

**Minutes for Approval at the Regular June 2022
Meeting of the Milwaukee Board of School Directors**

**PLEASE REVIEW PRIOR TO THE
JUNE 30, 2022, BOARD MEETING**

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**BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
APRIL 26, 2022**

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

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

The following members responded to roll call:

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

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

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

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ELECTION OF THE BOARD'S OFFICERS

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

ELECTION OF THE BOARD'S PRESIDENT

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

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

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

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

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ELECTION OF THE BOARD'S VICE PRESIDENT

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

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

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

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

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DESIGNATION OF BOARD CLERK

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

Dr. Jacqueline Mann is the current Board Clerk.

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

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APPOINTMENT OF BOARD REPRESENTATIVES

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

Background

Board Rule 1.17(6) prescribes that

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

Director Siemsen was the Board's delegate to the Library Board for the 2021-22 board year.

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

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(Item 2) Designation of the Board's Representative to the Milwaukee Education Partnership

Background

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

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

If the President chooses not to serve, the Board may select a representative for the 2022-23 Board year. In the previous year, President Peterson served as the delegate.

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

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

Background

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

(3) In regard to the Wisconsin Association of School Boards (WASB), The Milwaukee Board of School Directors, following receipt of notice of an upcoming election from the WASB,

shall elect the WASB delegate for Region 14 in September, October, November, or December of the year preceding any new three-year WASB term.

At its regular meeting of December 2020, the Board elected Director Sequana Taylor as the delegate for WASB’s Region 14 for the ensuing three-year term.

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

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(Item 4) Appointment of the Board's Representative to CESA #1

Background

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

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

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

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

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

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

The motion passed, the vote being as follows:

Ayes — Directors Carr, Garcia, Herndon, Leonard, O’Halloran, Siemsen, Taylor, and President Peterson — 8.

Noes — None.

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(Item 6) Appointment of the Board's Delegate to the MPS Head Start Policy Council

Background

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

Director Siemsen was the Board's delegate to the Head Start Policy Council for the 2021-22 Board Year.

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

The motion passed, the vote being as follows:

Ayes — Directors Carr, Garcia, Herndon, Leonard, O’Halloran, Siemsen, Taylor, and President Peterson — 8.

Noes — None.

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(Item 6) Appointment of the Board's Liaison to the Title I District Advisory Council**Background**

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

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

Director Leonard was the Board's liaison to the Title I District Advisory Council during the 2021-22 Board Year.

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

The motion passed, the vote being as follows:

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

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UNFINISHED BUSINESS**(Item 1) Action on the Disposition of Unfinished Business Pending before the Board and Its Committees at the Close of Business on April 21, 2022****Background**

Since the Board, by statute, is a continuing body, items of business pending before the Board at the close of its last business meeting of the Board year (April 21, 2022) are to be submitted to the Board at its annual organizational meeting for referral to the appropriate Committees or for other disposition, as the Board sees fit.

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

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

Former board members designated by italics.

Committee on Accountability, Finance and Personnel (AFP)

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

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

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

Committee on Legislation, Rules and Policies (LRP)

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

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

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

Committee on Parent and Community Engagement (PACE)

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

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

Committee on Student Achievement and School Innovation (SASI)

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

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

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

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

Committee on Strategic Planning and Budget (SPB)

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

**Statute, Administrative Policy, or Board Rule
 Implication Statement**

Board Rule 1.01, Organizational Meetings

Fiscal Impact Statement

No fiscal impact.

Implementation and Assessment Plan

Any items set aside will be carried over for action during the 2022-23 board year. All remaining items will be placed on file.

Recommendation

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

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

The Board reconvened at 6:05 p.m.

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

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

The motion passed, the vote being as follows:

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

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REGULAR ITEMS OF BUSINESS

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

Background

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

Tentative Calendar of Board and Committee Meetings, 2022-2023

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

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

2022

May

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

June

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

July

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

August

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

September

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

October

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

November

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

December

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

2023

January

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

February

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

March

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

April

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

Unlike the Board’s regular monthly meetings and its annual organizational meeting, whose scheduling is dictated by Board rules, the tentative scheduling of committee meetings, while based on the Board’s practice over the past several years, is flexible, and the scheduling of any committee meeting may be adjusted by the chair of that committee, in consultation with the Board Clerk and the Administration.

As Board Rule 1.02 sets the days and times of the Board’s regular monthly meetings, any changes to the date of any regular board meeting will require a suspension of that Rule. It must be noted, however, that Wisconsin Statutes, ch. 119.10(3), which governs the scheduling of regular monthly board meetings, states in part, "The board shall hold a regular meeting at least once each month at times fixed and published by the board in its rules..." In light of this, the City Attorney's Office has advised the Office of Board Governance that the public has the right to expect that the Board will adhere to its rules as they apply to the scheduling of its regular monthly board meetings.

Likewise, as Board Rule 1.01 sets the day of the Board’s annual organizational meeting, any changes to the date of the Board’s 2023-24 organizational meeting will require a suspension of that Rule.

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

The motion passed, the vote being as follows:

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

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

Background

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

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

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

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

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

2022 Study of Board Members’

Summary of Information and Options Related to Board’s Compensation

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

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

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

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

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

Five Largest Districts in Wisconsin by Population (excluding MPS)

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

Five Highest District Compensation Levels in Wisconsin (excluding MBSD)

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

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

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

Other Board Compensation Options

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

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

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

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

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

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

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

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Board Rule 1.01, Organizational Meetings

Fiscal Impact Statement

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

Recommendation

The Office of Board Governance recommends that the Board:

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

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

The motion passed, the vote being as follows:

Ayes — Directors Garcia, Herndon, Leonard, O'Halloran, Siemsen, Taylor, and President

Peterson — 8.

Noes — Director Carr — 1.

The Board adjourned at 6:33 PM.

JACQUELINE M. MANN, Ph.D.
Board Clerk

**BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
MAY 17, 2022**

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

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

The Board Clerk read the following call of the meeting:

Special Board Meeting
5:30 p.m., Tuesday, May 17, 2022

Revised May 17, 2022

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

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

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

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

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

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

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

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

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

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

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

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

JACQUELINE M. MANN, Ph.D.
Board Clerk

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

Background

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

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

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 8.32, Student Expulsion

Recommendation

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

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

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

The motion passed, the vote being as follows:

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

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

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

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The Board adjourned at 6:05 p.m.

JACQUELINE M. MANN, Ph.D.
Board Clerk

**BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
MAY 26, 2022**

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

Present — Directors Carr, Garcia, Gokalgandhi, Herndon, Leonard, O’Halloran, Siemsen, Taylor, and President Peterson — 9.

Absent — None.

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

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

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

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

AWARDS AND COMMENDATIONS

Presentation of the 2022 MPS Valedictorians and Salutatorians

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

Alliance High School

Valedictorian: Cari Ann Thompson
Salutatorian: Shakira Dawson

Audubon High School

Valedictorian: Elizabeth Nieves
Salutatorian: Leo Burdick

Bay View High School

Valedictorian: Dulce Medina
 Salutatorian: Spencer Hordyk

Bradley Tech High School

Valedictorian: Wahida Osman
 Salutatorian: Yalitza Lopez

Carmen High School-Northwest Campus

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

Carmen High School-South Campus

Valedictorian: Jose' Ramirez
 Salutatorian: Yedid Bonfil-Moranchel

Carmen High School-Southeast Campus

Valedictorian: Jada Williams
 Salutatorian: Lisset Rojas Martinez

Golda Meir High School

Valedictorian: Pawlak, Devon A
 Salutatorian: Shiltz, Gita

Grandview High School

Valedictorian: Angel Mandujano Rodriguez
 Salutatorian: Angie Torres Ayala

Groppi High School

Valedictorian: Shaqyana Arnold
 Salutatorian:

Hamilton High School

Valedictorian: Lily Sedlar
 Salutatorian: Mousa Qatoum

King International High School

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

Madison Academic High School

Valedictorian: Tee Moo Hser
 Salutatorian: Layla Lockett

Milwaukee Marshall High School

Valedictorian: Jaden Bandy
 Salutatorian: Toluwanimi Olatunji

Milwaukee High School of the Arts

Valedictorian: Soren Ditzen
 Salutatorian: Amya Camberos

Milwaukee School of Languages

Valedictorian: Katherine Villanueva
 Salutatorian: Jayson Hahn

North Division High School

Valedictorian: Nou Vang
 Salutatorian: Iyonna Wilbourn

Obama SCTE

Valedictorian: Ajanae Bowie
 Salutatorian: Rokihya Cannedy

Project STAY High School

Valedictorian: Jasmine Morris
 Salutatorian: Khadija Rogers

Pulaski High School

Valedictorian: Angel Bernabe
 Salutatorian: Eh Kee Lar Soe

Reagan College Preparatory High School

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

Riverside University High School

Valedictorian: Orion J. King
 Salutatorian: Fnu Tahira

South Division High School

Valedictorian: Saul Vences Puebla
 Salutatorian: Nur Yasmin Omar

Transition High School

Valedictorian: Damarrion Scott
 Salutatorian: Jayln Williams

Vincent High School

Valedictorian: Suprane Yang
Salutatorian: Brianah Payton

Wisconsin Conservatory of Lifelong Learning

Valedictorian: Laniya Sims
Salutatorian: Mariah Merriweather

Washington High School

Valedictorian: Samantha Russ-Allen
Salutatorian: Shyann Towns

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APPROVAL OF MINUTES

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

In addition, relative to the minutes of March 2022, a correction to the roll call for Item Two of the Reports and Communications from the Board Clerk/Chief Officer, Office of Board Governance, Action on a Request to Retire to Closed Session to Confer With Legal Counsel Regarding Litigation in Which the Board Is or Is Likely to Become Involved, (p. 777) was approved as follows:

The Board returned to open session at 8:17 p.m., whereupon Director Siemsen moved to approve a settlement agreement relative to ERD Case Number CR201903152, cross-filed with EEOC Case Number 26G202000568C, as presented in executive session.

The motion passed, the vote being as follows:

- Ayes — Directors Garcia, Gokalgandhi, Herndon, Siemsen, Taylor, and President Peterson — 5.
- Noes — Director Carr — 1.
- Temporarily Absent — Directors Leonard, O'Halloran, and Taylor — 3.

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COMMUNICATIONS FROM CITY AND COUNTY DEPARTMENTS

(Item 1) Action on a Request from the City Comptroller for Adoption of a Resolution Authorizing the Sale of Revenue Anticipation Notes (RANs)

Background

The City of Milwaukee anticipates the issuance of Revenue Anticipation Notes (RANs) for the Milwaukee Public Schools in order to provide temporary funds in advance of the receipt of the payments of state aid. Should the Milwaukee Board of School Directors determine the temporary borrowing is desirable, Ms. Aycha Sawa, the City Comptroller, has forwarded the following resolution, which the Board will have to adopt in order to authorize issuance of the RANs.

Resolution Authorizing the Sale of Revenue Anticipation Notes

- Whereas, Milwaukee Public Schools ("MPS ") is a department of the City of Milwaukee ("City") authorized by Sections 65.05 and 119.46, Wisconsin Statutes, to establish a School Operations Fund, and to determine its expenditures and the taxes to be levied therefor;
- Whereas, MPS is temporarily in need of funds in the amount not to exceed \$275,000,000 to meet the immediate expenses of operating and maintaining the public instruction in MPS during the 2022-2023 school year ("Fiscal Year");
- Whereas, the Milwaukee Board of School Directors ("Board") deems it necessary and in the best interest of MPS that funds be borrowed and revenue anticipation notes ("RANs") be issued to fund the temporary need;
- Whereas, in accordance with Section 67.12(1)(a), Wisconsin Statutes, the total amount borrowed shall not exceed 60% of MPS's total actual and anticipated receipts in the fiscal year, and shall be repaid no later than 18 months after the first day of the fiscal year;

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

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

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

Resolved, by the Milwaukee Board of School Directors that it hereby requests the City to issue revenue anticipation notes pursuant to the provisions of Section 67.12(1), Wisconsin Statutes, in an amount not to exceed \$275,000,000; and be it

Further resolved, that the City and its proper City officers be and hereby are authorized and directed to segregate within the School Operations Fund, for the payment of the principal of the RANs, state aid revenue payments under Section 121.15, Wisconsin Statutes, received in June and July for the Fiscal Year in the amount of the principal of the RANs; and be it

Further resolved, that the City and its proper City officers be and hereby are authorized to irrevocably pledge and assign as security for the repayment of the RANs and interest thereon, all revenues of the School Operations Fund attributable to the Fiscal Year which are due MPS, in the Fiscal Year, and not yet paid as of the date of delivery of the RANs, and which are not otherwise pledged and/or applied; and be it

Further resolved, that all or a portion of the RANs may be issued as General Obligation and/or note anticipation note debt of the City and shall be considered RANs under this resolution. RANs may also be issued to refinance RANs, and that such refinancing(s) shall be in addition to the amount authorized by this resolution provided that the total amount of RANs outstanding shall not exceed the authorized amount; and be it

Further resolved, that the Board consents to the use of an interest rate exchange agreement in connection with the RANs in order to better match the interest rate on the RANs with the interest earnings on the investments used to pay the maturing principal and interest of the RANs.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Board Governance Policy BG 4.05, Budgeting/Forecasting

Fiscal Impact Statement

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

Implementation and Assessment Plan

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

Recommendation

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

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

The motion passed, the vote being as follows:

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

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REPORTS AND COMMUNICATIONS FROM THE SUPERINTENDENT OF SCHOOLS

(Item 1) Monthly Report, with Possible Action, from the Superintendent of Schools

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

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

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

STEM Fair

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

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

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

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

Herbie Hancock Peer-to-Peer Education Program

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

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

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

49th Biennial Music Festival

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

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

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

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

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

Superintendent’s Student Advisory Council

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

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

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

Districtwide Spelling Bee Finals

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

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

Staff Appreciation

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

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

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

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

College Decision Days

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

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

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

Green Ribbon School Recognition

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

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

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

M³ College Connections Program

The M³ College Connections Program hosted a student/family information session on May 4, 2022, for students interested in participating in the Nursing Pathway at Milwaukee Area Technical College (MATC). The Nursing Pathway provides an opportunity for juniors to take courses at MATC, to work toward completion of coursework, and to pass state exams in nursing. Students have the potential to earn their state certifications as certified nursing assistants and their licensed practical nursing degrees. The session featured Imunique Triplett, a current Milwaukee Public Schools senior, who earned her technical diploma in practical nursing from MATC in December and will graduate from high school in May. Imunique shared her individual experience in the program. Additionally, faculty and staff from both MATC and MPS went through the program's sequence and expectations with the future participants and their families.

M³ Smart Start Program

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

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

Milwaukee Youth Symphony Orchestra

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

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

MPS Language Festival

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

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

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

MPS Refugee and Immigrant Family Community Resource Fair

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

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

Wisconsin Association for Bilingual Education

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

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

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

WIABE Educators of the Year

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

Tony Báez Advocacy Award

- Yolanda Hernández-García

WIABE Art Contest Winners

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

WIABE Writing Contest Winners

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

Congratulations to these awardees! You make us MPS Proud!

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

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

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

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

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

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

Background

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

Strategic Plan Compatibility Statement

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

**Statute, Administrative Policy, or Board Rule
Implication Statement**

Board Governance Policy BG 2.13, Board Legislation Program

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

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

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REPORTS AND COMMUNICATIONS FROM THE OFFICE OF ACCOUNTABILITY AND EFFICIENCY

(Item 1) Monthly Report, with Possible Action, on Activities within the Office of Accountability and Efficiency

Background

The monthly report of the Office of Accountability and Efficiency (OAE) provides the Milwaukee Board of School Directors and the public with an update on current activities in service areas headed by the Senior Director of the OAE:

- Accountability and Transparency Services
- Process Improvement and Efficiency Services
- Contract Compliance Services.

The following report includes activities from late April through mid-May.

Report to the Milwaukee Board of School Directors, May 2022

The Office of Accountability and Efficiency (OAE) was established to enhance transparency, oversight, and accountability to the District's financial operations; to evaluate fiscal performance; and to recommend solutions in furtherance of fiscal stewardship of Milwaukee Public Schools.

During the reporting period, the Office of Accountability and Efficiency continued to implement the FY22 OAE Work Plan.

Accountability and Efficiency Services

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

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

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

Contract Compliance Services

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

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

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

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

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

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

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

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

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

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

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

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

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

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

* * * * *

REPORTS OF THE STANDING COMMITTEES

Separate consideration was requested of the following items:

- Report of the Committee on Accountability, Finance, and Personnel, Item 2, Action on Recommended Administrative Appointments, Promotions, Reassignments and Reclassification, Salary Increase/Decreases, and Limited-term Employment (LTE) Contracts Exceeding 60 Days, which had been forwarded to the Board without recommendation; and
- The Report of the Committee on Strategic Planning and Budget, which had been set aside in order to allow the Board to take action on the budget amendments and resolutions.

On the motion of Director O'Halloran, the balance of the Committees' reports was approved, the vote being as follows:

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

REPORT OF THE COMMITTEE ON ACCOUNTABILITY, FINANCE, AND PERSONNEL

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

(Item 1) Action on Monthly Personnel Matters: Action on Classified Personnel Transactions, Action on Certificated Appointments, Action on Leaves of Absence, Report on Certificated Resignations and Classified Retirements, and Affirmative Action Report

Classified Personnel Transactions

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

Codes:

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

Certificated Appointments

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

Codes		Teachers	SSWs	Psychs	Other	Total
1	Native American	0	0	0	0	0
2	African American	10	0	0	0	1
3	Asian/Oriental/Pacific Islander	0	0	0	0	0
4	Hispanic	0	0	0	0	0
5	White	0	0	0	2	2
6	Other	0	0	0	0	0
7	Two or more ethnic codes	0	0	0	0	0
	Males	1	0	0	0	1
	Females	1	0	0	1	2
r	Resident					
nr	Non-resident					
a	Reappointment without tenure					
b	Reappointment with tenure					
(B) (BA)	Bachelor's Level (Teachers)					
(C) (CA)	Master's Level (Teachers)					

Leaves of Absence

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

Report of Certificated Resignations and Classified Retirements

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

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

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

Classified Retirements

Retire	41.8	5	Cynthia Eggert	Secretary II	Milw Sch of Lang	04/01/2022
Retire	25.3	5	Barbara Scherer	FSA In Chg	Kluge	03/26/2022

Reasons

Other District9
 Other Work1
 Personal48
 Retirement34 (2 Classified & 32 Certificated)

Affirmative Action Report

The Affirmative Action monthly personnel transaction report for April 2022 is attached to the minutes of your Committee’s meeting. This is an informational item, and no action is required.

Committee’s Recommendation

Your Committee recommends that the Board:

1. approve the promotions, appointments, and leaves as listed, to be effective upon approval by the Board; and
2. direct the Administration to bring a report to the Board by the November board cycle with information on the impact of the retention bonus on resignations and retirements.

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

* * * * *

(Item 2) Action on Recommended Administrative Appointments, Promotions, Reassignments and Reclassification, Salary Increase/Decreases, and Limited-term Employment (LTE) Contracts Exceeding 60 Days

Recommended Appointments

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

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

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

Recommended LTE Contracts Exceeding 60 Days

The Superintendent recommends that the Board approve the following LTE contracts exceeding 60 days, pursuant to Administrative Policy 6.23(4)(b), to be effective as indicated.

Codes	Name	Position	Assignment	Hourly Wage	Dates
2, r	Carol McKay	Professional Development Specialist	Office of the Chief of Academics	\$40.00	02/01/22-06/30/22

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

Committee’s Recommendation

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

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

The motion passed, the vote being as follows:

Ayes — Directors Carr, Garcia, Gokalgandhi, O’Halloran, Leonard, Siemsen, Taylor, and President Peterson — 8.

Noes — None.

Recused — Director Herndon — 1.

* * * * *

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

Background

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

Director I, Remote Work

Last Revised/Approved: April 2022
 Job Code: NEW
 Reports to: Chief, Human Resources
 Office: Office of Human Resources
 Department: Remote Services

Pay Grade: 14A
 Pay Range: \$93,386-\$134,865
 FLSA Status: Exempt
 Term of Employment: Full-time

Position Summary/Purpose:

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

Manager I, Health Services

Last Revised/Approved: May 2022

Job Code: NEW

Reports to: Senior Director, Specialized Services
Office: Academics
Department: Specialized Services
Pay Grade: 11A

Pay Range: \$81,090-\$117,004
FLSA Status: Exempt
Term of Employment: Full-time

Position Summary/Purpose:

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

Civil Engineer

Last Revised/Approved: May 2022
Job Code: NEW
Reports to: Manager, Design & Construction
Office: Office of Operations
Department: Facilities & Maintenance Services

Pay Grade: 11A
Pay Range: \$81,090-\$117,004
FLSA Status: Exempt
Term of Employment: Full-time

Position Summary/Purpose:

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

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

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 6.19, Positions: Staff

Fiscal Impact Statement

The item does not authorize expenditures.

Implementation and Assessment Plan

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

Committee’s Recommendation

Your Committee recommends that the Board approve the descriptions for Director I, Remote Work; Manager I, Health Services; and Civil Engineer, as attached to the minutes of your Committee’s meeting.

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

* * * * *

(Item 4) Action on Approval of Staff-recruitment Incentives

Background

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

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

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

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

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

Staff Recruitment Incentive Plan

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

Mission and fit of positions

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

Working environment

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

Total compensation and rewards

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

Professional growth

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

Attracting and Recruiting New Talent

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

Content Areas

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

Specialty Areas

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

Staff Incentive Amount = \$6,000.00

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

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

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

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

MPS Employee Referral Program

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

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

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

Common Questions

Which vacant positions would qualify for the referral bonus?

Teachers and Specialized Services

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

Facilities and Maintenance

Building Service Helper I and Boiler Attendant Trainee (BAT)

Food and Nutrition Services

Food service assistants and food service managers

School Supports

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

Who is eligible for the referral bonus?

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

How does an employee refer an applicant?

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

How much will the employee get paid?

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

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 6.19, Positions: Staff

Fiscal Impact Statement

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

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

Implementation and Assessment Plan

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

Committee’s Recommendation

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

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

* * * * *

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

Construction Contracts

Auditorium Lighting Upgrade — Division 1

MacDowell Montessori at Solomon Juneau Campus

Prime Contractor

ALLCON LLC
12704 West Arden Place
Butler, WI 53007

Low Bidder, Base Bid of \$556,936.00

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

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

Auditorium Lighting Upgrade — Division 1

Milwaukee French Immersion at Steuben Complex

Prime Contractor

ALLCON LLC
 12704 West Arden Place
 Butler, WI 53007

Low Bidder, Base Bid of \$597,378.00

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

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

Cooling Tower System Replacement

Central Services

Prime Contractor

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

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

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

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

Playfield Improvements

Stark Playfield

Prime Contractor

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

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

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

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

Carmen Playfield

Prime Contractor

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

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

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

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

Summary

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

Professional Services Contracts

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

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

Selected Firm: Conservice, LCC, DBA Goby ES

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

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

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

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

Selected firms:

Division 1 — Electrical Inspectors: Class A Standards:
Pieper Electric, Inc.

Division 2 — Low-voltage Inspectors & Project-management Services:
Decibel Associates, LLC
True Vine Development

Division 4 — General Construction Inspectors & Project-Management Services:
True Vine Development

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

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

Material Purchase

HVAC Filters

Various MPS Sites

Prime Contractor

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

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

Term: November 1, 2021-October 31, 2024

Budget Code: Various \$1,000,000.00

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

**Statute, Administrative Policy, or Board Rule
Implication Statement**

Administrative Policy 3.09, Purchasing and Bidding Requirements

Fiscal Impact Statement

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

Construction Contracts Requested for Approval:

- ALLCON LLC for auditorium lighting upgrade - Division 1 at MacDowell Montessori; Code: FCM 00 ECE MC ECNC7 \$556,936.00
- ALLCON LLC for auditorium lighting upgrade - Division 1 at Milwaukee French Immersion; Code: FAM 00 ECE FI ECNC7..... \$597,378.00
- Lee Plumbing Mechanical Contractors Inc. for cooling tower system replacement at Central Services; Code: FAR 00 MM2 DW ECNC..... \$366,774.00
- Poblocki Paving Corporation for playfield improvements at Stark Playfield; Code: STS 00 RFI RC ECNC \$6,351,862.00
- Poblocki Paving Corporation for playfield improvements at Carmen Playfield; Code: STS 00 RFI RC ECNC \$4,950,560.00
- Total..... \$12,823,510.00

Professional Services Contracts Requested for Approval:

- Conservice, LCC, DBA Goby ESG, for Utility Data Management at various MPS sites; Code: Various: not to exceed..... \$170,100.00
- Class A Standards for Division 1 Electrical Inspection at various MPS sites; Code: Various: not to exceed annually \$100,000.00
- Pieper Electric, Inc. for Division 1 Electrical Inspection at various MPS sites; Code: Various: not to exceed annually \$100,000.00
- Decibal Associates, LLC for Division 2 Low-voltage Inspection & Project-management Services for various MPS site; Code: Various: not to exceed annually \$100,000.00
- True Vine Development for Division 2 Low-voltage Inspections, Project-management Services, & Division 4 General Construction Inspection at various MPS sites; Code: Various: not to exceed annually..... \$100,000.00
- Total..... \$570,100.00

Material Purchase:

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

Implementation and Assessment Plan

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

Committee's Recommendation

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

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

* * * * *

(Item 6) Action on a Request to Approve the Third Amendment to the Lease Agreement with Milwaukee Teacher Education Center, Inc., at the 65th Street School Located at 6600 West Melvina Street

Background

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

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

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

July 1, 2022-June 30, 2023	\$352,956
July 1, 2023-June 30, 2024	\$360,015
July 1, 2024-June 30, 2025	<u>\$367,215</u>
Total.....	<u>\$1,080,186</u>

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

**Statute, Administrative Policy, or Board Rule
Implication Statement**

Administrative Policy 5.02, Use of School Facilities

Fiscal Impact Statement

There are no expenditures associated with this term. Total lease revenue for the MTEC amendment is \$1,080,186.

Implementation and Assessment Plan

Upon the Board's approval, the Third Amendment to the Lease Agreement between Milwaukee Public Schools and Milwaukee Teacher Education Center, Inc., as attached to the minutes of your Committee's meeting, will be executed.

Committee's Recommendation

Your Committee recommends that the Board approve the Third Amendment to the Lease Agreement with Milwaukee Teacher Education Center, Inc. as attached to the minutes of your Committee's meeting.

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

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(Item 7) Action on a Request to Approve the Fourth Amendment to the Lease Agreement with Banner Day Learning Corp. at the 35th Street School Property Located at 3517 West Courtland Avenue

Background

Milwaukee Pubic Schools and Banner Preparatory School of Milwaukee (Banner Prep) have a long-standing relationship: Banner Prep was established in fall of 2006 to provide a continuum of services for students who have been expelled through a Central Services hearing process. The mission of Banner Prep is to provide an alternative small-school setting for secondary-level students when academic aor behavioral issues have become major barriers to those students' success in school.

In June 2018, the Board entered into a lease agreement with Banner Day Learning Corp. for a portion of the 35th Street School property located at 3517 West Courtland Avenue. In June 2019, the Board authorized a lease amendment that extended the lease term through June 30, 2020. In June 2020, the Board authorized another lease term from July 1, 2020, through June 30, 2021. In June 2021, the Board authorized another lease term, from July 1, 2020, through June 30, 2022.

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

The lease rent revenue shall be as follows:

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

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

**Statute, Administrative Policy, or Board Rule
Implication Statement**

Administrative Policy 5.02, Use of School Facilities

Fiscal Impact Statement

There are no expenditures associated with this term. Total lease revenue for the Banner Day Learning Corp. amendment is \$107,070.

Implementation and Assessment Plan

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

Committee's Recommendation

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

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

* * * * *

(Item 8) Action on Monthly Finance Matters: Authorization to Make Purchases; Report on Change Orders in Excess of \$25,000; Report on Revenues and Expenses; Monthly Expenditure Control Report; Report on School Fund Transfers; Report on Contracts under \$50,000 and Cumulative Total Report; Report on Monthly Grant Awards; and Acceptance of Donations

Purchases

_____ Authorization to Purchase from CTL Corporation, for LTE-enabled Chromebooks under The Interlocal Purchasing System (TIPS) Contract #200105

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

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

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

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

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

_____ Authorization to Purchase from Edgenuity Inc., Learnzillion for High-school Mathematics Supplemental Curriculum

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

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

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

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

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

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

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

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

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

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

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

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

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

The Administration is requesting authorization to purchase from News-2-You Products (“N2Y”) the Unique Learning System, a comprehensive, modified curriculum for students with significant intellectual disabilities who participate in a curriculum based on Wisconsin Essential Elements. This curriculum encompasses all academic areas for grades 1 through 12: literacy, math, science, and social studies. This purchase will be made under the Allied States Cooperative #19-7335.

The Unique Learning System provides differentiated learning materials with adapted methods for instruction so students can participate in rigorous daily classroom instruction similar to that of their non-disabled peers. The activities include visual representations onscreen, text-to-speech as selected text is read aloud, hands-on learning with experiments, and opportunities for written expression. The Unique Learning System includes a standards-based set of interactive tools specifically designed for students with disabilities to access the general curriculum. All materials, licenses, and on-line access for the proposed product are included in this purchase.

The total cost will not exceed \$215,027.50.

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

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

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

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

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

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

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

Authorization to Renew Virtual Library Services Subscriptions with Various Vendors

The Administration is requesting authorization to purchase one-year renewal subscriptions for district-wide virtual library services under the respective cooperative agreement listed for each below. The current virtual library databases offer continuity in the District’s overall plan to invest in library staffing and technology and continue to be a core resource for the library skills (research and inquiry) curriculum. Digital resources allow students to engage in research/inquiry to investigate topics and provide experiences for self-directed, real-life investigations.

These purchases will be paid for with Common School Funds, which provide annual library-aid support to all Wisconsin public school districts. Each district must spend its total Library Aid allocation for appropriate library materials by June 30 of the same year. Digital, video-streamed, or web-based resources are earmarked materials that support the school library media program.

The District’s collection of digital resources provides equity to all MPS sites. Additionally, full access to all databases is available from home on a 24/7 basis. On-site and online professional development is available to all MPS educators for all resources. The databases’ renewal costs are outlined below:

Vendor	Products	Subscription Period	Area of Focus	Amount	Cooperative Agreement
BrainPOP	BP, JR, ELL, Espanol, Creative Coding	Oct. 1, 2022-Sept. 30, 2023	K4-12	\$305,713.25	Gurnee School District 56, IL_NDPA_SWC CCASE
Capstone	Pebble Go	June 30, 2022-June 30, 2023	K4-3	\$124,768.95	Omnia Partners, R170702
Cengage Learning	Biography in Context, Gale in Context MS, Opposing Viewpoints	June 30, 2022-June 29, 2023	5-12 and 7-12	\$98,354.29	Choice Partners, 20/051SG-02
Defined Learning LLC	Defined STEM	August 1, 2022-July 31, 2023	K-12	\$277,860.00	TIPS, #200105

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

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

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

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

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

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

Authorization to Purchase Montessori Materials from Various Vendors

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

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

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

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

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

Budget Codes:

Bruins Montessori	OPR-0- S-9K2-FM-ECTS	\$86,133.85
	OSC-0-S-9B2-CI-ESUP	\$15,173.10
	DWC-00-AAC-DW-ETXB	<u>\$31,562.44</u>
	Total	<u>\$132,869.39</u>
Heutink USA (Nienhuis)	OPR-0- S-9K2-FM-ECTS	\$79,904.40
School Specialty	OPR-0- S-9K2-FM-ECTS	\$245,503.74
	DWC-00-AAC-DW-ETXB	\$48.99
	OSC-0-S-9B2-CI-ESUP	<u>\$5,037.98</u>
	Total	<u>\$250,590.71</u>
Erleichda LLC, d/b/a Waseca Biomes	OPR-0- S-9K2-FM-ECTS	\$41,330.00
	DWC-00-AAC-DW-ETXB	\$20,309.00
	OSC-0-S-9B2-CI-ESUP	<u>\$51,106.54</u>
	Total	<u>\$112,745.54</u>

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

Report on Change Orders in Excess of \$25,000

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

C030147 Boys & Girls Club of Greater Milwaukee

Original Contract Amount	\$3,899,000.00
Increase	\$401,500.56
Second Increase	<u>\$365,250.00</u>
Ending amount	<u>\$4,336,750.56</u>

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

C029511 Owners Group, d/b/a Learning Exchange

Original Contract Amount	\$16,486,349.97
Increase	<u>\$6,026,763.23</u>
Ending amount	<u>\$22,513,113.20</u>

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

C029512 Mainstream Development Educations Group, LLC

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

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

C029513 Catapult Learning West, LLC

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

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

Routine Monthly Reports

The report on revenues and expenses, the monthly expenditure control report, the report on school fund transfers, the report on contracts under \$50,000 and cumulative total report and the report on monthly grant awards are attached to the minutes of your Committee’s meeting. These are informational items, and no action is required.

Donations

Location	Donor	Amount	Gift or Purpose
Monetary Donations			
Allen-Field School	NeighborGood	\$300.00	Girls on the Run
Allen-Field School	James LeDuc	\$100.00	Girls on the Run
Allen-Field School	Big Green	\$2,000.00	Garden Program
Burdick School	RSR Services, LLC	\$2,000.00	MS Book Club Book
Congress School	Milwaukee World Festival, Inc.	\$2,500.00	Let the Music Play
Fernwood School	Milwaukee World Festival, Inc	\$3,200.00	Let the Music Play
Fratney Street School	Anonymous Donor	\$70.00	Green School Project
Garland School	Garland PTA	\$150.00	PTA Donation
Garland School	Garland PTA	\$300.00	PTA Donation
Garland School	Garland PTA	\$2,600.00	PTA Donation
German Immersion School	Janice Penczykowski	\$125.00	General School Supplies
German Immersion School	Milwaukee German Immersion School’s Students	\$3,822.24	Penny Challenge
German Immersion School	Milwaukee German Immersion School Students	\$338.27	Penny Challenge

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

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

Committee's Recommendation

Your Committee recommends that the Board

1. authorize the purchases; and
2. accept the donations as listed, with appropriate acknowledgement to be made on behalf of the Board.

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

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

RFP 1040 Authorization to Enter into Contracts with Curriculum Associate, LLC, and Imagination Station, Inc., dba Istation for Tier 2 and Tier 3 Interventions

The Administration is requesting authorization to enter into a contract with Curriculum Associates, LLC, and Imagination Station, Inc., dba Istation, for computer-based interventions as Tier 2 and Tier 3 academic supports to meet requirements of Response to Intervention (RtI). The purchase of this software meets the District’s need for the Every Student Succeeds Act (ESSA) for evidence — and research-based interventions, to align with WI DPI’s vision for RtI, and to support DPI’s special-education corrective-action compliance. The software allows students, families, teachers, school administrators, and district administrators to monitor individual students’ and schools’ use and progress within the software. Interventions are online and are available for students to access during the schools’ identified intervention time, as well as at home, in after-school programs, or in other settings.

The interventions are all research-based interventions, used by a variety of school districts across the country in a wide range of settings in kindergarten through 12th grade. The interventions provide additional support to identified students who are performing below target in the areas of math and reading in kindergarten through 12th grade. Use of the intervention with individualized instruction and activities for students based on their individual needs will provide additional support to close academic achievement gaps.

Contractors were chosen pursuant to RFP 1040, which closed on March 8, 2021. The original contract had a term of July 1, 2021s through June 30, 2022s with the option of two additional one-year terms if certain performance metrics were met. We are now asking to issue the first one-year option to extend the contract to run from July 1, 2022, through June 30, 2023.

Curriculum Associates, LLC, will provide online licenses for both English — and Spanish-speaking students in Tier 2 math and reading interventions in grades K5-9 at all schools. The total cost of this portion for these online services will not exceed \$445,200.00.

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

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

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

A contract not to exceed \$100,000.00 will be issued to Imagination Station, Inc., dba Istation. This contract will provide online intervention licenses for students and professional learning and webinars for adults, including one webinar for parents for kindergarten-8th-grade Spanish-speaking students in the area of reading at selected schools.

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

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

Curriculum Associates, LLC

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
1,668	491	1,168	No	NA	NA	NA	NA	300	20

Imagination Station, Inc. dba Istation

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
287	89	146	No	NA	NA	NA	NA	300	20

RFP 1043 Authorization to Extend a Contract with Playworks Education Energized (“Playworks”) for Recess-support Services and Professional Development

The Administration is requesting authorization to extend a blanket contract (B0001468) with Playworks Education Energized (“Playworks”) for recess-support and professional development services. Under the contract, Playworks will be used for the operation and coordination of recess-support services targeting K-8th grade for schools in the district that make the decision to order the services.

The recess-support services will consist of two components: Component B is full-time program staff providing recess support and training, splitting onsite time between four school locations (ratio of 1:4 staff to schools). Component C is professional development on an hourly basis to schools not participating in Component B. Playworks will report to the Department of Curriculum and Instruction program outputs and deliverables twice during each contract year (by March 1 and June 30).

Contractor was chosen pursuant to RFP 1043, which closed on May 18, 2021. The original contract provided for two one-year options to extend if certain performance objectives were met.

This first contract extension will run from August 1, 2022, through July 31, 2023 (“Year 2”). The total cost of the contract in Year 2 will not exceed \$532,140.

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

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
668	417	414	No	25%	39%	\$2,294.44	NA	300	10

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

The Administration is requesting authorization to enter into a contract with The Stepping Stones Group, LLC, for physical and occupational therapy services. This contractor will be used to deliver evaluation, development of IEPs with meaningful and measurable goals, development of intervention plans, direct and indirect therapeutic interventions, attendance at IEP-team meetings, consultation with staff members, and all related documentation.

In a typical school year, two to three leave coverages of 12 weeks or more occur. Occupational therapists and physical therapists provided through this RFP may be engaged for a period of weeks up to an entire school year. Assignments may be short-term, such as those vacancies created by leaves and district enrollment fluctuations.

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

The total cost of the contract in the initial term will not exceed \$100,000.

Budget Code: OTS-0-0-SES-DE-ECTS (Specialized Services Contracted Services) \$100,000

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
3,279	1,601	1,248	No	5%	5%	TBD	NA	300	10

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

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

Contractor was chosen pursuant to RFP 1070, which closed on April 4, 2022. The contract will run from June 1, 2022, through May 31, 2023, (the “Initial Term”) with two additional one — year options to extend if certain performance metrics incorporated into the contract are met.

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

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

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

Expenditure Range	*Student Engagement Hours	
	Paid Student Employment	Educational Experience
\$0-\$49,999	0	0
\$50,000-\$74,999	100	10
\$75,000-\$199,999	200	10
\$200,000-\$399,999	300	10
\$400,000-\$599,999	400	10
\$600,000-\$799,999	600	10
\$800,000-\$999,999	800	10
\$1,000,000<	900	30
Total	3,300	90

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

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

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

Contractor was chosen pursuant to RFP 1076, which closed on March 8, 2022. The contract will run from June 1, 2022, through May 31, 2023, (the “Initial Term”) with two additional one-year options to extend if certain performance metrics incorporated into the contract are met.

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

Budget Code: GSP-0-S-SRT-DW-ECTS (Contracted Services)..... \$300,000

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
1,200	365	480	No	NA	NA	NA	NA	300	10

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

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

Contractor was chosen pursuant to RFP 1077, which closed on March 21, 2022. The contract will run from June 1, 2022, through May 31, 2023, (the “Initial Term”) with two additional one-year options to extend if certain performance metrics incorporated into the contract are met.

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

Budget Code: TSV-0-0-TLN-DW-EMTC (Technology — Contracted Services)..... \$1,500,000

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
8,637	1,853	1,399	No	NA	NA	NA	NA	300	10

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

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

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

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

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

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

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

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

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

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

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

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

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

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

The Administration is requesting authorization to enter into contracts with Boys and Girls Club of Greater Milwaukee and Children’s Outing Association to provide comprehensive summer learning programs at 33 21st Century Community Learning Centers (CLCs) and Safe Place locations. Contractors will facilitate academic- and recreational-enrichment programming to youth throughout the city of Milwaukee.

Summer programs provide youth with academic supports, engaging recreational-enrichment activities, and nutritious meals during the summer months. Dependent on the respective programs' times, a combination of breakfast, lunch, and dinner will be offered at all locations. Implementation of programs is contingent upon the State of Wisconsin's legislative orders, community need, community-based partners' capacities, and building-modification projects.

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

Boys and Girls Club of Greater Milwaukee	\$1,005,010
Children's Outing Association.....	<u>\$181,668</u>
Total.....	<u>\$1,186,678</u>
Budget Codes: CSV-0-0-CNR-XX-ECTS (Extension Fund — Contracted Services).....	\$940,000
PRC-0-0-9W2-XX-ECTs (ESSER III).....	\$111,678
000-0-0-W2C-XX-ECTS (Wisconsin Shares)	<u>\$135,000</u>
Total	<u>\$1,186,678</u>

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 3.09, Purchasing and Bidding Requirements

Fiscal Impact Statement

Recommended for the Board's approval at this meeting is the following professional services contract:

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

MSS-0-S-4B3-1S-ECTS0000.....	\$328,333.85
MSS-0-S-6H3-1S-ECTS0000	\$1,520,810.98
GOE-O-I-6Z3-1S-ECTV0000	\$854,566.09
• Mainstream Development Educational Group, LLC, for Title IA, Title IIA, Title IIIA, Title IVA, ESSER and GEER services;	
GOE-0-I-1N3-1S-ECTV0000	\$3,404,137.16
MSS-0-S-1N3-1S-ECTV0000.....	\$179,142.18
PRT-0-S-1N3-1S-ECTS0000	\$35,828.42
MSS-0-S-T23-1S-ECTS0000.....	\$314,493.85
GOE-0-I-T33-1S-ECTS0000	\$9,205.88
MSS-0-S-4B3-1S-ECTS0000.....	\$225,865.29
MSS-0-S-6H3-1S-ECTS0000	\$612,469.49
GOE-O-I-6Z3-1S-ECTV0000	\$294,927.07
• Owners Group, dba Learning Exchange, for Title IA, Title IIA, Title IIIA, Title IVA, ESSER and GEER services.	
GOE-0-I-1N3-1S-ECTV0000	\$11,562,009.20
MSS-0-S-1N3-1S-ECTV0000.....	\$608,448.91
PRT-0-S-1N3-1S-ECTS0000	\$121,689.75
MSS-0-S-T23-1S-ECTS0000.....	\$1,204,637.61
GOE-0-I-T33-1S-ECTS0000	\$297,058.10
MSS-0-S-4B3-1S-ECTS0000.....	\$865,154.66
MSS-0-S-6H3-1S-ECTS0000	\$3,044,767.49
GOE-O-I-6Z3-1S-ECTV0000	\$525,626.13
• Boys and Girls Club of Greater Milwaukee and Children’s Outing Association for 21 st Century Community Learning Safe Place Centers and Safe Places;	
CSV-0-0-CNR-XX-ECTS.....	\$940,000,
PRC-0-0-9W2-XX-ECTS	\$111,678
000-0-0-W2C-XX-ECTS	\$135,000

This item authorizes expenditures as indicated in the attachments to the minutes of your Committee’s meeting.

Implementation and Assessment Plan

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

Committee’s Recommendation

Your Committee recommends that the Board authorize the professional services contract as set forth in the attachments to the minutes of your Committee’s meeting.

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

* * * * *

(Item 10) Action on the Award of Professional Services Contracts Related to Transportation

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

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

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

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

- Durham School Services LP*\$6,871,443.40
- First Student, Inc.....\$19,045,788.36
- Lakeside Buses of Wisconsin, Inc.....\$17,715,169.00
- Lamers Bus Lines, Inc.....\$9,665,548.20
- North American Central School Bus Intermediate Holding Company, LLC, dba Illinois Central School Bus, LLC\$17,391,909.60
- Specialized Care Transport, Inc.\$2,304,171.00

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

Budget Code: Various \$72,994,029.56

Durham School Services LP

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

First Student, Inc.

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

Lakeside Buses of Wisconsin, Inc.

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

Lamers Bus Lines, Inc.

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
1,681	141	634	No	5%	5%	TBD	NA	600	20

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

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

Specialized Care Transit, Inc.

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

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 3.09, Purchasing and Bidding Requirements

Fiscal Impact Statement

Recommended for the Board's approval at this meeting are the following professional services contract for regular school-day transportation services for students, pursuant to RFP 1050:

- Durham School Services LP\$6,871,443.40
- First Student, Inc.\$19,045,788.36
- Lakeside Buses of Wisconsin, Inc.\$17,715,169.00
- Lamers Bus Lines, Inc.\$9,665,548.20
- North American Central School Bus Intermediate Holding Company LLC, dba Illinois Central School Bus LLC\$17,391,909.60
- Specialized Care Transport, Inc.\$2,304,171.00

This item authorizes expenditures as indicated in the attachments to the minutes of your Committee's meeting.

Implementation and Assessment Plan

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

Committee's Recommendation

Your Committee recommends that the Board authorize the professional services contracts related to Transportation as set forth in the attachments to the minutes of your Committee's meeting.

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

* * * * *

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

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

The Administration requests authorization to enter into a contract with Cooperative Education Service Agency #1 (CESA) for Title IA, Title ID, Title IIA, and Title IVA services at Milwaukee Academy, St. Rose Youth and Family Center, and St. Charles Youth and Family Center, Focus Program. The contract will also provide Title ID services at Bakari Center. In addition, the contract includes the CESA #1 membership and service flat fee for Milwaukee Public Schools. MPS, as the local education agency, is obligated to provide Title IA, Title ID, Title IIA, and Title IVA services for students at these institutions, especially for students at risk of failing. The allocation amounts are provided through the Wisconsin Department of Public Instruction and are estimated based on a formula determined by federal law.

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

This request is for the second, and final, contract extension.

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

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

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

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

_____ **Authorization to Extend a Contract with Cooperative Educational Service Agency #9 (CESA #9)/Wisconsin Virtual School for the Provision of Virtual Program/School**

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

This contract is in response to, and in alignment with, the Board's approval of the Administration's regional development plan on July 26, 2018, which directed the establishment of an MPS virtual school to begin effective with the second semester of the 2018-19 school year.

WVS, which has been operated out of CESA #9 since 2000, is the state-led online and blended-learning supplemental program that partners with school districts throughout Wisconsin to offer online courses to middle- and high-school students. WVS has an agreement with DPI to provide online courses and services to Wisconsin schools as a partner in the Wisconsin Digital Learning Collaborative (WDLC), which consists of two collaborating organizations, WVS and the Wisconsin eSchool Network. These two organizations partner with DPI to provide a single point for schools to access quality online courses. Combined, the programs provide partnership pathways for schools to deliver a variety of online and blended-learning opportunities. WVS provides high-quality, media-rich online courses that meet Wisconsin and national standards and are taught by instructors holding appropriate Wisconsin DPI licensing. WVS also offers assistance and training to districts in developing their own virtual programs. As such, WVS is uniquely situated to provide the services requested by MPS.

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

The contract extension will run from July 1, 2022, through June 30, 2023. The total cost of the contract in this term will not exceed \$350,000.

Budget Codes: Title I GOE-0-I-1T3-SM-ECTV \$350,000

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
NA	NA	NA	NA	0	0	NA	NA	200	10

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

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

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

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

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

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

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

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

_____ Authorization to Enter into a Contract with Brink’s U.S., a Division of Brink’s, Incorporated, for Armored Car Services

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

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

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

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

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

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

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

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

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

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

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

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

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 3.09, Purchasing and Bidding Requirements

Fiscal Impact Statement

Recommended for the Board's approval at this meeting are the following exception-to-bid requests:

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

GOE-0-I-9A3-25-ECTS	\$41,526.37
GOE-0-I-9A3-57-ECTS.....	\$10,519.80
GOE-0-I-9A3-5A-ECTS.....	<u>\$14,727.73</u>
Total	<u>\$168,019.02</u>
• Cooperative Educational Service Agency #9 (CESA #9)/Wisconsin Virtual School, for the provision of virtual program/school; GOE-0-I-1T3-SM-ECTV	\$350,000.00
• Instruction Partners, for professional development, support, and curriculum development in science, math, and reading; SDV-0-S-8H2-CI-ECTS.....	\$599,837.00
• Brink’s U.S., a Division of Brink’s, Incorporated, for armored car services; FSC-0-0-S0S-FN-ECTS	\$70,000.00
• Discovery Education, Inc., for streaming web resource licenses; SLB-0S-CSF-DW-ESWR.....	\$414,180.00

This item authorizes expenditures as indicated in the attachments to the minutes of your Committee’s meeting.

Implementation and Assessment Plan

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

Committee’s Recommendation

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

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

* * * * *

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

Background

The Administration requests authorization to enter into a contract with Employ Milwaukee, Inc., for a Youth Early Intervention Summer Program designed to serve male youth ages 10-15 who are residents of the City of Milwaukee by providing early intervention services through preventive and proactive services — specifically, work-based learning and enrichment activities that are structured and staffed by culturally-relatable young adults and senior members of the community.

Truancy, substance abuse, gangs, and fragile life skills are problems that affect many youths. The program will include culturally-based youth leadership-development activities to empower the youth and help them avoid delinquent behavior. The program will provide alternate activities, such as skill development and decision making. This summer program offers youth the tools to become community leaders and to contribute to a better society.

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

The contract will run from May 27, 2022, through August 31, 2022. The total amount of the contract will not exceed \$200,000.

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

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

**Statute, Administrative Policy, or Board Rule
Implication Statement**

Administrative Policy 3.09, Purchasing and Bidding Requirements

Implementation and Assessment Plan

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

Committee’s Recommendation

Your Committee recommends that the Board authorize the exception-to-bid request as set forth in the attachment to the minutes of your Committee’s meeting.

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

* * * * *

(Item 13) Action on Request to Waive Administrative Policy 3.09(9)(e) and to Extend a Contract with Airoidi Brothers, Inc., for a Fifth Year for Leased Refrigerated Trucks

Background

The Administration is requesting authorization to extend a contract with Airoidi Brothers, Inc., to lease eight refrigerated trucks. These trucks will be used by School Nutrition Services to deliver pre-packed meals from central kitchens to schools across the district in a timely manner.

Contractor was chosen pursuant to RFP 945, which closed on June 5, 2017. The original contract provided for four one-year options to extend if certain performance objectives were met. Based on the contractor’s achievement of performance metrics, the parties now agree to extend the contract for an additional fifth one-year term.

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

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

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

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

**Statute, Administrative Policy, or Board Rule
Implication Statement**

Administrative Policy 3.09, Purchasing and Bidding Requirements

Implementation and Assessment Plan

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

Committee’s Recommendation

Your Committee recommends that the Board authorize the request to waive Administrative Policy 3.09(9)(e) and to extend the contract for a fifth additional one-year term as set forth in the attachments to the minutes of your Committee’s meeting.

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

* * * * *

(Item 14) Request to Waive Administrative Policy 3.09(9)(e) and to Extend a Contract with Oliver Packaging and Equipment Company for a Fourth Year for the Lease of Heat-seal Machines and Food-packaging Supplies

Background

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

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

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

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

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

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

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

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 3.09, Purchasing and Bidding Requirements

Implementation and Assessment Plan

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

Committee’s Recommendation

Your Committee recommends that the Board authorized the request to waive Administrative Policy 3.09(9)(e) and extend the contract for a fourth year as set forth in the attachments to the minutes of your Committee’s meeting.

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

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(Item 15) Report with Possible Action on the MPS School Nutrition Program

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

Background

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

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

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

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

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

Nutrition Services Report

Meal Counts & Staffing

Current-year Meal Count

Summer Program — Meals served since July 1, 2021

Breakfast.....	61,178
Lunch.....	84,037
Dinner.....	<u>25,321</u>
Total	<u>170,536</u>

Meal Count Summary, as of April 30

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

*Seamless Summer Option — The United States Department of Agriculture’s program with state child-nutrition agencies to provide safe and flexible meal service to children during the COVID-19 pandemic.

**National School Lunch Program

***The Child and Adult Care Food Program, a federal program that provides reimbursements for nutritious meals and snacks to eligible children and adults who are enrolled for care at participating childcare centers, daycare homes, and adult daycare centers.

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

Sites to Move Back to Production in 2022-23

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

Meal Quality & Staff Training

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

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

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

Nutrition Services will engage students for food tasting.

Meal Choices and Options

Current Daily Options at High Schools

- Four Entrees
- Salads
- Vegetarian

Future Options at All Schools

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

Fresh Fruit & Vegetables Program

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

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

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

Equipment Replacement

Process

Step 1

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

Step 2

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

Step 3

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

Needs

<u>Condemned</u>	<u>Number of Schools</u>	<u>Condemned</u>	<u>Number of Schools</u>
Cooler, two-door	2	Freezer, three-door	3
Cooler, walk-in	2	Freezer, walk-in	4
Cooler, Milk — Six cs	15	Steamer	5
Cooler, Milk — 12 cs	3	Steam Kettle	4
Convection Oven	5	<u>Stove, four-burner</u>	<u>3</u>
Dish Machine	4	Total	60
Freezer, two-door	10	Approximate Cost	\$831,417

USDA’s Meal Planning — Five Components

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

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

USDA’s Meal-pattern Requirements

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

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 4.05, School Nutrition Management

Fiscal Impact Statement

N/A

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REPORT OF THE COMMITTEE ON PARENT AND COMMUNITY ENGAGEMENT

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

TO THE BOARD OF SCHOOL DIRECTORS:

Your Committee on Parent and Community Engagement presents the follow report.

(Item 1) Report with Possible Action Regarding Discipline Disproportionality Updates & Progress

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

Background

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

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

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

Monthly Discipline Disproportionality Report, March 1-31, 2022

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

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

Promoting and Providing Resources to Schools on Alternatives to Suspension

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

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

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

Ensuring That Counseling and Support Services Are Being Used by Schools

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Book Studies

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

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

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

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

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

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

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

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

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

Next Steps

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

Monthly Discipline Disproportionality Report, April 1-30, 2022

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

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

Promoting and providing Resources to Schools on Alternatives to Suspension

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Book Studies

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

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

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

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

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

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

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

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

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

Next Steps

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

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 1.06, Equity in MPS

Fiscal Impact Statement

N/A

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REPORT OF THE COMMITTEE ON STRATEGIC PLANNING AND BUDGET

Director Gokalgandhi presented the following report for the Committee on Strategic Planning and Budget:

TO THE BOARD OF SCHOOL DIRECTORS:

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

(Item 1) Action on the Superintendent's Proposed 2022-23 Budget, Including the Budgets for the School Operations, Construction, and Extension Funds

Background

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

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

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

Proposed Amendments to the Proposed 2022-23 Budget

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

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

The Amendment was withdrawn by the sponsor.

- Amendment #11, by Director Carr, to support teacher recruitment through life-sustaining salaries by implementing a minimum of a \$50,000 salary for permit teachers and \$55,000 as a minimum salary for teachers with at least three-years of licensed experience, both requiring a three-year commitment to teach in MPS. Use pre-paid debt-service dollars to fund the increase
- Amendment #12, by Director Carr, to support the recruitment and retention of MPS Nutrition drivers by increasing their pay by \$2 per hour.

Committee's Recommendation

Your Committee recommends that the Board

1. in regard to the proposed amendments:
 - adopt Amendment #1 as submitted;
 - adopt Amendment #2 as submitted;
 - adopt amendment #3 as submitted;
 - adopt amendment #4 as submitted;
 - regarding Amendment #5, adopt the Administration's recommendation to use \$100,000 from ESSER funds to add professional development time for food service staff to learn more about ways to improve the food to meet the needs of the students. Staff would be paid for this extra time;
 - adopt Amendment #6 as submitted;
 - regarding Amendment #7, adopt the amendment for classified employees, including, but not limited to, paraprofessionals, safety assistants, interpreters, food service assistants, children's health assistants, school nurse associates, social worker aides, building service helpers (I and II), and general education assistants;
 - adopt Amendment #8, using ESSER funds as the funding source;
 - in regard to Amendment #9, adopt the Administration's recommendation to set aside \$500,000 from ESSER III funds to provide a one-time bonus for paraprofessionals.
 - in regard to Amendment #11, adopt the recommendation of the Administration to provide a bonus for hard-to-fill permit teacher positions using \$100,000 from ESSER funds; and
 - adopt Amendment #12, based on the Administration's guidance that funds currently in the School Lunch program are sufficient to cover the costs; and
2. adopt the proposed FY23 budget, including the following budgetary resolutions for the School Operations, Construction, and Extension Funds:

School Operations Fund

RESOLVED, That, pursuant to the provisions of Section 119.46, Wisconsin Statutes, relating to the School Operations Fund, the Board of School Directors hereby advises the Common Council that the amount of \$1,096,785,942 will be required for the operation of the Milwaukee Public Schools, for the repair and keeping in order of school buildings and equipment, and for the making of material improvements to school property during the 2023 Fiscal Year. In addition, pursuant to action taken by the Board of School Directors at its regular meeting on September 22, 2011, the Board of School Directors is required to advise the Common Council that *[/i>TO BE DETERMINED] will be required for the operation of the Milwaukee Parental Choice Program; and that *[/i>AMOUNT TO BE**

DETERMINED) will be required for the operations of the Milwaukee Public Schools and that a total of *\$(AMOUNT TO BE DETERMINED)* thereof is to be raised by a tax levy on all real and personal property in the City of Milwaukee subject to taxation for Milwaukee Public School purposes in 2023, pursuant to the provisions of Section 65.07(1)(e), Wisconsin Statutes, said amount to be raised by tax levy being in addition of the money to be received from state aids, shared taxes, and from other miscellaneous sources.

Construction Fund

RESOLVED, That, pursuant to the provisions of Section 119.48, Wisconsin Statutes, the Board of School Directors hereby advises the Common Council that the amount of \$2,942,559 will be required for the 2023 Fiscal Year Construction Fund budget purposes and that it is to provide, in accordance with Section 65.07(1)(f), Wisconsin Statutes, \$1,816,630 by a tax levy on all real and personal property in the City of Milwaukee subject to taxation for Milwaukee Public School purposes in 2023, said amount to be in addition to the money received from other miscellaneous sources.

Extension Fund

RESOLVED, That, pursuant to the provisions of Section 119.47, Wisconsin Statutes, relating to the Extension Fund, the Board of School Directors hereby advises the Common Council that the amount of \$38,175,042 will be required for the maintenance of playgrounds, recreation centers, and similar activities during the 2023 Fiscal Year, and that \$30,560,795 thereof is to be raised by a tax levy on all real and personal property in the City of Milwaukee subject to taxation for Milwaukee Public School purposes in 2023, pursuant to the provisions of Section 65.07(1)(g), Wisconsin Statutes, said amount being required in addition to other miscellaneous sources.

Director Siemsen moved approval of the Committee's recommendation.

The motion passed, the vote being as follows:

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

Noes — None.

* * * * *

REPORT OF THE COMMITTEE ON STUDENT ACHIEVEMENT AND SCHOOL INNOVATION

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

(Item 1) Action on Revisions to the MPS Montessori Strategic Plan

Background

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

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

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

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

Montessori Strategic Plan Revision

Revision Process

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

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

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

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

Timelines

New Organizational Schema

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

Tasks

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

Budgetary Updates

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

Next Steps

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

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Implication Statement

Board Governance Policy BG 2.10, Board Advisory Committees

Fiscal Impact Statement

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

Implementation and Assessment Plan

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

Committee’s Recommendation

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

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

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

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

Background

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

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

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

Regional Showcase: Northwest

Schools

K-5 Neighborhood

- Barton
- Bryant
- Bruce
- Eighty-first
- Emerson
- Engleburg
- Goodrich
- Hampton
- Hawthorne
- Kilbourn

- Kluge
- Maple Tree
- Ninety-fifth
- Parkview

K-8 Neighborhood

- Carson Academy
- Congress
- Thoreau
- Thurston Woods

Specialty

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

Community/Verizon

- Browning
- Grantosa Drive
- Lancaster

Current Demographics

- | | | |
|------------------------------------|-------------------------|-------|
| • 8,652 Students | American Indian | 0.4% |
| • 25 Schools | Asian | 5.5% |
| • 2.0% English-language Learners | Black | 78.5% |
| • 21.3% Special Education | Hispanic | 5.1% |
| • 85.2% Economically Disadvantaged | Hawaiian/Pacific Island | 0.1% |
| | White | 5.3% |
| | Multiple | 5.1% |

2021-22 State Report Card

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

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

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

Craig Montessori

Vision Statement

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

Current Demographics

• 276 Students	American Indian	0.4%
• 0.0% English-language Learners	Asian	1.4%
• 18.5% Special Education	Black	86.6%
• 73.2% Economically Disadvantaged	Hispanic	2.9%
	White	2.5%
	Two or More	6.2%

STAR Results, 2021-22

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

Craig Montessori on the Move

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

Next Steps

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

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Implication Statement

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

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REGULAR ITEMS OF BUSINESS**(Item 1) Monthly Report of the President of the Milwaukee Board of School Directors**

The Board received the reports of its delegates to CESA 1, to the Milwaukee Library Board, and to the Head Start Policy Council.

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(Item 2) Monthly Report of the President of the Milwaukee Board of School Directors

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

Academic Achievement

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

Effective and Efficient Operations

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

Student, Family, and Community Engagement

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

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UNFINISHED BUSINESS

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

Background

Board Rule 1.17(6) prescribes that

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

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

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

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

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Board Rule 1.01, Organizational Meetings

Fiscal Impact Statement

No fiscal impact.

Recommendation

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

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

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

The motion passed, the vote being as follows:

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

Noes — None.

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NEW BUSINESS

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

Referred to the Committee on Legislation, Rules and Policies.

RESOLUTIONS

Resolution 2223R-001

By Directors Siemsen and Leonard

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

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

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

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

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

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

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

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

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

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

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

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

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

Referred to the Committee on Parent and Community Engagement

Resolution 2223R-002

By Director Garcia

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

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

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

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

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

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

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

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

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

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

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

Referred to the Committee on Student Achievement and School Innovation

Resolution 2223R-003

By Director Gokalgandhi

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

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

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

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

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

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

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

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

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

Referred to the Committee on Legislation, Rules and Policies

Resolution 2223R-004

By Director Taylor

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

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

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

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

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

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

WHEREAS, Onboarding should also include a description of professional learning opportunities as well as a description of a path for career development; now, therefore be it
RESOLVED, That the Administration is directed to develop an onboarding program for new paraprofessionals to be presented to the Board by the October 2022 board cycle.

Referred to the Committee on Accountability, Finance, and Personnel

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The Board adjourned at 6:41 p.m.

JACQUELINE M. MANN, Ph.D.
Board Clerk

