go out in public only for essential needs.

On April 16, 2020, Governor Tony Evers issued Emergency Order #28 — Safer at Home Order, which will remain in effect until May 26, 2020. Also by way of this order the Governor ordered the closure of all public and private K-12 schools for the remainder of the 2019-2020 school year.

Wis. Stat., sec. 118.33 (1m)(a)1, Section 3266R, requires that students graduating from a Wisconsin high school take and pass a 100-question civics test. To pass the test, the student must correctly answer 65 of the 100 questions.

Some students may not have passed the graduation requirement before Wisconsin schools were closed by Governor Evers on March 18, 2020, due to the COVID-19 pandemic, which may prohibit their ability to graduate in 2020.

In response to the extenuating circumstances during this ongoing health emergency that would prohibit students' ability to graduate in 2020 because they have not passed the civics graduation requirement, the Wisconsin Department of Public Instruction is providing an expedited waiver process for the Civics Graduation Requirement. Per Wis. Stat., §118.38(1)(b), school boards will need to hold public hearings and document the dates of the public hearings. The public hearings can be virtual or teleconferenced.

Due to the extended school closure as a result of the public health emergency, the Administration is requesting that the Board authorize the Administration to seek a Civics Graduation Requirement COVID-19 Waiver from the Wisconsin Department of Public Instruction for the 2019-2020 school year.

Executive Orders #28 and #72 have been provided under separate cover.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 7.37, Graduation Requirements

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 a waiver of the graduation requirement for Civics from the Wisconsin Department of Public Instruction as a result of the COVID-19 pandemic.

Administration's Recommendation

The Administration recommends that the Board approve this request to seek a waiver of the graduation requirement for Civics from the Wisconsin Department of Public Instruction as a result of the COVID-19 pandemic for the 2019-2020 school year.

Director Peterson 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 3) Action on a Request to Approve the MPS 2019-2020 Grading, Promotion, and Graduation Plan

Background

On March 12, 2020, Governor Tony Evers signed Executive Order #72, declaring a public health emergency for Wisconsin in response to the Covid-19 Coronavirus.

On March 13, 2020 Governor Evers announced the closure of all Wisconsin schools in response to the COVID-19 pandemic situation.

On March 23, 2020, Governor Evers issued statewide and local "safer at home" orders, which indicated that individuals are allowed to go out in public only for essential needs.

On April 16, 2020, Governor Tony Evers issued Emergency Order #28 — Safer at Home Order, which will remain in effect until May 26, 2020. Also by way of this order, the Governor has ordered the closure of all public and private K-12 schools for the remainder of the 2019-2020 school year.

Based on the executive and emergency orders issued by Governor Evers resulting in the closure of schools, the Administration is requesting that the Board approve the MPS 2019-2020 Grading, Promotion, and Graduation Plan as attached to this item. The proposed plan is in alignment with guidance provided by the Wisconsin Department of Public Instruction relative to local authority around graduation requirements, grading, and class promotion in light of the COVID-19 pandemic.

Executive Orders #28 and #72 are also attached to this item.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 7.37 - Graduation Requirements

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 MPS 2019-2020 Grading, Promotion, and Graduation Plan.

Administration's Recommendation

The Administration recommends that the Board approve the MPS 2019-2020 Grading, Promotion, and Graduation Plan as provided under separate cover.

Director Taylor 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 4) Action on the MPS 2019-20 Staffing Plan and Financial Update

Background

On March 12, 2020, Governor Tony Evers signed Executive Order #72, declaring a public health emergency for Wisconsin in response to the Covid-19 Coronavirus.

On March 13, 2020 Governor Evers announced the closure of all Wisconsin schools in response to the COVID-19 pandemic situation.

On March 23, 2020, Governor Evers issued statewide and local "safer at home" orders, which indicated that individuals are allowed to go out in public only for essential needs.

On April 16, 2020, Governor Tony Evers issued Emergency Order #28 — Safer at Home Order, which will remain in effect until May 26, 2020. Also by way of this order, the Governor has ordered the closure of all public and private K-12 schools for the remainder of the 2019-2020 school year.

The MPS 2019-20 Staffing Plan, provided under separate cover, addresses the needs of the district due to the school closure. It describes, by employee group, what the workday expectations are at this time and is intended to be revised as the situation develops. Also included with this item is a presentation of information relative to the fiscal impacts that have occurred, and will occur, as a result of the COVID-19 pandemic.

Current Estimated COVID-19 Expenditures	
Salaries	$62,567,315
Benefits	34,286,889
COVID-19 site pay	447,794
Benefits	67,169
Meals (breakfast and lunch)	740,866
Instructional materials	383,038
Translation and interpretation services	15,400
Technology (devices and internet)	5,000,000
Total	$103,508,470

Executive Orders #28 and #72 have been provided under separate cover.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 3.01, Annual Operating Budget

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

Upon approval by the Board, the Administration will implement the MPS 2019-20 Staffing Plan.

Administration's Recommendation

The Administration recommends that the Board approve the MPS 2019-20 Staffing Plan as provided under separate cover.

At the meeting, the Administration present an updated staffing plan.

Director Peterson moved to approve the updated staffing plan, as submitted on the floor. 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 5) Action on Request to Approve the Proposed Three-tier Busing Model for School Year 2020-2021

Background

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

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

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 had scheduled six Community Listening Sessions in March 2020, but was able to facilitate two successfully prior to the district's closure due to the COVID-19 pandemic. The Administration has revised the transportation restructure 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 as follows:

1) Move from current two-tier bell schedule to a proposed three-tier bell schedule with the following times:

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

2) Under this model:

a. 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.
b. 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..

3) 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 service load equally among all tiers (240 routes' worth of service needs to adjust).

a. Preferred K8 schools identified in the attachment provided under separate cover were selected due to minute requirements and school location.
b. Other schools could be considered as long as the total count of moved routes equates to 240 from Tier 1 to Tier 3.
c. Non-instrumentality charter (NIC) schools have been positioned on a preferred bell schedule but may deviate by contract. NIC changes would modify fiscal impact.

The full proposal has been provided under separate cover.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 4.04, 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 actions according to the following schedule:

- April 2020 detailed changes to bell schedule presented
- May 2020 bell schedule changes advertised and facilitated
- May-July 2020 transportation changes applied for all other enrollment periods

Administration's Recommendation

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

Director Phillips moved to take this item up during the May board cycle and that the item be presented with various cost-savings mechanisms. 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 6) 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	Position	Salary	Date
New Hires				
2	Vanessa Berry	Building Service Helper I	$13.12/hr.	03/02/2020
2	Tiawanda Campbell	Building Service Helper I	$13.12/hr.	03/09/2020
5	Nemanja Celebicanin	Building Service Helper I	$13.12/hr.	03/09/2020
2	Natasha Ford	Building Service Helper I	$13.12/hr.	03/16/2020
5	Christy Haynes	Building Service Helper I	$13.12/hr.	03/16/2020
2	Raquel Parker	Building Service Helper I	$13.12/hr.	03/16/2020
2	Marlon Roberson	Building Service Helper I	$13.12/hr.	03/16/2020
2	Bryce Williams	Building Service Helper I	$13.12/hr.	03/16/2020
2	Jerome Winters	Building Service Helper I	$13.12/hr.	03/16/2020
2	Percy Perry	Central Kitchen Delivery Driver	$21.01/hr.	03/02/2020
2	Princess Davis	Children's Health Assistant	$17,599.68	03/02/2020
4	Fabiola Baltazar Flores	Electrician	$12.94/hr.	03/23/2020
4	Miriam Aponte Laboy	Food Service Assistant	$12.94/hr.	03/16/2020
4	Irma Gomez	Food Service Assistant	$12.94/hr.	03/16/2020
4	Mayra Gomez	Food Service Assistant	$12.94/hr.	03/16/2020
2	Eric Johnson	Food Service Assistant	$12.94/hr.	03/16/2020
4	Ketzel Ortiz	Food Service Assistant	$12.94/hr.	03/16/2020
2	Debra Stewart	Food Service Assistant	$12.94/hr.	03/16/2020
5	Kyle Sanville	IT Service Technician	$49,787.51	03/04/2020
4	Sally Campos	Para Ed Assistant	$18,759.84	03/11/2020
2	Wendy Clark	Para Ed Assistant	$18,311.04	03/02/2020
2	Cheresse Jennings	Para Ed Assistant	$18,311.04	03/02/2020
4	Jesus Maldonado Reyes	Para Ed Assistant	$18,311.04	03/18/2020
3	Maria Reyes	Para Ed Assistant	$18,311.04	03/09/2020
2	Alexis Robinson Myles	Para Ed Assistant	$18,311.04	03/09/2020
4	Favian Sanchez	Para Ed Assistant	$18,311.04	03/16/2020
5	Rhonda Sharpe	Para Ed Assistant	$19,433.04	03/16/2020
2	Doyle Sprewer	Para Ed Assistant	$20,779.44	03/02/2020
4	Victoria Gonzalez	School Secretary I — 10-month	$24,440.00	03/09/2020
2	LeCretia Taylor	School Secretary I — 10-month	$24,440.00	03/02/2020
2	Hailee Revels	School Secretary I — 11 Month	$29,902.40	03/02/2020
2	Marie McDonald	School Secretary I — 12-month	$37,779.20	03/02/2020
2	Tyler Scales	School Secretary I — 12-month	$32,572.80	03/02/2020
Promotions				
4	Blanca Martinez	Accounting Assistant II	$39,201.76	03/16/2020
2	Latoya Keeler	School Secretary I — 10-month	$25,328.00	03/16/2020
2	Isaac McGinty	School Engineer III	$58,000.00	03/09/2020
2	Joel Hunter	School Engineer III — Over 250,000 Feet	$67,000.00	03/09/2020
2	April Burns	Secretary II	$40,861.60	03/16/2020
Rehires				
2	Tiffany Sanders	Children's Health Assistant	$17,599.68	03/16/2020
2	Brian Beverly	Food Service Assistant	$12.94/hr.	03/02/2020
2	Antoine Torrence	IT Service Technician	$51,761.34	03/04/2020
4	Mayra Perez	Para Ed Assistant	$19,433.04	03/04/2020
2	Joy Sherrod	Para Ed Assistant	$18,759.84	03/09/2020

Certificated Appointments

Teachers

Codes	Name	Appointment	Salary	Date
5, r	Christensen, James	Gen Elem & K8 — All Grades	$49,937.00	3/16/2020
2, nr	White, Umenia M	Early Childhood — Spec Ed	$43,537.00	3/5/2020

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

Report on Certificated Resignations and Classified Retirements

Certificated Resignations

Reason	Yrs Svc	Code	Name	Position	Location	Date
Personal	15.7	2	Charlotte Adell	Teacher	Roosevelt	01/29/2020
Personal	2.0	5	Tanya Airoldi	Teacher	Roosevelt	05/24/2020
Retire	45.0	5	Pauline Ann Koszuta	Teacher	Central Svcs	05/23/2020
Retire	22.2	5	Cheryl Arnold	Teacher	Lincoln MS	02/02/2020
Other Dist	0.7	2	Xavier Boddie	Teacher	Dr. King Elem	03/20/2020
Personal	7.3	2	Jasmine Bounds	Teacher	Lancaster	06/12/2020
Other Work	7.7	2	Vickie Brown Gurley	Sr Director	Central Svcs	05/01/2020
Personal	6.6	5	William Caroll	Teacher	South Division	05/22/2020
Personal	3.0	4	Ivelisse Delgado	Teacher	Lincoln Ave	06/13/2020
Retire	24.0	4	Alicia Gomez	Teacher	Wedgewood Park	05/22/2020
Retire	15.0	5	Marilyn Harmon	Teacher	Central Svcs	05/23/2020
Retire	31.0	2	Pandora Jackson	Teacher	Hawthorne	05/22/2020
Personal	1.0	5	Stacy Knitter	Teacher	MacDowell	05/22/2020
Retire	28.5	5	Joel Koeper	AP	Manitoba	03/06/2020
Retire	27.4	5	Henry Leonard	Teacher	Bethune	06/12/2020
Personal	31.6	5	Sally Lloyd	Teacher	Grantosa	03/04/2020
Personal	19.0	5	Shelley Maaske	Teacher	Congress	05/22/2020
Personal	1.0	4	Alvaro Maldonado	Teacher	Washington	05/22/2020
Other Work	2.4	4	Xavier Maldonado	Teacher	Doerfler	03/02/2020
Personal	2.4	4	Deborah Rodriguez	Counselor	Hamilton	05/22/2020
Other Dist	1.4	5	Michael Schatz	Teacher	Bay View	05/22/2020
Personal	8.5	5	Kristi Smet	Teacher	MSOL	05/22/2020
Retire	35.0	5	John Thiele	SSW	Spanish Imm	06/12/2020
Other Dist	3.0	2	Arnisha Thomas	Teacher	Hi Mount	03/24/2020
Personal	1.8	2	Sharney Wilks	Teacher	LaFollette	03/20/2020
Other Dist	6.0	5	Tiffany Zwolinski	Teacher	Humboldt Park	07/31/2020

Classified Retirements

Reason	Yrs Svc	Code	Name	Position	Location	Date
Retire	3.4	2	RoxAnne Fayne	Safety Asst	School Safety	03/06/2020
Retire	10.2	5	Mark Ganas	Analyst	Central Svcs	04/02/2020
Retire	26.1	2	Bobby Smith	Steamfitter	Pipe Shop	03/27/2020

Affirmative Action Report

The Affirmative Action monthly personnel transaction report for March 2020 has been provided under separate cover. This is an informational item, and no action is required.

Administration's Recommendation

The Administration recommends that the Board approve the promotions, and appointments as listed above, to be effective upon approval by the Board.

Director Woodward 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 7) Action on a Recommended Administrative Appointment

Background

Recommended for the Board's approval is the individual to be promoted, appointed, or reassigned to the classification indicated.

				Salary		
Codes	Name	Appointment	Assignment	Sched	Range	Amount
2, r	Tianna Evans	Assistant Principal I — Carver	Office of the Chief of School Administration	03	10C	$77,703

Codes

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

Administration's Recommendation

The Administration recommends that the Board authorize the appointment indicated above.

Director Báez 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 8) Action on Monthly Finance Matters: Authorization to Make Purchases; Report on 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 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 complying bidder for award for Group A. The term of the contract ran from July 1, 201,9 through June 30, 2020, (the "Initial Term") with the option of two additional one-year terms. The first extension ("Year 2") will run from July 1, 2020, through June 30, 2021. There will be one remaining extension.

The total cost for the first extension will not exceed $65,000.

Budget Code: Varies by location purchasing goods $65,000

Transcendia

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 -hour Commitment 0
- Student Career-awareness Commitment 0

RFB 5772 Authorization to Extend a Blanket Agreement with Oliver Packaging and Equipment Co. 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. Oliver Packaging was the lowest complying bidder for award Group B. The term of the contract ran from August 1, 2019, through June 30, 2020, (the "Initial Term") with the option of two additional one-year terms. The first extension ("Year 2") will run from July 1, 2020, through July 31, 2021. There will be one remaining extension.

The total cost for the first extension will not exceed $80,000.

Budget Code: varies by location purchasing goods $80,000

Oliver Packaging and Equipment Company

Prime Contractor Information
- Total # of Employees 76
- Total # of Minorities 12
- Total # of Women 16

HUB Participation

Certified HUB Vendor? .....No
- Required.....NA
- Proposed .....NA
- $ Value.....NA

Student Engagement (hours per 12-month contract)
- Paid Student Employment-Hour Commitment 0
- Student Career-Awareness Commitment 0

Donations

Location	Donor	Amount	Gift or Purpose
Monetary Donations Over $5,000			
German Immersion School	Learning Links	$5,000.00	General School Supplies
	Total Monetary Donations Over $5,000	*$5,000.00*	
Monetary Donations			
Congress School	Greater Milwaukee Foundation, Inc.	$1,250.00	General School Supplies
Franklin School	Pilgrim Rest Baptist Church	$295.00	General School Supplies
German Immersion School	MGIS PTA	$200.00	Chess Club Donation
German Immersion School	Lagman, Inc.	$500.00	Chess Club Donation
German Immersion School	YourCause, LLC.	$8.24	General School Supplies
German Immersion School	Northwestern Mutual Foundation	$100.00	General School Supplies
Green Tree Academy	Adams Community Bank	$100.00	General School Supplies
Gwen T. Jackson School	Dick's Sporting Goods	$1,000.00	Sports Program Donation
Hayes Bilingual School	Andrew Hurie	$500.00	PTA and Art Donation
Holmes School	Greendale District	$233.00	General School Supplies
Howard Avenue Montessori	Bay View Montessori PTO	$1,000.00	Natures Classroom Donation
King High School	James & Joan Anderson	$40.00	Academic Donation
King High School	Tania Miennert	$3,319.42	Academic Donation
King High School	Kathleen J. Dreyer	$1,000.00	Baseball Team Donation
King High School	Kathleen J. Dreyer	$1,000.00	Softball Team Donation
King High School	Leanne Brzenk-Nelson	$100.00	Basketball Team Donation
King High School	Northwestern Mutual Foundation	$250.00	IB Support Donation
King High School	Henry Maier Festival Park	$2,500.00	Choral Class Donation
Milw High Sch of Arts	Tavern League of Wisconsin Foundation	$500.00	Jazz Department Donation
Milw. School Languages	William Harvill	$20.00	UWM Field Trip Donation
Milw. School Languages	Riveredge Nature Center, Inc.	$200.00	Science Donation
Milw. Sign Language School	Action for Healthy Kids	$300.00	Go Noodle Subscription Support
Milw. Sign Language School	Professional Interpreting Enterprise	$3,805.35	Volleyball Team Uniforms
Parkside School	Action for Healthy Kids	$300.00	Nutrition Donation
Parkview School	Roettgers Company Inc.	$500.00	Math and Science Donation
Riley School	Northwestern Mutual Foundation	$100.00	General School Supplies
River Trail School	Educators Credit Union	$500.00	STEM Donation
Riverside High School	Riverside University High School Foundation, Inc.	$256.73	General School Supplies
Rogers Street Academy	Henry Maier Festival Park	$2,500.00	Music Program Donation
Ronald Reagan High School	The University of Wisconsin Madison	$400.00	Field Trip Donation
Ronald Reagan High School	Clement Avenue PTO	$100.00	Music Program Donation
Ronald Reagan High School	Northwestern Mutual Foundation	$1,000.00	General School Supplies
Story School	Greater Milwaukee Foundation	$1,250.00	General School Supplies
Washington High School	Community Baptist Church of Greater Milwaukee	$600.00	Student Incentives
	Total Monetary Donations	*$25,727.74*	
Non-Monetary Donations			
Franklin School	Linda's Kids, Inc.	$30.00	New & Used Pants
Franklin School	Linda's Kids, Inc.	$30.00	New Winter Gear

Location	Donor	Amount	Gift or Purpose
Goodrich School	Donors Choose	$293.92	General School Supplies
Goodrich School	Donors Choose	$511.68	Puzzles & Cases for Classroom
Goodrich School	Donors Choose	$420.00	Math Teacher Workbooks
Goodrich School	Donors Choose	$1,022.87	Library Books
Goodrich School	Donors Choose	$452.05	Kidney Table for Classroom
Goodrich School	Donors Choose	$309.84	Photo Printer & Ink Cartridge
Goodrich School	Donors Choose	$320.22	General School Supplies
Goodrich School	Donors Choose	$320.22	General School Supplies
Goodrich School	Donors Choose	$386.45	Pet Supplies for Classroom Pet
Goodrich School	Donors Choose	$413.12	Math Resources for Intervention
Goodrich School	Donors Choose	$256.72	Books & Resources
Goodrich School	Donors Choose	$395.00	Books
Goodrich School	Donors Choose	$257.00	Book Set
Goodrich School	Donors Choose	$205.15	Books
Goodrich School	Donors Choose	$355.60	Books
Goodrich School	Donors Choose	$218.00	Reading Donation
Kilbourn School	Donors Choose	$398.80	General School Supplies
Kilbourn School	Donors Choose	$392.34	General School Supplies
Kilbourn School	Donors Choose	$314.09	General School Supplies
Kluge School	Donors Choose	$201.78	Magnetic Mazes, Sensory Viewers & Paper
MacDowell Montessori	Donors Choose	$214.95	Legos
Manitoba School	Donors Choose	$271.14	General School Supplies
Manitoba School	Donors Choose	$468.44	Carpet
Manitoba School	Donors Choose	$352.22	STEM Materials
Manitoba School	Donors Choose	$353.16	Headphones
Manitoba School	Donors Choose	$489.14	STEM Bubble Kits
Manitoba School	Donors Choose	$433.97	STEM Kit/Global Challenge
Manitoba School	Donors Choose	$363.94	Mobile Standing Desk
Manitoba School	Donors Choose	$361.81	Pencils, Glue & Folders
Manitoba School	Donors Choose	$333.49	Science Kit & Owl Pellets
Manitoba School	Donors Choose	$137.69	Sensory Table & Musical Instruments
Manitoba School	Donors Choose	$248.41	Books
Manitoba School	Donors Choose	$365.90	Sticky Easel Pads, Markers & Supplies
Manitoba School	Donors Choose	$310.13	Novels
Manitoba School	Donors Choose	$239.42	Read-aloud Books
Meir School	Donors Choose	$303.60	Books
North Division High School	Donors Choose	$556.42	Candle-making Supplies
Ronald Reagan High School	Kathleen & Roger Reed	$275.00	Music Program Donation
Ronald Reagan High School	Donors Choose	$990.59	Forensic Team Donation
	Total Non-Monetary Donations	*$14,574.27*	
Total Value for April 2020		$45,302.01	

Administration's Recommendation

Your Administration recommends that the Board approve the purchases and accept the donations as listed above, with appropriate acknowledgement to be made on behalf of the Board.

Director Peterson 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 9) Action on Monthly Facilities Matters: FMS Award of Construction Contracts and Material Purchases Recommendation

The contract-award recommendations for the April 2020 Regular board meeting are listed below for your review. Adequate funding is available in the accounts as noted.

Construction Contracts

Green Infrastructure Upgrade

Clement Avenue Elementary School

Prime Contractor
Payne & Dolan, Inc.
W.6380 Design Drive
Greenville, WI 54942

Low Bidder, Base Bid of $295,000.00, plus $32,000.00 for Mandatory Alternate Bid #1, for the Outdoor Classroom, plus $25,000.00 for Mandatory Alternate Bid #2, for the Painted Play Lines, for a total cost of.....$352,000.00

HUB Participation
- Certified HUB Vendor?.....No
- Total # of Employees.....670
- Total # of Minorities.....108
- Total # of Women.....49
- Required..... 15%
- Submitted..... 15.1%
- $ Value.....$45,000.00

COIN Participation
- Required..... 0%

Student Engagement (required hours)
- Paid Employment.....100
- Career-education Activity.....10

Funds are available for the Green Infrastructure Upgrade project from account code MBM PAG 50 CM ECTS (Project No. 6254). The project start date is scheduled for April 24, 2020, and completion date is August 28, 2020.

Doerfler Elementary School

Prime Contractor
Payne & Dolan, Inc.
W.6380 Design Drive
Greenville, WI 54942

Low Bidder, Base Bid of $175,000.00, plus $50,000.00 for Mandatory Alternate #1, for the Outdoor Classroom, for a total cost of.....$225,000.00

HUB Participation
- Certified HUB Vendor?.....No
- Total # of Employees.....670
- Total # of Minorities.....108
- Total # of Women.....49
- Required..... 15%
- Submitted..... 15.8%
- $ Value.....$27,500.00

COIN Participation
Required..... 0%

Student Engagement (required hours)
Paid Employment.....100
Career-education Activity.....10

Funds are available for the Green Infrastructure Upgrade project from account code MBM PAG 50 DF ECTS (Project No. 6255). The project start date is scheduled for April 24, 2020, and completion date is August 28, 2020.

Westside Academy I

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

Low Bidder, Base Bid of $298,212.00, plus $63,216.00 for Mandatory Alternate Bid #1, for the Outdoor Classroom, plus $27,922.00 for Mandatory Alternate Bid #3, for the Front Entrance Improvements, for a total cost of.....$389,350.00

HUB Participation
Certified HUB Vendor?.....No
Total # of Employees.....159
Total # of Minorities.....59
Total # of Women.....9
Required..... 15%
Submitted..... 15%
$ Value.....$44,775.00

COIN Participation
Required..... 0%

Student Engagement (required hours)
Paid Employment.....100
Career-education Activity.....10

Funds are available for the Green Infrastructure Upgrade project from account code MBM PAG 50 WE ECTS (Project No. 6258). The project start date is scheduled for April 24, 2020, and completion date is August 28, 2020.

Room Modifications for Montessori Program — Phase III

Bay View Montessori — Upper Campus

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

Low Bidder, Base Bid of $202,049.00, plus $45,213.00 for Mandatory Alternate Bid #2, to replace the existing water closets and flush valves, for a total cost of.....$247,262.00

HUB Participation
Certified HUB Vendor?.....No
Total # of Employees.....45
Total # of Minorities.....1
Total # of Women.....5
Required..... 20%
Submitted..... 56.7%
$ Value.....$115,709.00

COIN Participation
Required..... 0%

Student Engagement (required hours)
Paid Employment.....100
Career-education Activity.....10

Funds are available for the Room Modifications & Sinks Installation project from account code FAR 00 RDC HJ ECNC (Project No. 5804). The project start date is scheduled for April 24, 2020, and completion date is August 14, 2020.

Science Room Upgrade

MacDowell Montessori School

Prime Contractor
Burkhart Construction Corporation
P.O. Box 329
Richfield, WI 53076

Low Bidder, Base Bid of.....$163,000.00

HUB Participation
Certified HUB Vendor?.....No
Total # of Employees.....10
Total # of Minorities.....2
Total # of Women.....5
Required..... 17%
Submitted..... 17.08%
$ Value.....$27,862.00

COIN Participation
Required..... 0%

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

Funds are available for the Science Room Upgrade project from account code FAR 00 RDC MC ECNC (Project No. 6164). The project start date is scheduled for April 24, 2020, and completion date is August 7, 2020.

Total construction contract dollars awarded.....$1,376,612.00
Total dollars HUB participation $260,846.00
% of HUB participation..... 19.56%
% Minority employees within company..... 17.10%
% Women employees within company 6.55%

Material Purchase

Door Hardware

Hamilton High School

Prime Contractor
Anixter International
201 Hansen Court
Wood Dale, IL 60191

Low Bidder, Base Bid of.....$198,644.43

Funds are available for the Door Hardware project account code FAR 00 MMQ HA ECNC ADA8 (Project No. 2266).

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:

Total Construction Contracts Requested.....$1,376,612.00
Total Material Purchases Requested $198,644.43

Implementation and Assessment Plan

Upon the Board's approval, the construction contracts and material purchases as summarized above and as provided under separate cover, shall be executed.

Administration's Recommendation

The Administration recommends that the Board approve the construction contracts and material purchases as provided under separate cover.

Director Báez 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 10) Action on the Award of Professional Services Contracts

Background

Administration's Recommendation

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

RFP 1024 Authorization to Enter into an Agreement with Catapult Learning West, LLC; Mainstream Development Educational Group, LLC; and Owners Group, dba Learning Exchange, for Title IA Services to Eligible City of Milwaukee Students Enrolled in Non-Public Schools, Title IIA Professional Development Services, Title IIIA Services, and Title IVA Student Support/Academic Achievement Services to Non-pubic School Personnel

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

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

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.

The contract amounts are based on estimated budget amounts, using a formula determined by federal law and the Wisconsin Department of Public Instruction's guidance. The contracted amount for non-public school services is not to exceed $23,789,685.25 and is available through the following budget codes for the following third-party providers:

Catapult Learning West, LLC

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
Total Not to Exceed	$ 11,079,743.38

Mainstream Development Educational Group, LLC.

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
Total Not to Exceed	$ 1,995,716.49

Owners Group, dba Learning Exchange

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
Total Not to Exceed	$ 10,714,225.38

Catapult Learning West, LLC

Prime Contractor's Information

Total # of Employees	5,700
Total # of Minorities	2,249
Total # of Women	3,644

HUB Participation

Certified HUB Vendor?	No
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

Prime Contractor's Information

Total # of Employees	150
Total # of Minorities	125
Total # of Women	135

HUB Participation

Certified HUB Vendor?	Yes
Required	20%
Proposed	20%
$ Value	TBD

Student Engagement (hours per 12-month contract)
Paid Student Employment....600
Student Career-awareness Commitment....10

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, ("JCI") formerly known as SimplexGrinnell, LP, 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. JCI 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 first option to extend the contract.

This contract extension will run from May 1, 2020, through April 30, 2021. The total cost of the contract in this extension year will not exceed $1,750,000.

Budget Code: Varies by location ordering goods $1,750,000

Johnson Controls Fire Protection, LP

HUB Participation
Required.... 5%
Proposed 5.8%
$ Value....$193,350

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

RFP 982 Authorization to Extend a Contract with Renaissance Learning, Inc., for Universal Screening Assessment

The Administration is requesting authorization to extend a contract with Renaissance Learning, Inc., ("Renaissance") for STAR 360 universal screening for students in K5-12 (optional K4). Renaissance provides assessments in early literacy, reading, and math. Norm-referenced assessments are available in English for early literacy, reading, and math. User-norm assessments are available in Spanish (grades K-8) for early literacy, reading, and math. MPS will be part of a pilot/field test for grades 9-12 Spanish, reading, and math. All STAR 360 assessments are aligned to the Common Core State Standards. STAR 360 may also be utilized as a progress-monitoring tool for students in Tier 2 interventions at no additional cost.

Contractor was chosen pursuant to RFP 982, which closed on May 8, 2018. The original contract provided for two one-year options to extend if certain performance metrics were met. The contractor has met the performance metrics codified in its contract; therefore, MPS is exercising the second, and final, option year for the contract.

The contract extension will run from July 1, 2020, through June 30, 2021. The total cost of the contract in this second extension year will not exceed $720,000.

Budget Code: SYS-0-0-AMT-RH-ECTS (Assessment Systemology — Contract Services) $720,000

Renaissance Learning, Inc.

Prime Contractor's Information
Total # of Employees 1,000
Total # of Minorities 112
Total # of Women 603

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 200
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 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 Herndon moved to approve the Administration's recommendation. The motion passed, the vote being as follows:

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

* * * * *

(Item 11) Action on the Award of Exception-to-Bid Contracts

Administration's Recommendation

The Administration recommends that the Board approve the following exception-to-bid requests:

Exception Authorization to Issue a Purchase Order to Houghton Mifflin Harcourt Publishing Company for English 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 and ThinkCentral (K-5) for use throughout the district. These are the digital resources for the current MPS Board adopted literacy instructional resources. These online digital resources are needed to continue implementation of "Journeys" which was previously

adopted by MPS and remain part of the classroom curriculum. The digital resources will allow access to all components of the program for all teachers and students, and allows for specialized use of adaptive technology (i.e., audio text, enlarged or enhanced text, etc.). Additionally, students can take online assessments, view digital resources that accompany the program, and have access to all leveled readers. Teachers can use the digital resources for large group settings, use online assessments and obtain standards aligned reports indicating student achievement.

The agreement must be extended to maintain continued access to resources until a new English Language Arts adoption can occur. 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 licensing period will be from August 1, 2020, through July 31, 2021. The total cost will not exceed $156,480.

Budget Code: GEN-0-0-INV-DW-ECTS (Curriculum and Instruction — Contract Services) $156,480

Houghton Mifflin Harcourt Publishing 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

Exception 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. 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)).

Learning A-Z resources (Reading A-Z, RAZ-Kids/RAZ Plus,Science A-Z, Vocabulary A-Z, 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 to 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 29 levels of difficulty 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 for their subject areas to have students read like subject-area experts.

Vocabulary A-Z provides differentiated vocabulary and word-work instruction during the small-group teacher-led reading group that aligns to adopted resources. It also provides differentiated vocabulary and word-work leveled practice for independent work at the vocabulary and word-work literacy work station.

The license period will be from July 15, 2020, through July 15, 2021. 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

Learning A-Z, LLC

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

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

Exception Authorization to Issue Purchase Orders to the US Postmaster and to the US Postal Service for Meter Postage

The Administration is requesting authorization to issue purchase orders to the US Postmaster and to the US Postal Service (USPS) for meter postage throughout the 2020-21 fiscal year.

The US Postmaster's meter postage is used to fund MPS's permit imprint, which is a preprint that is overlaid on district mailings and referenced at USPS facilities when weighing and delivering. USPS meter postage is used to fund internal mailroom equipment when MPS weighs and meters mail being processed for distribution.

The exception from the requirement of a competitive procurement process for these purchases have been granted on the basis that the goods have no available product alternatives and are one-of-a-kind (Administrative Policy 3.09(7)(e)(1)(b)(i)).

The total cost of goods purchased from USPS will not exceed $400,000. The total cost of goods purchased from the US Postmaster will not exceed $221,000.

Budget Code: MAL-00-MAL-MM-EPST (Mailroom — Postage) $621,000

Exception 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 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 current virtual-library databases offer continuity in the District's overall plan to invest in library staffing and technology and continue to be a core resource for the library skills (research and inquiry) curriculum. Digital resources allow students to engage in research/inquiry to investigate topics and provide experiences for self-directed, real- life investigations.

These purchases will be paid for with Common School Funds. The Common School Fund provides annual library-aid support to all Wisconsin public school districts. Each district must spend its total library-aid allocation for appropriate library materials by June 30 of that same year. Digital, video-streamed, or web-based resources are earmarked materials that support the school library media program.

The District's collection of digital resources provides equity to all MPS sites. Additionally, full access to all databases is available from home on a 24/7 basis. On-site and online professional development is available to all MPS educators for all resources. The databases' renewal costs are outlined below:

Vendor	Products	Subscription Period	Area of Focus	Amount
BrainPOP	BP, JR, ELL, Espanol, Creative Coding	Sept. 22, 2020-Sept. 21, 2021	K4-12	$286,665.75
Defined Learning	Defined STEM	July 31, 2020-July 31, 2021	K-12	$277,860.00
Discovery Education	DE Curriculum Services (Streaming)	July 1, 2020-June 30, 2021	K4-12	$364,912.00
Flocabulary	Flocabulary	August 1, 2019-August 2, 2020	K4-12	$123,042.00
Follett	Library Manager	August 30, 2020-August 31,2021	K4-12	$151,672.74
Follett	Resource Manager	August 30, 2020-August 31, 2021	K4-12	$52,845.01
Capstone	Pebble Go	June 30, 2020-June 29, 2021	K4-3	$122,560.65
Cengage Learning	Biography in Context, Research in Context, Opposing Viewpoints in Context	June 30, 2020June 29, 2021	7-12	$ 89,210.25
OverDrive	Digital Library, eBooks, Video, and Audio	August 1, 2020-August 1, 2021	K-12	$70,000.00
Proquest	SIRS Discoverer/SIRS Issues Researcher	August 1, 2020-July 31, 2021	6-12	$21,927.46
Proquest	Culture Grams Online	July 1, 2020-June 30, 2021	3-12	$57,416.32
Texthelp, Inc.	Read & Write Google/Snapverter	August 1, 2020-August 1, 2021	K4-12	$113,064.66
World Book Inc.	Digital Subscription	July 30, 2020-July 1, 2021	K4-12	$ 35,078.00
Xello {Career Cruising}	CCSpark	Oct. 1, 2020-Sept. 30, 2021	K-12	$52,500.00

The renewal for Follett's Destiny Resource Manager will be paid with textbook funds, and the total cost will not exceed $52,845.01.

The subscription renewals (including Follett's Destiny Library Manager) will be paid for with Common School Funds and textbook funds, and the total cost of subscription services will not exceed $1,818,754.84.

Budget Codes: SLB-0S-CSF-DW-ESWR (School Library — Non-textbooks).....$1,765,809.83
GEN-00-INV-DW-ETXB (Textbook Funds — Resource Manager) $52,845.01

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 provided under separate cover.

Implementation and Assessment Plan

Upon approval by the Board, the contracts will begin as indicated in the attachments provided under separate cover.

Administration's Recommendation

The Administration recommends that the Board authorize the exception-to-bid requests as set forth in the attachments provided under separate cover.

Director Phillips 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.

* * * * *

(Item 12) Reports of the Board's Delegates

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

* * * * *

(Item 13) Monthly Report of the President of the Milwaukee Board of School Directors

Below is a summary of the activities in which the President engaged on behalf of the Board during the proceeding month.

1. I took part in two virtual meetings of the Milwaukee Library Board.
2. I visited Riverside High School three times on election day to give support to voters waiting in line and to take photographs of their courage.
3. I spoke daily with the Superintendent on the status of the lunch and breakfast program, virtual learning, senior graduation, credit recovery, and much more.
4. The One Milwaukee work team met weekly to bring back proposals to our participating governmental entities. These are meant to be short-team and long-term.

a. WiFi Access for Students and Schools
Dr. Posley proposed a project based on work being done in Columbus, Ohio, where the City, County, and school district came together to provide WiFi hotspots for students and schools to do virtual learning and classrooms, professional development and school operations. (See https://www.govtech.com/network/Coronavirus-Ohio-Schools-Spend-50K-on-Wireless-Data.html)
The work team agree to take-on the goal of providing students with WiFi throughout the City during school-day hours. Initial options include deployment of mobile WiFi via

- underutilized City vehicles;
- County buses;
- MPS vehicles;
- libraries' WiFi infrastructure; and
- City, County, and MPS buildings.

There is potential to leverage this immediate intervention into a plan for sustained access and opportunity in the long term.

b. Federal Stimulus Resources
How can we access?
What are leverage opportunities to do joint work?

One Milwaukee will coordinate information from the City, County and MPS on plans for deployment of resources with potential proposals for coordination of implementation.

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

Fiscal Impact Statement

NA

* * * * *

COMMUNICATIONS, PETITIONS, AND RESOLUTIONS

As this was the last meeting of the current board year, any communications, petitions, and resolutions were held over for referral at the Board's annual Organizational Meeting scheduled to be held on Tuesday, April 28, 2020.

The Board adjourned at 11:44 PM.

JACQUELINE M. MANN, Ph.D.
Board Clerk