

**PLEASE REVIEW PRIOR TO THE  
FEBRUARY 27, 2020, BOARD MEETING**

**Minutes for Approval at the February 2020 Regular  
Meeting of the Milwaukee Board of School Directors**

	<u>Pages</u>
January 30, 2020, Regular Board Meeting .....	489-537



# 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 10<sup>th</sup>-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 11<sup>th</sup>-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, Aria Dallas, Lundyn Fitzwater, Dorsey Fletcher, Kartier Gordon, Sire Harmon, Donterrio Harris,

Alawna Hudson, Skyler Mitchell, Shemar Nelson, Ja'lyyah Smith, Matthew Stokes, Honor Tatum, Aaron Watts, Desirae Woods

**Grades 2-3**

- 1<sup>st</sup> Place.....Nayeli Batista Sanchez, Honey Creek Continuous Progress Charter School, Grade 3  
Teacher: Amy Hagenow
- 2<sup>nd</sup> Place.....Zakaira Keller, Golda Meir School, Grade 3  
Teacher: Erin Bailey
- 3<sup>rd</sup> Place .....Matthew Dawursk, Golda Meir School, Grade 3  
Teacher: Erin Bailey

**Grades 4-5**

- 1<sup>st</sup> Place.....Iesha Sawyer-Green, Samuel Clemens School, Grade 5  
Teacher: Aruna Halala-Vishudh
- 2<sup>nd</sup> Place.....Salma Lewis, Golda Meir School, Grade 5  
Teacher: Adriana Balistreri
- 3<sup>rd</sup> Place .....Nora Synovic, Milwaukee German Immersion School, Grade 4  
Teacher: Sarah Prah

**Grade 6**

- 1<sup>st</sup> Place.....Olivia Lane-Lawrence, Grade 6, Hartford Ave. University School  
Teacher: Joyce Peoples
- 2<sup>nd</sup> Place.....Andre Maxwell, Grade 6, Dr. Martin Luther King, Jr. School  
Teacher: Kimberly Humphreys

**Grades 7-8**

- 2<sup>nd</sup> Place.....Brandon Gorton, James Fenimore Cooper School, Grade 8  
Teacher: Paul Hoffman

**Speech Contest Winners****Grades K-2**

- 1<sup>st</sup> Place.....Chriscyris Gil Midence, Alexander Mitchell Integrated Arts School, Grade 2  
Teacher: Jeannette G. Russell
- 2<sup>nd</sup> Place.....Jayvion Armstrong, Elm Creative Arts School, Grade 1  
Teacher: Therese M. Kroll

**Grades 3-4**

- 1<sup>st</sup> Place.....Abigail Cashman, Golda Meir School, Lower Campus, Grade 4  
Teacher: Tracey Fecteau
- 2<sup>nd</sup> Place.....Inezmari Chico, Jeremiah Curtin Leadership Academy, Grade 4  
Teacher: Rebecca Lehn-Hilliard
- 3<sup>rd</sup> Place .....Anaria Champion, Dr. Martin Luther King, Jr. Leadership Academy, Grade 4  
Teacher: Grace E. Scott

**Grades 5-6**

- 2<sup>nd</sup> Place.....Isaac Feng, Victory K-8 and Milwaukee Italian Immersion School, Grade 5  
Teacher: Amy Domagalski
- 3<sup>rd</sup> Place .....Salma Lewis, Golda Meir School, Lower Campus, Grade 5  
Teacher: Adriana Balistreri

**Grades 7-8**

- 2<sup>nd</sup> Place.....Brandon Gorton, James Fenimore Cooper School, Grade 8  
Teacher: Paul Hoffman
- 3<sup>rd</sup> Place .....Saahir Muhammad, Jeremiah Curtin Leadership Academy, Grade 8  
Teacher: Michelle Davis-Sobocinski

**Grades 9-10**

- 1<sup>st</sup> Place.....Angela Gorton, Ronald Wilson Reagan College Preparatory High School, Grade 10  
Teacher: Kristoffer Puddicombe
- 2<sup>nd</sup> Place.....Malcolm Bishop, Harold S. Vincent High School, Grade 9  
Teacher: Jennifer M. Koss

**Grades 11-12**

- 2<sup>nd</sup> Place.....Niahni Shelton-Moss, Ronald Wilson Reagan College Prep. High School, Grade 11  
Teacher: Kurt Dillman
- 3<sup>rd</sup> Place.....Derrick Taylor, Golda Meir School, Upper Campus, Grade 11  
Teacher: Tiffany Smith

**Art Contest Winners****Grades K-2**

- 1<sup>st</sup> Place.....JC Seha Vang, Luther Burbank School, Grade 2  
Teacher: Anna Peterson
- 3<sup>rd</sup> Place .....Jesus Graika, Milwaukee Spanish Immersion School, Grade 2  
Teacher: Tracy Matel

**Grades 3-5**

- 1<sup>st</sup> Place.....Carlos Mazaba, Golda Meir School, Grade 4  
Teacher: Joan Fecteau
- 2<sup>nd</sup> Place.....Maxwell E. Simons, Fairview Elementary School, Grade 4  
Teacher: Kari George
- 3<sup>rd</sup> Place .....Ruby Sanchez, Milwaukee Spanish Immersion School, Grade 3  
Teacher: Tracy Matel

**Grades 6-8**

- 1<sup>st</sup> Place.....Grace Collins, Fernwood Montessori School, Grade 8  
Teacher: Laura Makula Zimmerman
- 2<sup>nd</sup> Place.....Caitlinn Jones, Roosevelt Middle School of the Arts, Grade 7  
Teacher: Greg Haut
- 3<sup>rd</sup> 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
<i>New Hires</i>				
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
<i>Promotions</i>				
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
<i>Rehires</i>				
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	Dimitriadis,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

Codes		Counts				Total
		Teachers	SSWs	Psychologists	Other	
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
<i>Certificated Resignations</i>						
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
<i>Classified Retirements</i>						
Retire	43.8	2	Terry Adkins	Gen Ed Asst	Neeskara	01/01/2020
Retire	5.5	2	Sandra 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	Range	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	Range	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
<i>Monetary Donations over \$5,000</i>			
German Immersion School	German Consulate	\$16,731.00	General School Supplies
	<i>Total Monetary Donations Over \$5,000</i>	<i>\$16,731.00</i>	
<i>Monetary Donations</i>			
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
	<i>Total Monetary Donations</i>	\$27,904.73	
<i>Non-Monetary Donations</i>			
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
<i>Total Non-Monetary Donations</i>		<i>\$14,533.50</i>	
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 1, 2019 through June 30, 2020).
2. A base wage increase of 2.44% effective July 1, 2019.

\* \* \* \* \*

**(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 (27<sup>th</sup> and Capitol)
  - Prince Hall (12<sup>th</sup> and North)
  - Social Development Commission (SDC) (16<sup>th</sup> and North)
  - Workforce Development for American Indians of SE WI (Spotted Eagle)
  - SDC Chef Start (N. Teutonia)
  - Goodwill Workforce Connection Center (N. 92<sup>nd</sup> 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	Janitorial .....	\$750
Textbooks .....	\$45	Nutrition.....	\$1,250
Professional Service .....	\$182	Temporary Staffing.....	\$1,535
Student Development .....	\$325	Title I .....	\$3,101
Construction .....	\$644	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	Hospitality & Tourism .....	9
Engineering .....	6	Information Technology .....	24
Arts, AV, & Technology .....	6	Marketing.....	70
Office Administration.....	8	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 4<sup>th</sup> 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 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 two
- 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:

<b>Fiscal Year 2020-2021 Proposed Budget Timetable</b>		
<b>Dates</b>	<b>Action</b>	<b>Responsibility</b>
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

<b>Fiscal Year 2020-2021 Proposed Budget Timetable</b>		
<b>Dates</b>	<b>Action</b>	<b>Responsibility</b>
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 1<sup>st</sup> grade through 3<sup>rd</sup> 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 K4-3<sup>rd</sup>-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 1<sup>st</sup>-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 1<sup>st</sup>-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 1<sup>st</sup>-grade classrooms, even with additional staffing, exceed 28 students; and be it

FURTHER RESOLVED, That similar policy, as in 1<sup>st</sup>-grade classrooms, be added to 2<sup>nd</sup>-grade classrooms starting in the school year 2023-2024, and that similar policy be added to 3<sup>rd</sup>-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