

**PLEASE REVIEW PRIOR TO THE
JANUARY 30, 2020, BOARD MEETING**

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

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BOARD OF SCHOOL DIRECTORS MILWAUKEE, WISCONSIN DECEMBER 19, 2019

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

Present — Directors Báez, Herndon, O'Halloran, Peterson, Phillips, Siemsen, Taylor, Woodward, and President Miller — 9.

Absent and Excused — None.

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

- Déyon M. Virgil, a student at Lloyd Barbee Montessori School, who passed away on November 20, 2019;
- Berta Louise Golden, a retired MPS employee, who passed away on November 29, 2019;
- Carol Reiners, a retired MPS teacher, who passed away on November 30, 2019;
- Maxine Winston, a retired school social worker supervisor, who passed away on December 2, 2019;
- Lynn Anderson, a MPS teacher at Starms Discovery School, who passed away on December 3, 2019;
- Barbara Ann Fields, a retired secretary for Recreation, who passed away on December 3, 2019;
- Miles P. Wesley, a student at Golda Meir School, who passed away on December 4, 2019;
- Antwan Branch, a student at Banner Prep, who passed away on December 13, 2019;
- Jason Eggars, a student at North Division High School, who passed away on December 15, 2019; and
- Wanda Richards-Miller, a retired special education supervisor, who passed away on December 17, 2019.

AWARDS AND COMMENDATIONS

(Item 1) Excellence in Education Award: Patricia L. Colloton-Walsh (posthumous)

Each month, the Milwaukee Board of School Directors recognizes an outstanding school, student, staff member, parent, or community member for a display of excellence, achievement, and innovation that may serve as an example to our school district and the entire Milwaukee community.

This month, the Milwaukee Board of School Directors is pleased to posthumously present the “Excellence in Education Award” in honor of:

Patricia L. Colloton-Walsh

Milwaukee Public Schools recognizes Ms. Patricia L. Colloton-Walsh, a passionate educator who enriched the lives of many MPS students throughout her years in the district. Patricia was a great listener, mentor, social activist who always exhibited a genuine care and concern for those whom she encountered.

During her extensive career, primarily in the field of education, Ms. Colloton-Walsh was a teacher, college professor, and also a marriage and family therapist. She was well-respected and loved by those in the MPS family upon whose lives she had an impact and became an important support of MPS teachers through her work at Milwaukee Teacher Education Center (MTEC).

Ms. Colloton-Walsh began her studies in education in 1965 at Mt. Mary College and left in 1970 with two masters’ degrees in elementary education and one in marriage-and-family therapy. She became interested in the Montessori method of early childhood education as a young girl in grade school and a babysitter in

high school. She felt that her knowledge and skills learned in the Montessori method contributed to her parenting and teaching ability. She taught at Linsmeier Montessori pre-schools for many years in addition to her years at MPS.

A lover of travel, culture, and adventure, Ms. Colloton-Walsh travelled and taught in Cameroon, Africa; the Hague, Netherlands; and Cochabamba, Bolivia, between the years of 1983 and 1990, bringing her children with her. This allowed her family to travel extensively through Europe, South America, and Africa.

She enjoyed spending time with her family, including with her husband, children, and two granddaughters, Olivia and Rose, whom she considered to be her biggest treasures.

The Milwaukee Board of School Directors recognizes and honors Patricia L. Colloton-Walsh for her dedication, outstanding leadership, and commitment to excellence on behalf of the students of the Milwaukee Public Schools.

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APPROVAL OF MINUTES

The minutes of the special and regular board meetings of November 2019 were approved as printed.

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REPORTS AND COMMUNICATIONS FROM THE SUPERINTENDENT OF SCHOOLS

(Item 1) Monthly Report of the Superintendent of Schools

Background

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

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

Activities from late November through mid-December are also included in the following report.

School Visits

School visits remain a priority and serve as an excellent mechanism for gathering feedback to support the District's improvement efforts. This month, I had the opportunity to visit Rufus King Middle School for its IB reauthorization visit; Andrew Douglas Middle School for a ribbon-cutting ceremony to celebrate the grand opening of the Twilight Center for middle-school students; and Carver for a site visit regarding the Milwaukee Partnership Schools initiative. I was also at Riverside High School for the Battle of the Drumlines and Milwaukee School of Languages for the 2019 Language Summit.

Events/Programs/Announcements

Andrew Douglas Twilight Center's Grand Opening

The District celebrated the grand opening of the Andrew Douglas Twilight Center at the middle school. The Andrew Douglas Twilight Center is the eighth Twilight Center to open and is the first such site to accommodate middle-school students, ages 10-15. We celebrated the grand opening with family-friendly

activities, giveaway items, and a ribbon cutting. The Andrew Douglas Twilight Center is open on Monday and Wednesday evenings from 5:00 until 8:00 p.m.

The Andrew Douglas Twilight Center features an open gym and the game room and will add enrichment workshops in the spring. Students got a taste of that programming at the grand opening with Digital Music Production, which allows youth to create their own music, and Kreative Fruit, a workshop where students can design their own artwork with fruit.

Twilight Centers offer programming and extended hours at select schools so young people in the city have safe places to go during the evenings throughout the week. The following sites are home to high-school Twilight Centers (ages 12-18):

- Barack Obama SCTE
- Bay View High School
- James Madison Academic Campus
- North Division High School
- Pulaski High School
- South Division High School
- Washington High School.

Hours for these sites are Mondays and Wednesdays from 6 until 9 p.m. and Saturdays from 6 until 10 p.m. This is a free drop-in program.

MPS Language Summit Showcases Language and Cultural Programs

Families, students, teachers, job seekers in education, and the community participated in the Milwaukee Public Schools' Language Summit on Saturday, December 7, 2019. There were student performances showcasing cultures represented in our school programs. School exhibits allowed those attending to learn about MPS bilingual and immersion schools.

At the Summit, information about exciting programs in our schools was shared, including the following:

- Bilingual and ESL programs
- World language programs
- Language-immersion programs

Maple Tree Students and Staff Reach for Excellence

The staff at Maple Tree School is finding a variety of creative ways in which to motivate students to learn. Recent efforts have centered on math, behavior, and leadership, including a very special guest.

To promote achievement in math, Principal Debra Rash has developed the Maple Tree Math Club. Primary and intermediate students are invited to participate during lunch hours on Tuesdays and Thursdays. The students are challenged by engaging in math discourse, practicing facts, and solving problems during their recess time. Participants are excited to build their knowledge of math. Maple Tree Math Club, which began last year, continues to motivate students to strive for excellence in math. Ms. Rash teaches new topics every week and shares her passion for mathematics with students.

Students in 4th and 5th grades enjoyed a visit from a special guest in November: Former Green Bay Packers player LeRoy Butler spoke at Maple Tree about respect, bullying, leadership, and the importance of academics. Butler, who played his entire career with the Packers, was known for being a great teammate and now visits schools to share his story and to promote a team attitude. His message was designed to teach students to be leaders and to motivate students to achieve. The 4th- and 5th-grade students felt honored to see him at Maple Tree School.

Maple Tree has also developed a program to celebrate VIP students who follow behavior rules consistently. In every classroom, VIPs are identified and earn extra privileges each month, including a special lunch with Principal Rash. Families are invited to join their students and to share in the fun. The VIPs wear VIP buttons daily and are role models for their peers.

Young Men at Carver Academy Bond with Mentors

Some of the young men in grades 6 to 8 at Carver Academy say that Thursday is their favorite day of the week. Each Thursday, about 21 young men meet as part of Brutha'z Bond, a group designed to help youth learn life skills and give back to their community. Young men talk about issues that affect their lives and also

learn important skills such as how to tie a tie, how to shake hands properly, how to work with adults, and ways to be part of a productive group.

Over the course of the school year, the young men and their mentors discuss rules and expectations, develop a code of ethics, recite the Brutha'z Bond creed, learn about the meanings of their names, learn how to make presentations, and take part in service work. The group gives back to the community through food drives for Easter and Thanksgiving every year at Mt. Zion Church and several other projects in the city.

Brutha'z Bond at Carver is active thanks to three dedicated volunteers: Kevin Vann coordinates the group with help from Sam Yates and Marquis Cowan.

Congratulations/Honors

Marvin Pratt School "Significantly Exceeds Expectations" on Wisconsin State Report Card

Milwaukee Public Schools congratulates the students, staff, and families at Pratt for reaching the top tier of the Wisconsin State Report Card and being rated as Significantly Exceeds Expectations.

Principal Janice Carter has worked tirelessly to make Pratt a place where students can achieve. When she accepted the role of principal, she immediately decided to make changes to the building and improve the climate in the school by making it comfortable and welcoming.

Principal Carter found motivation from many sources, including mentors who inspired her and provided a vision to build the school into a success story. One goal was to implement strategies for teachers to look at test results and to use the information to increase knowledge and to respond to students' needs. Now, students and teachers understand how to leverage test scores into learning experiences and higher achievement.

Principal Carter is also a proponent of school uniforms, believing that they reduce distractions. The majority of Pratt's students wear uniforms daily. Principal Carter tells students that when they get dressed every morning, they should think of themselves as coming to work. This type of thinking puts them in the frame of mind for learning.

Celebrations are also a regular part of the school's culture. Principal Carter sees how students respond when they are rewarded for good attendance, being on time, and making improvements. Rewards range from pencils and stickers to recognition at school assemblies to special lunch events.

Milwaukee Public Schools is proud of the efforts and hard work at Marvin Pratt Elementary School. Keep up the good work — we are all MPSProud!

Rufus King Captures Title in MPS Battle of the Drumlines

Crowds were cheering at Riverside University High School on Saturday, December 7, 2019, when MPS drumlines faced off in the annual Battle of the Drumlines! Students gave their best effort with precision drumming, footwork, showmanship, and stick tricks to present a thrilling competition.

Congratulations to the Rufus King Varsity Drumline, who took home the first place trophy!

This annual event is an opportunity for our students to gain so much through music, including poise, teamwork, precision, and a strong work ethic. We are extremely proud of what all our students accomplished at this year's competition!

Awards were presented to high-school and middle-school groups. Congratulations to all our winners!

High Schools

First Place: Rufus King High School Varsity
Second Place: Riverside University High School
Third Place: Reagan High School

Middle Schools

First Place: Golda Meir School
Second Place: Milwaukee Parkside School for the Arts

Rufus King High School Students Receive All-State Award for Theater Production

The Wisconsin High School Forensic Association recognized Rufus King High School for its outstanding achievement at the 2019 State Theater Festival, held November 21-23 at the University of Wisconsin-Milwaukee. The director, Erica Allemang-Reinke, and the cast and crew received the All-State

Award for their production of the play *Pipeline*. Additionally, one of the production’s actors — Nathan Berry — earned Outstanding Acting recognition.

Riverside Students Receive Interviews and Job Offers from Walmart

Local Walmart stores are tapping into a large pool of potential job candidates by partnering with Milwaukee Public Schools. For the second year, Walmart is working with MPS high schools to recruit, to hire, and to train students to provide employment opportunities and to help teenagers cultivate their marketable skills. In November, Walmart held job interviews during the school day at Riverside University High School and extended 33 on-the-spot job offers.

Students filled out applications in advance of the interview event and arrived dressed for success to take part in a multi-step hiring process. All of those hired received their job offers by the end of the school day.

Youth who work for Walmart gain several benefits that boost their future college and career success, including flexible schedules and access to the retailer’s partnership with Guild Education following graduation. Through the Guild Education program, Walmart employees can earn an online bachelor of arts degree in business administration or supply-chain logistics for as little as \$1.00 per day.

MPS is committed to ensuring that all students graduate from high school on time, prepared for college, career, and life. Walmart’s partnership will provide opportunities to students who may feel that college is unaffordable or out of reach.

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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

Christopher Thiel, the Board’s Legislative Policy Specialist, presented a review of the state’s funding policies, including levy credit, the creation of per-pupil categorical aid, and the funding that supports equalization aid.

He also presented a review of revenue-limit differences and demographic differences, as presented below.

	2018-19			2019-20	Wisconsin’s per-pupil value difference between suburban districts and MPS	Total increase that would be available annually to MPS students if state law valued MPS students at the same level as it does suburban students.
	Students with Disabilities	Economically Disadvantaged	English- language Learner Status	Base Revenue Limit per Pupil — the maximum base value per student allowed by the state		
Nicolet	10.9%	18.2%	2.5%	\$15,590.00	\$5,293.27	\$400,324,716.83
Maple Dale- Indian Hill	15.3%	13.8%	4.2%	\$14,643.18	\$4,346.45	\$328,717,667.05
Fox Point	9.8%	11.2%	2.4%	\$13,197.71	\$2,900.98	\$219,398,216.42
Glendale- River Hills	14.9%	32.9%	1.9%	\$12,333.60	\$2,036.87	\$154,046,441.23
Brown Deer	14.4%	49.5%	6.4%	\$12,065.17	\$1,768.44	\$133,745,348.76
Elmbrook	11.1%	8.0%	4.3%	\$11,843.77	\$1,547.04	\$117,001,088.16
Shorewood	12.0%	15.2%	5.7%	\$11,797.92	\$1,501.19	\$113,533,498.51
Whitefish Bay	9.7%	1.9%	2.5%	\$11,452.35	\$1,155.62	\$87,398,384.98
Franklin	9.3%	14.5%	5.5%	\$11,308.85	\$1,012.12	\$76,545,623.48
Menomonee Falls	12.1%	18.6%	2.1%	\$11,242.61	\$945.88	\$71,535,958.52
Greendale	11.5%	25.4%	5.7%	\$11,202.10	\$905.37	\$68,472,227.73

	2018-19			2019-20	Wisconsin's per-pupil value difference between suburban districts and MPS	Total increase that would be available annually to MPS students if state law valued MPS students at the same level as it does suburban students.
	Students with Disabilities	Economically Disadvantaged	English-language Learner Status	Base Revenue Limit per Pupil — the maximum base value per student allowed by the state		
Mequon	9.4%	11.4%	3.1%	\$10,915.16	\$618.43	\$46,771,242.47
Whitnall	15.5%	22.4%	2.5%	\$10,819.53	\$522.80	\$39,538,841.20
Cudahy	16.9%	62.2%	8.8%	\$10,560.48	\$263.75	\$19,947,148.75
Wauwatosa	12.3%	23.8%	1.5%	\$10,494.60	\$197.87	\$14,964,710.23
Greenfield	11.3%	43.3%	7.8%	\$10,363.75	\$67.02	\$5,068,655.58
Milwaukee Public Schools	19.7%	82.9%	11.9%	\$10,296.73	\$0.00	\$0.00
West Allis	15.0%	56.6%	3.4%	\$10,239.58	-\$57.15	-\$4,322,197.35
South Milwaukee	14.8%	46.2%	5.5%	\$10,083.10	-\$213.63	-\$16,156,623.27
Oak Creek-Franklin	10.0%	26.5%	8.0%	\$9,649.16	-\$647.57	-\$48,975,071.53
Wisconsin	14%	40.7%	6.0%			

Source: WI Department of Public Instruction

Strategic Plan Compatibility Statement

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

Statute, Board Rules, or Administrative Policy Statement

Board Governance Policy BG 2.13, Board Legislation Program

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

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

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REPORTS AND COMMUNICATIONS FROM THE OFFICE OF ACCOUNTABILITY AND EFFICIENCY

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

Background

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

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

- Accountability and Transparency Services

- Process Improvement and Efficiency Services
- Contract Compliance Services

The following report includes activities from late November through mid-December.

Monthly Report

The Office of Accountability and Efficiency continues to make progress on a broad strategic-planning process which began in July 2019. The goals of the strategic-planning process are as follows:

- Goal One: Evaluate the work conducted by OAE since its inception, evaluate the Office's capacity used for recurring work and required for non-recurring work, and review relevant policies and procedures
- Goal Two: Reaffirm or revise the mission, vision, and responsibilities of the Office, reaffirm or revise relevant policies and procedures, and establish future priorities
- Goal Three: Introduce an annual plan of work, including metrics for the evaluation of the plan.

This month, the OAE completed phase two of the strategic-planning process: strategic alignment. A tool to analyze strengths, weaknesses, opportunities, and threats as they relate to seven alignment elements was used by all OAE team members during this process. Findings from the tool include opportunities for: increased data tracking and analysis, including predictive analysis; increased information sharing, including public reporting; and scaled processes for broader impact. These findings, and others, will be used to inform the development of an annual work plan beginning in January 2020.

Accountability and Efficiency Services

Between November 13, 2019, and December 10, 2019, Accountability and Efficiency Services fulfilled five requests for information, one research request, and two process-improvement projects. Additionally, Accountability and Efficiency Services completed participation in one board advisory committee and completed implementation of board-adopted resolution 1920R-006, regarding the early retirement window.

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

Contract Compliance Services

Contract Compliance Services participated on a panel within the Ensuring Economic Equity: An Industry Best Practices Summit hosted by the Milwaukee 2020 Host Committee on November 22, 2019. Leaders from a wide array of industries gathered to engage in critical conversations about best practices for economic-equity inclusion. Attendees received information about Milwaukee Public Schools' policies and civic initiatives affecting historically underutilized businesses, communities in need, and student-engagement efforts. Furthermore, the event focused on creating opportunities for businesses owned by people of color, women, LGBTQ communities, veterans, and those with disabilities, regardless of their political beliefs or partisan affiliations.

Additionally, the Contract Compliance Services team hosted a mini job-readiness training session at the request of school leaders from Pulaski and Carmen Southeast campus. More than 50 students participated in the four-hour session at the Pulaski campus and benefited from the hands-on, interactive training session focused on personal and professional development. The session included mock interviews to introduce students to Milwaukee Public Schools' contractors and vendors interested in hiring interns for their contract requirements.

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

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Board Rules, or Administrative Policy Statement

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

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

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

Director Peterson moved to accept the reports of the Independent Hearing Officers of November 26 and December 2, 3, 4, 5, 6, 9, 11, 12, 13, 16, and 17, 2019.

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

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

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REPORTS OF STANDING COMMITTEES

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

- Item Two, Action on Recommended Administrative Appointments, Promotions, Reassignments and Reclassifications, Salary Increases/Decreases, Limited-Term Employment (LTE) Contracts Exceeding Sixty Days, which had been forwarded to the Board without recommendation; and
- Item Twelve, Report with Possible Action Regarding a District Safety Drill as Required by Wi. State Statutes, § 118.07(4)(cp), and Other Associated Requirements, which had been set aside at the request of Director Siemsen.

Director Peterson requested separate consideration of the following item from the Report of the Committee on Strategic Planning and Budget:

- Item One, Report with Possible Action Regarding the Report of the Community Task Force.

Director Báez requested separate consideration of the following item from the Report of the Committee on Student Achievement and School Innovation:

- Item Seven, Action on a Recommendation for Renewal of the Non-Instrumentality Charter School Contract with Seeds of Health, Inc., for Milwaukee Community Cyber High School (MC²).

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

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

COMMITTEE ON ACCOUNTABILITY, FINANCE, AND PERSONNEL

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

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

Classified Personnel Transactions

Code	Name	Position	Salary	Start Date
<i>New Hires</i>				
2	Airenia Battiste	Building Service Helper I	\$13.12/hr.	11/18/2019
2	Deshana Burrell	Building Service Helper I	\$13.12/hr.	11/11/2019
2	Christopher Burrage	Building Service Helper I	\$13.12/hr.	11/18/2019
5	Uvette Carlson	Building Service Helper I	\$13.12/hr.	11/04/2019
5	Daryl Cetton	Building Service Helper I	\$13.12/hr.	11/04/2019
2	Odell Collins	Building Service Helper I	\$13.62/hr.	11/04/2019
2	Darius Colson	Building Service Helper I	\$13.12/hr.	11/11/2019
2	Alayjah Engel	Building Service Helper I	\$13.12/hr.	11/18/2019
2	Nick Ford	Building Service Helper I	\$13.12/hr.	11/04/2019
2	Melvin Igess	Building Service Helper I	\$13.12/hr.	11/04/2019
2	Darien LeFlore	Building Service Helper I	\$13.12/hr.	11/11/2019
2	Essie Long	Building Service Helper I	\$13.12/hr.	11/11/2019
2	Shaneka Renfro	Building Service Helper I	\$13.12/hr.	11/18/2019
2	Stanley Robinson	Building Service Helper I	\$13.12/hr.	11/04/2019
2	Ronald Skys	Building Service Helper I	\$13.12/hr.	11/11/2019
2	Joseph Thompson	Building Service Helper I	\$13.12/hr.	11/04/2019
2	Cheketa Varner	Building Service Helper I	\$13.12/hr.	11/11/2019
2	Alexis Veasey	Building Service Helper I	\$13.12/hr.	11/04/2019
2	Angel Watson	Building Service Helper I	\$13.12/hr.	11/18/2019
2	Amanda Baines	Children's Health Assistant	\$17,599.68	11/19/2019
2	Sierra Baines	Children's Health Assistant	\$17,599.68	11/06/2019
4	Rosalinda Balderas	Children's Health Assistant	\$17,599.68	11/11/2019
2	Jessica Bryant	Children's Health Assistant	\$17,599.68	11/18/2019
2	Gloria Joseph	Children's Health Assistant	\$17,599.68	11/25/2019
2	Markeisha Lucas	Children's Health Assistant	\$17,599.68	11/19/2019
2	Whitney Stewart	Children's Health Assistant	\$17,599.68	11/25/2019
2	BryAnn Thompson	Children's Health Assistant	\$17,599.68	11/07/2019
2	Carlissa Washington	Children's Health Assistant	\$17,599.68	11/04/2019
2	Debra Anderson	Food Service Assistant	\$12.94/hr.	11/19/2019
2	Billie Burgess	Food Service Assistant	\$12.94/hr.	11/04/2019
2	Tiesha Cooks	Food Service Assistant	\$12.94/hr.	11/19/2019
2	Dorothy Copeland	Food Service Assistant	\$12.94/hr.	11/11/2019
5	Denise Franco	Food Service Assistant	\$12.94/hr.	11/04/2019
2	Ravon Garner	Food Service Assistant	\$12.94/hr.	11/12/2019
2	Richard Golden	Food Service Assistant	\$12.94/hr.	11/19/2019
2	Evetta Gregory	Food Service Assistant	\$12.94/hr.	11/19/2019
4	Clementine Haynes	Food Service Assistant	\$12.94/hr.	11/04/2019
2	Chante Holloway	Food Service Assistant	\$12.94/hr.	11/06/2019
2	Lanaia Hughlett	Food Service Assistant	\$12.94/hr.	11/11/2019
2	Latasha McKinley	Food Service Assistant	\$12.94/hr.	11/11/2019
2	Stennisha Powell	Food Service Assistant	\$12.94/hr.	11/19/2019
4	Jazmiraida Ramos	Food Service Assistant	\$12.94/hr.	11/19/2019
2	Katrasa Randolph	Food Service Assistant	\$12.94/hr.	11/04/2019

Code	Name	Position	Salary	Start Date
2	Renita Viverette	Food Service Assistant	\$12.94/hr.	11/20/2019
2	Juanita Walter	Food Service Assistant	\$12.94/hr.	11/04/2019
2	Ariane Washington	Food Service Assistant	\$12.94/hr.	11/19/2019
4	Dezaray Zepeda	Food Service Assistant	\$12.94/hr.	11/11/2019
5	Daniel Stewart	Machine Maintenance Repairman	\$38.43/hr.	11/25/2019
5	Mika Vuckovich	Nutrition Technician	\$37,776.97	11/11/2019
2	Renee Hoover Hicks	Para — Parent Involvement	\$20,106.24	11/04/2019
5	Susan Ayvazzadeh	Para Ed Assistant — Hourly	\$16.32/hr.	11/04/2019
5	Gharam Amer	Para Ed Assistant	\$18,311.04	11/25/2019
5	Virginia Armour	Para Ed Assistant	\$18,311.04	11/06/2019
2	Erica Brown	Para Ed Assistant	\$18,759.84	11/19/2019
2	Kash Graham	Para Ed Assistant	\$18,311.04	11/11/2019
2	Verkayla Greer	Para Ed Assistant	\$18,311.04	11/20/2019
4	Daniela Gruver	Para Ed Assistant	\$18,311.04	11/25/2019
2	Brendon Hicks	Para Ed Assistant	\$18,311.04	11/05/2019
5	Kristina Hinnawi	Para Ed Assistant	\$18,311.04	11/11/2019
2	Dorothy Jones	Para Ed Assistant	\$18,311.04	11/04/2019
2	Vasheka Jones	Para Ed Assistant	\$18,311.04	11/11/2019
5	Kyle Julian	Para Ed Assistant	\$18,311.04	11/13/2019
2	Tyvion Kendrick LeSueur	Para Ed Assistant	\$18,311.04	11/19/2019
5	Thomas Matthews	Para Ed Assistant	\$24,818.64	11/04/2019
2	Destiny Mercer	Para Ed Assistant	\$18,311.04	11/25/2019
2	Asyia Mohamed	Para Ed Assistant	\$18,311.04	11/07/2019
2	Tonya Putman	Para Ed Assistant	\$18,311.04	11/11/2019
2	Kiara Satterfield	Para Ed Assistant	\$18,311.04	11/05/2019
2	Angela Smith	Para Ed Assistant	\$18,311.04	11/25/2019
2	Kendra White	Para Ed Assistant	\$18,311.04	11/04/2019
2	Charles Wiley	Para Ed Assistant	\$19,433.04	11/04/2019
3	Linda Xiong	Para Ed Assistant	\$18,311.04	11/04/2019
5	Courtney Glover	School Kitchen Manager I	\$25,976.00	11/04/2019
2	Sanquita Lewis	Social Work Aide II	\$16,877.22	11/21/2019
2	Tierra Moore	Social Work Aide II	\$16,877.22	11/11/2019
<i>Promotions</i>				
2	Cordelia Harrison	Boiler Attendant Trainee	\$45,688.94	11/04/2019
2	Rajshaun Hawkins	Boiler Attendant Trainee	\$35,391.15	11/04/2019
4	Manuel Andrade Ponce	Boiler Attendant	\$39,787.27	11/04/2019
2	Charles Stevens	Boiler Attendant	\$39,787.27	11/04/2019
2	Franchesca Langdon Robinson	Human Resources Assistant	\$32,780.80	11/04/2019
4	Maricruz Martinez Chavez	Human Resources Assistant	\$33,928.96	11/11/2019
5	Ryan Landry	Mach Maintenance Repairman	\$38.43/hr.	11/04/2019
2	Denzel Johnson	Para Ed Assistant	\$18,311.04	11/18/2019
2	Nicole Flagg	School Secretary I — 10-month	\$26,256.00	11/25/2019
2	Christina Williams	School Secretary I — 10-month	\$27,184.00	11/18/2019
2	Natasha Riley	School Secretary I — 11-month	\$28,881.60	11/25/2019
2	Lavell Austin	School Engineer II	\$47,565.24	11/04/2019
4	Bridget Inostr	School Engineer II	\$47,565.24	11/04/2019
4	Dalisha Flores	Secretary II	\$38,103.52	11/04/2019
2	Devonna Rushing	Secretary II	\$33,966.40	11/11/2019
<i>Rehires</i>				
2	Mary Boyce	Building Service Helper I	\$13.12/hr.	11/18/2019
2	Jeremy Dew	Building Service Helper I	\$13.12/hr.	11/04/2019
2	Hathma Rahman	Building Service Helper I	\$13.12/hr.	11/11/2019
2	Shakira Thompson	Building Service Helper I	\$13.12/hr.	11/04/2019
2	Debra Watford	Building Service Helper I	\$13.12/hr.	11/04/2019
2	Katrina Moss	Children's Health Assistant	\$17,599.68	11/19/2019
2	Dawn Davis	Food Service Assistant	\$12.94/hr.	11/19/2019
2	Latonya Parks	Food Service Assistant	\$12.94/hr.	11/19/2019
5	Isabelle Barry	Para Ed Assistant	\$18,311.04	11/22/2019
2	Derrick Harden	Para Ed Assistant	\$18,311.04	11/04/2019
2	LaQuida Jordan	Para Ed Assistant	\$18,311.04	11/20/2019
2	Andrea Samuels-Scruggs	Para Ed Assistant	\$18,311.04	11/04/2019

Code	Name	Position	Salary	Start Date
2	Jada McMiller	School Kitchen Manager Trainee	\$14.94/hr.	11/04/2019
2	Kayla Davis	School Secretary I — 10-month	\$26,256.00	11/11/2019

Codes

- 1 Native American
- 2 African American
- 3 Asian/Oriental/Pacific Islander
- 4 Hispanic
- 5 White
- 6 Other
- 7 Two or More Ethnic Codes

Certificated Appointments

Codes	Name	Position	Salary	Start Date
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Teachers

5,r	Anderson,Rebecca Danielle	Lrng Coord; Implementor	\$51,774.00	11/13/2019
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Permit Teachers

5,nr	Deall,Laura Ann	Spec Ed Multicateg.	\$43,537.00	11/11/2019
4,r	Marin Sanchez,Ana G	Bilingual Education	\$43,537.00	11/7/2019
2,r	Perry,Shenile M	Spec Ed Multicateg.	\$43,537.00	11/18/2019
4,r	Quibrera,Susana	Bilingual Education	\$54,613.41	11/11/2019
2,r	Sylvester,Raquel M	Multicateg. Comp. Sen	\$43,537.00	1/3/2020
2,r	West,Alantris T	Gen Elem & K8 — All Grades	\$43,537.00	11/8/2019

Teachers — Early Start

2,nr	Cherry,Tamara T	English	\$43,537.00	10/29/2019
5,r	Harwood,Tyler J	Art	\$49,704.85	11/18/2019
5,nr	Kalmer,Janet Mary	Spec Ed Multicateg.	\$61,756.42	11/4/2019
2,r	Woods,Treesa R	Spec Ed Multicateg.	\$43,537.00	10/30/2019
2,r	Yarbrough Quirk,Niani K	Spec Ed Multicateg.	\$54,000.92	10/30/2019

Permit Teachers — Early Start

2,r	Matthews,Shantelle N	Spec Ed Multicateg.	\$43,537.00	12/2/2019
2,r	Simmons,Cheree C	English	\$43,537.00	11/4/2019
2,r	Wallace,Rochell A	Science	\$43,537.00	12/3/2019

School Counselor — Early Start

2,r	Hazelwood,Tunita J	Guidance	\$47,446.84	11/25/2019
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Physical Therapist

5,nr	Mooney,Margaret Callan	Therapist — Physical	\$54,602.20	11/25/2019
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Codes	Counts				
	Teachers	SSWs	Psychologists	Other	Total
nr	Non-Residents				
r	Residents				
1	0	0	0	0	0
2	9	0	0	1	10
3	0	0	0	0	0
4	2	0	0	0	2
5	4	0	0	1	5
6	0	0	0	0	0
7	0	0	0	0	0
	1	0	0	0	1
	14	0	0	2	16

Leaves of Absence

	<u>Present Assignment</u>	<u>Effective</u>
<u>Illness Leave, August 2019</u>		
Gregory Bates	Story	08/26/2019
<u>Illness Leave, September 2019</u>		
Robyn Van Treeck	Humboldt Park	09/09/2019
<u>Illness Leave, October 2019</u>		
Lashawnda Davis	Pulaski HS	10/29/2019
Nichole Kloss	Elm	10/14/2019
Coral Mateau-Anderegg	ALBA	10/29/2019
Ronald Sobel	Supplemental	10/9/2019
<u>Illness Leave, January 2020</u>		
Season Marron	Clarke	1/2/2020
<u>Military Leave, October 2019</u>		
Brendan Laguna Senne	Vieau	10/21/2019
<u>Personal Leave, October 2019</u>		
Maria McNamer	Washington HS IT	10/29/2019
Michelle Scott	Administration Building	10/31/2019
<u>Personal Leave, November 2019</u>		
Gina Carroll	Fernwood	11/26/2019
<u>Personal Leave, April 2020</u>		
Vanessa Durand	81 st Street	4/20/2020

Report on Certificated Resignations and Classified Retirements

Reason	Years Svc	Ethnic Code	Name	Position	Location	Effective
<i>Certificated Resignations</i>						
Personal	7.6	4	Natalie Alamo	Teacher	Spanish Imm	11/08/2019
Personal	0.3	5	James Atkin	Teacher	HS of the Arts	11/15/2019
Retire	24.4	2	Juliana Awe	Teacher	Grantosa	06/12/2020
Personal	0.3	5	Amanda Banach	Teacher	Thurston Woods	11/01/2019
Personal	0.2	6	Venetia Best	Teacher	Clarke	11/04/2019
Personal	0.2	5	Katey Buczak	Teacher	Metcalfe	11/01/2019
Retire	21.3	2	Carolyn Cox	Teacher	Central Svcs	12/19/2019
Personal	0.1	2	Decerdric Davidson	Teacher	Central Svcs	12/03/2019
Personal	27.0	4	Tina Garcia	Teacher	Lincoln MS	11/13/2019
Personal	0.2	3	Yeu Her	Teacher	Hopkins Lloyd	11/01/2019
Personal	2.3	2	Cherion Holder	Nurse	Central Svcs	12/20/2019
Retire	28.9	2	Shirley Kimmons	SST	Carson Academy	12/20/2019
Retire	30.0	5	Robert Lee	Teacher	Hamilton	05/22/2020
Personal	7.9	1	Lora Meyers	Dean	Roosevelt	11/20/2019
Retire	20.8	5	Margaret Neubacher	Teacher	Holmes	06/12/2020
Other Dist	6.1	5	Kelsey Noack	Teacher	HS of the Arts	11/18/2019
Personal	0.3	5	Amanda Oudenhoven	Teacher	Franklin	12/06/201
Retire	30.0	5	Matthew Pachi	Counselor	Riverside	05/22/2020
Personal	0.3	5	Tamara Pareja Vizcaino	Teacher	Vieau	12/02/2019
Retire	28.0	2	Johnny Parker	AP	Starms	10/31/2019
Retire	26.3	5	Sandra Peterson	Principal	Bay View HS	12/31/2019
Retire	17.4	2	Lettice Pinel	Teacher	MSL	01/03/2020
Personal	0.1	5	Angela Rajchel	Teacher	Franklin	11/04/2019
Personal	0.2	5	Katherine Schauble	Teacher	South Division	11/18/2019
Other Dist	4.5	5	Eva Shaw	Sp Ed Sup	Central Svcs	12/31/2019
Other Dist	2.2	5	Gabrielle Sheltraw	Teacher	Rufus King HS	12/01/2019
Other Dist	0.3	5	Lisa Urbonya	Speech Path	Starms	11/20/2019

Reason	Years Svc	Ethnic Code	Name	Position	Location	Effective
Retire	30.0	3	Nou Vang	Teacher	Bradley Tech	12/20/2019
Personal	2.1	2	Wendy Whitley	Teacher	HS of the Arts	11/15/2019
Retire	31.0	5	John Wiedmeyer	Teacher	Alcott	06/16/2020
Personal	1.2	2	Laquisha Williams	Counselor	Carson Academy	11/06/2019

Classified Retirements

Retire	20.6	5	Lovedia Hamer	Secretary I	MSL	11/01/2019
Retire	17.2	2	Rose Tucker	Secretary I	Holmes	10/31/2019

Monthly Affirmative Action Report

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

Committee’s Recommendation

Your Committee recommends that the Board approve the promotions, appointments, and leaves as listed, to be effective upon approval by the Board.

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

* * * * *

(Item 2) Action on Recommended Administrative Appointments, Promotions, Reassignments and Reclassifications, Salary Increases/Decreases, Limited-Term Employment (LTE) Contracts Exceeding Sixty Days

Recommended Cabinet Appointments

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

Codes	Name	Position	Location	Salary		
				Sched	Range	Amount
4, nr	Calvin Fermin	Deputy Superintendent	Office of the Superintendent	03	19A	\$158,597

Recommended Appointments

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

Codes	Name	Position	Location	Salary		
				Sched	Range	Amount
2, r	Gregory T. Ware	Director I, Black & Latino Male Achievement	Office of the Chief of School Administration	03	14A	\$90,000
5, r	Robert Morris	Facilities Planning Analyst II	Office of the Chief of School Administration	03	06A	\$88,430
5, nr	Luther Albinger	Coordinator I, Procurement	Office of the Chief of Finance	03	06A	\$87,818
2, r	Latricia Johnson	Coordinator II, School Improvement	Office of the Chief of Communications & School Performance	03	07C	\$79,761
5, r	Kristin Berard	Data Support Analyst III	Office of the Chief of Communications & School Performance	03	07A	\$78,901
5, nr	Austin Weber	Recreation Supervising Associate II	Office of the Chief of Finance	03	04A	\$72,686
5, r	Grace Nicora	Research Analyst III	Office of the Chief of Communications & School Performance	03	07A	\$63,969

Codes	Name	Position	Location	Salary		
				Sched	Range	Amount
5, nr	Alisha Swartout	Business Analyst III	Office of the Chief of School Administration	03	07A	\$63,969
5, nr	Cathleen Reigle	Audiologist	Office of the Chief of Academics	03	08C	\$62,260
2, nr	Demaris Dotson	Systems Administrator	Office of the Chief of Communications & School Performance	03	06A	\$61,005
2, r	Jeremy Harden	Systems Administrator	Office of the Chief of Communications & School Performance	03	06A	\$61,005
1, r	Sarah Lueth	Accountant IV	Office of the Chief of Finance	03	06A	\$61,005
5, r	Mya DeVecchis	Recreation Supervising Associate II	Office of the Chief of Finance	03	04A	\$50,387
2, r	Margie Shaw	Administrative Assistant III	Office of the Chief of Academics	03	03A	\$46,769
5, r	Lori Wierzba	Central Kitchen Manager Assistant II	Office of the Chief of Finance	03	01A	\$46,410
2, r	Hope Manuel	Planning Assistant III	Office of the Chief of Academics	03	02A	\$44,972

Recommended Reassignments

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

Codes	Name	Position	Location	Salary		
				Sched	Range	Amount
2, r	Ramon Evans	Principal II, Vincent High School	Office of the Chief of School Administration	03	15A	\$134,556
2, r	Daryl Burns	Principal on Special Assignment	Office of the Chief of School Administration	03	15A	\$120,315
2, r	Phyllis Smith	Assistant Principal III, Alliance High School	Office of the Chief of School Administration	03	12C	\$94,274
5, r	Allan Laird	Assistant Principal, Hamilton High School	Office of the Chief of School Administration	03	12C	\$85,431

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

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

Codes	Name	Position	Location	Hourly	
				Pay	Dates
5, nr	Lucy Woerfel	Audiologist	Office of the Chief of Academics	\$45.00	09/16/19 to 12/20/19
5, r	Teresa Grinker	Special Education Supervisor	Office of the Chief of Academics	\$40.00	11/11/19 to 03/27/20
4, r	Yvette Martel	Administrator Coaching & Mentoring	Office of the Chief of School Administration	\$40.00	11/01/19 to 05/31/20
5, nr	Grace Nicora	Research Analyst III	Office of the Chief of Communications & School Performance	\$40.00	11/25/19 to 02/25/20
5, r	Susan Ratka	Principal Assessor	Office of the Chief of School Administration	\$40.00	10/01/19 to 04/30/20
5, nr	Mary Ruzga	UNSIL World Fair Coordinator	Office of the Chief of Academics	\$40.00	11/01/19 to 06/01/20
1, r	Rebecca Comfort	First Nations Studies College Access Program Coordinator	Office of the Chief of Academics	\$35.00	11/01/19 to 05/01/20
5, r	Anne Desotelle	Reading Interventionist	Office of the Chief of School Administration	\$35.00	11/18/19 to 06/11/20
2, r	Carla Jackson	Safety Operations Supervisor	Office of the Chief of School Administration	\$33.47	09/30/19 to 03/30/20

Codes	Name	Position	Location	Hourly Pay	Dates
5, r	Doris Bisek	Induction Specialist	Office of the Chief of Academics	\$30.00	11/11/19 to 06/30/20
5, r	Michele Butz	Montessori Support	Office of the Chief of School Administration	\$30.00	11/01/19 to 06/01/20
2, nr	Melissa Childs	Induction Specialist	Office of the Chief of Academics	\$30.00	11/18/19 to 04/01/20
2, nr	Sarita Felder	Induction Specialist	Office of the Chief of Academics	\$30.00	11/11/19 to 04/01/20
2, r	Joan Kuehl	Induction Specialist	Office of the Chief of Academics	\$30.00	11/11/19 to 04/01/20
2, r	Mondell Mayfield	Induction Specialist	Office of the Chief of Academics	\$30.00	11/11/19 to 06/30/20
5, r	Doreen Nehmer	Math Intervention Teacher	Office of the Chief of School Administration	\$30.00	11/18/19 to 04/20/20
5, r	Kathleen Porter	Science Lab Resource Instructor	Office of the Chief of School Administration	\$30.00	11/15/19 to 04/15/20
5, r	John Roch	Induction Specialist	Office of the Chief of Academics	\$30.00	11/11/19 to 04/01/20
5, r	Carol Stein	MYP/CP Programme Support	Office of the Chief of School Administration	\$30.00	01/01/20 to 06/30/20
5, r	Jane Borden	Reading Interventionist	Office of the Chief of School Administration	\$28.50	11/15/19 to 04/15/20
5, nr	Theodore Wegner	Law Clerk	Office of the Chief of Human Resources	\$20.00	11/19/19 to 05/11/20

Committee's Recommendation

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

Director O'Halloran moved to retire to executive session. The motion passed, the vote being as follows:

Ayes — Directors Báez, Herndon, O'Halloran, Peterson, Phillips, Siemsen, Taylor, Woodward, and President Miller — 9.

Noes — None.

The Board retired to executive session at 8:31 p.m.

The Board reconvened in open session at 8:59 p.m.

Director Peterson moved approval of the Administration's recommendation. The motion passed, the vote being as follows:

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

Noes — None.

Abstention — Director Phillips — 1.

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(Item 3) Action on Monthly Finance Matters: Report on Purchases, Report on Revenues and Expenses; Monthly Expenditure Control Report; Report on Administrative and School Fund Transfers; Report on Contracts under \$50,000 and Cumulative Total Transfers; Report on Monthly Grant Awards and Acceptance of Donations

Report on Purchases

Report on a Contract between the Milwaukee Board of School Directors and Fairbank, Maslin, Maullin, Metz & Associates, Inc.

Contract: C029267

Fairbank, Maslin, Maullin, Metz & Associates

Pursuant to the Board's action relative to Resolution 1920R-004, the Administration, as a next step in carrying out the Board's direction regarding engaging community stakeholders, has entered into a contract with Fairbank, Maslin, Maullin, Metz & Associates ("FM3 Research") for public-opinion survey research. FM3 Research will conduct 600 survey interviews (400 via telephone, and 200 via internet) of City of Milwaukee residents. A final report on the survey results will be submitted no later than December 16, 2019. The total cost of the contract will not exceed \$31,500.

Routine Monthly Reports

The report on revenues and expenses, the monthly expenditure control report, the report on administrative and school fund transfers, the monthly report on contracts awarded with a value under \$50,000 and cumulative total report, and the report on monthly grant awards are attached to the minutes of your Committee's meeting. No action is required.

Acceptance of Donations

Location	Donor	Amount	Gift or Purpose
<i>Monetary Donations Over \$5,000</i>			
Clemens School	MPS Foundation, Inc.	\$7,944.07	Back-to-School Donation
<i>Total Monetary Donations Over \$5,000</i>		<i>\$7,944.07</i>	
<i>Monetary Donations</i>			
Allen-Field School	Jonathan Wish Foundation	\$150.00	General School Supplies
Allen-Field School	Subway	\$100.00	General School Supplies
Audubon High School	Kingfish Solutions, LLC.	\$230.29	Athletic Support
Auer Avenue School	United Way	\$1,000.00	My Very Own Library Donation
Bay View High School	Susan Brungraber	\$300.00	Scholarship Donation
Bradley Trade & Tech	Michael & Helen Jupka	\$4,606.00	Scholarship Donation
Cass Street School	Elizabeth Baptie	\$100.00	Athletic Support
Congress School	Greater Milwaukee Foundation, Inc.	\$1,250.00	General School Supplies
Cooper School	American Cancer Society	\$1,000.00	Implementing Healthy Change
Doerfler School	Xavier Maldonado*	\$100.00	Green Playground Donation
Garland School	Garland PTA	\$1,000.00	Field Trip Donation
German Immersion School	YourCause, LLC.	\$8.24	General School Supplies
German Immersion School	German Immersion Foundation	\$2,791.92	General School Supplies
Goodrich School	American Cancer Society	\$1,000.00	General School Supplies
Goodrich School	First Stage Learning Center, Inc.	\$646.07	Field Trip Donation
Goodrich School	Facebook, Inc.	\$300.14	Field Trip Donation
Hamilton High School	WePay	\$1,498.23	Football Equipment
Hamilton High School	Rebeca Budney	\$500.00	Cross-country Donation
Hamilton High School	Victor & Nancye Brazil	\$50.00	Boys' Basketball Donation
Hamilton High School	Mary C. Fowlkes*	\$500.00	Boys' Basketball Donation
Holmes School	L. Mcfarlane	\$1,250.00	General School Supplies
Howard Avenue Montessori	Jessica Foster	\$30.00	Nature's Classroom Donation
James Madison Academic Campus	Brew City Corvette Club Milwaukee, LTD.	\$500.00	Boys' Basketball Donation
James Madison Academic Campus	Kelly Kids Group	\$1,500.00	Boys' Basketball Donation

Location	Donor	Amount	Gift or Purpose
James Madison Academic Campus	Anonymous Donor	\$1,250.00	Boys' Basketball Donation
Kagel School	United Way	\$1,000.00	My Very Own Library Donation
Keefe Avenue School	St. Mark AME Church	\$100.00	General School Supplies
King High School	Kathleen J. Dreyer	\$1,000.00	Girls' Basketball Donation
King High School	Kathleen J. Dreyer	\$1,000.00	Wrestling Team Donation
King High School	Wisconsin State Fair	\$1,192.00	Cheerleading- General School Supplies
King High School	Milwaukee Area Labor Council, AFL-CIO	\$300.00	Music Supplies Donation
Lancaster School	United Way	\$1,000.00	My Very Own Library Donation
Longfellow School	Sally A. Swetman	\$1,500.00	Green Classroom Project
MacDowell Montessori	Christopher Jorlin	\$40.00	General School Supplies
Manitoba School	Robert Kriefall	\$27.00	6 Drumsticks
Milw High Sch of Arts	Forever Friends	\$1,200.00	General School Supplies
Milw. Sign Language School	Jill Page Dallmann	\$100.00	Volleyball Donation
Milw. Sign Language School	Professional Interpreting Enterprise	\$200.00	Volleyball Donation
North Division High School	Annie Woodward	\$300.00	Senior Trip Donation
North Division High School	Justin W. Ippoliti	\$500.00	Boys' Basketball Donation
Riley School	Donate Well General Fund	\$3,000.00	General School Supplies/Field Trip
Roosevelt Middle School	MPS Foundation, Inc.	\$500.00	Music Support Donation
Obama SCTE	Kwik Trip, Inc.	\$1.82	Dance Support Donation
Story School	Greater Milwaukee Foundation	\$1,250.00	General School Supplies
Thoreau School	Educators Credit Union	\$500.00	Parental-involvement Support
Thoreau School	Brown Deer United Methodist Church	\$100.00	Family-engagement Support
Trowbridge School	Michael T. Jones	\$100.00	Field Trip Donation
Vincent High School	Milwaukee County Farm Bureau	\$1,000.00	Agricultural Donation
Vincent High School	Lillian Lawrence	\$200.00	Music Support Donation
Zablocki School	United Way	\$1,000.00	My Very Own Library Donation
<i>Total Monetary Donations</i>		\$38,771.71	
<i>Non-Monetary Donations</i>			
Acad of Acc. Learning	Donors Choose	\$416.25	Books
Acad of Acc. Learning	Donors Choose	\$599.49	Books
Burbank School	Walmart	\$50.00	Gift Card for Harvest Event
Congress School	Roundy's Supermarkets, Inc.	\$200.00	Pick n' Save Gift Card
Eighty-First Street School	Oriental Trading Company	\$25.00	Gift Card
Forest Home Avenue School	Donors Choose	\$883.86	Headphones & Literacy Material
Forest Home Avenue School	Donors Choose	\$544.14	General School Supplies
French Immersion School	Donors Choose	\$2,819.00	Books, Art Supplies
Garland School	Carrabba's Italian Grill	\$375.00	75 PBIS Kids Meal Cards
Goodrich School	Donors Choose	\$372.07	Books
Goodrich School	Donors Choose	\$122.00	General School Supplies
Goodrich School	Donors Choose	\$356.96	General School Supplies
Goodrich School	Donors Choose	\$323.08	Books
Goodrich School	Donors Choose	\$414.35	Books
Goodrich School	Donors Choose	\$156.47	Special Education Communication Stations
Goodrich School	Donors Choose	\$140.00	Classroom Supplies & Carpet
Goodrich School	Donors Choose	\$161.00	Classroom Supplies
Goodrich School	Donors Choose	\$343.45	Books
Goodrich School	Donors Choose	\$286.27	Color Printer & Laminator
Goodrich School	Donors Choose	\$392.22	Mats
Hamilton High School	Oriental Trading Company	\$35.00	Art Supplies
Hawley School	Sharp Literacy Foundation	\$4,500.00	Books
Lafollette School	Larry Woodward	\$600.00	General School Supplies

Location	Donor	Amount	Gift or Purpose
Lancaster School	Anonymous Donation	\$150.00	Treats for Celebration
MacDowell Montessori	Donors Choose	\$659.24	Art Supplies
MacDowell Montessori	Donors Choose	\$662.20	Educational Materials
MacDowell Montessori	Donors Choose	\$253.94	Maps & Puzzles
MacDowell Montessori	Donors Choose	\$686.70	Math Supplies
Maple Tree School	Donors Choose	\$280.16	General School Supplies
Maple Tree School	Donors Choose	\$287.92	General School Supplies
Meir School	Donors Choose	\$320.99	General School Supplies
Ronald Reagan High School	Kurt Dillman	\$100.00	Fundraiser Supplies
Ronald Reagan High School	Greg Roman	\$250.00	Football Program
Sherman School	Ascension SE WI Hospital-St. Joseph	\$255.00	School Supply Drive
Siefert School	School Outfitters	\$200.00	Gift Card
Thoreau School	Donors Choose	\$413.07	Forensics Supplies
<i>Total Non-Monetary Donations</i>		<i>\$18,634.83</i>	
Total Value for December 2019		\$65,350.61	
<i>*Donations from MPS Alumni</i>		<i>\$600.00</i>	

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Board Rules, or Administrative Policy Statement

Administrative Policy 3.06, Fiscal Accounting and Reporting

Fiscal Impact Statement

This item does not authorize expenditures.

Committee's Recommendation

Your Committee recommends that the Board accept the donations as listed above, with appropriate acknowledgement to be made on behalf of the Board.

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

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(Item 4) Action on a Request to Rename the Lee Learning Center to the Grant Gordon Learning Center

Background

At its meeting on April 19, 2018, the Board adopted Resolution 1718R-017 by Director Woodward to rename an MPS school in recognition of Grant Gordon, a former MPS administrator, for his many contributions to the education of students in the Milwaukee Public Schools system.

Renaming the Lee Learning Center to the Grant Gordon Learning Center is in alignment with the criteria set forth in Administrative Policy 5.01(6)(a), Facilities, which states that the person after which a school is named "shall have made an outstanding contribution to the public welfare." Mr. Grant Gordon made numerous contributions to the field of education during his career with Milwaukee Public Schools and had a positive impact on the lives of many students and their families.

A letter reflecting the school community's support of the renaming of the Lee Learning Center to the Grant Gordon Learning Center is attached to the minutes of your Committee's meeting.

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

Statute, Board Rules, or Administrative Policy Statement

Administrative Policy 5.01, Facilities

Fiscal Impact Statement

This item does not authorize expenditures. Costs associated with the name change will be minimal and absorbed in the current budget for the facility.

Implementation and Assessment Plan

Upon approval by the Board, the Administration will work with the school to implement the name change.

Committee's Recommendation

Your Committee recommends that the Board approve the renaming of the Lee Learning Center to the Grant Gordon Learning Center.

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

* * * * *

(Item 5) Action on Resolution 1920R-008 by Director Woodward Regarding Recruitment Efforts

Background

At its October meeting, the Board referred Resolution 1920R-008 by Director Woodward to the Committee on Accountability, Finance, and Personnel.

WHEREAS, Milwaukee Public Schools states as its mission that it is a diverse district that welcomes all students and prepares them for success in higher education, post-educational opportunities, work, and citizenship; and

WHEREAS, All humans possess unique, rich cultural histories, backgrounds, and experiences deserving of respect and inclusion; and

WHEREAS, Diversity includes, but is not limited to, differences in race, ethnicity, nationality, gender and gender identity, sexual orientation, socio-economic status, age, physical and/or mental ability, and religious beliefs; and

WHEREAS, Students' cognitive, social, and emotional development are culturally and socially based, thus, creating a more diverse workforce supports the connection between the school and the larger community;

WHEREAS, Efforts to meet the district's goal of academic achievement would be better served if we recruit a diverse workforce that more closely resembles the diversity of the students we serve; and

WHEREAS, The information presented to the Board in January 2019 indicates a lack of diversity in certain work groups, including paraprofessional educational assistants, safety and security, handicapped aides, school psychologists, and school social workers, both in the district's current work force and in the applicant pools for these group; and

WHEREAS, For FY19, the teacher workforce was 68% white, 18% Black/African-American, less than 10% Hispanic/Latino and about 4% Asian and other groups; and

WHEREAS, The student body of MPS, by contrast, is approximately 14% white, 55% Black/African-American, 25% Hispanic/Latino, 5% Asian, and 1% other groups; and

WHEREAS, MPS has numerous schools where the racial demographics of students differs significantly from that of the school's staff; now, therefore, be it

RESOLVED, That the Milwaukee Board of School Directors seeks to enrich the educational environment by providing students with diverse student-facing faculty and staff; and be it

FURTHER RESOLVED, That the Administration structure its recruitment efforts in order to cultivate a more diverse workforce which should include, but not be limited to

- showing diversity in recruitment materials;
- targeting graduates or soon-to-be graduates of Historically Black Colleges and Universities;

- working with community based organizations that serve specific demographic groups;
- placing an emphasis on recruiting for diversity among Para Professional Educational Assistants, Safety and Security, Handicapped Aids, School Psychologists, and School Social Workers, and Teachers; and, be it

FURTHER RESOLVED, That the Administration, in its efforts to recruit, advance diversity by recruiting a pool of candidates whose culturally responsive methods and strategies will enable them to implement practices that promotes awareness of, respect for, and responsiveness to the variety of diverse cultures within the student body; and be it

FURTHER RESOLVED, That all relevant policies, procedures, and handbooks be reviewed to ensure that the recruitment of a diverse workforce is included; and be it

FURTHER RESOLVED, That the Administration is to provide an update to the Board on its efforts to recruit for diversity by the January 2020 Board cycle.

The Administration is in agreement with the intent of the resolution and is recommending its adoption. Many of the items included in Resolution 1920R-008 are already underway and will continue to move forward. As directed in the resolution, the Administration will be prepared to provide an update on its efforts to recruit for diversity during the January 2020 Board cycle.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Goal 3, Effective and Efficient Operations

Statute, Board Rules, or Administrative Policy Statement

Administrative Policy 6.23, Recruitment and Hiring: Staff

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

Upon approval by the Board, the Administration will continue its efforts to advance diversity in the area of employee recruitment.

Committee's Recommendation

Your Committee recommends that the Board adopt Resolution 1920R-008 by Director Woodward.

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

* * * * *

(Item 6) Action on Negotiated Collective Bargaining Agreement with PAMPS (Psychologists' Association in the Milwaukee Public Schools)

Background

As required by state law, the Milwaukee Board of School Directors (MBSD) has engaged in negotiations with its certified collective bargaining units on the subject of base wages. Negotiations have been completed between the MBSD and PAMPS (Psychologists' Association in the Milwaukee Public Schools).

The agreement has a term of one year (July 1, 2019, through June 30, 2020) and provides for a base-wage increase for the unit of 2.44%.

The 2.44% base wage increase was implemented July 1, 2019.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Board Rules, or Administrative Policy Statement

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

Fiscal Impact Statement

The funding for these wage increases was approved by the Board in the FY20 budget.

Committee’s Recommendation

Your Committee recommends that the Board approve and adopt the collective bargaining agreement as highlighted above.

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

* * * * *

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

RFPs 936 & 937 Authorization to Extend Two Contracts with Time Warner Cable Business, LLC, for Leased Metro Ethernet Services and Internet-Access Service and Connectivity

The Administration is requesting authorization to extend two contracts with Time Warner Cable Business, LLC, (“Time Warner”) for services associated with leased metro ethernet services and internet-access service and connectivity.

The E-Rate program, administered by the Federal Communications Commission (“FCC”), provides discounts on eligible telecommunications services to eligible schools and libraries. Discounts are available through an application process. The District has participated in this program since its inception in 1998.

E-Rate is governed by the Telecommunications Act of 1996 and the corresponding rules promulgated by the FCC, as well as by subsequent guidance and rule changes issued through FCC Orders. E-Rate is administered by the FCC’s contractor, the Schools and Libraries Division (“SLD”) of the Universal Service Administrative Company. The District must strictly adhere to the FCC’s rules and orders, and sufficient funding must be available for E-Rate funding to be granted. The most significant requirements are 1) the selection of the winning vendor via a competitive procurement where price is the primary factor, and 2) full execution of the resulting contracts before the submission of applications for funding requests to the SLD.

Time Warner was the chosen vendor in each of the separate competitive RFPs, 936 and 937. The original contracts provided for four additional one-year extensions to be exercised solely in the discretion of MPS. These will each be the third one-year extensions.

It is anticipated that E-Rate will pay an estimated 90% of the amount deemed E-Rate-eligible for leased metro ethernet service and internet-access service and connectivity.

The contract extensions will run from July 1, 2020, through June 30, 2021. The total contract amounts in the third extension year are as follows:

RFP 936, Leased Metro Ethernet Service	
Total Contract Amount.....	\$ 6,170,700
Anticipated E-Rate Reimbursement	\$ 5,413,500.00
Anticipated MPS Share	\$ 757,200*

*\$155,700 of total costs are ineligible under E-Rate. As such, the 90% E-Rate share is based on total E-Rate eligible costs of \$6,015,000.

RFP 937, Internet Access Service and Connectivity	
Total Contract Amount.....	\$ 270,000.00
Anticipated E-Rate Reimbursement	\$ 243,000.00
Anticipated MPS Share	\$ 27,000.00

Upon the Board’s approval, the District will sign the contract extensions prior to filing E- Rate applications. The Administration will make a request for funds to pay its share of the contracts’ costs during the FY20-21 budget process.

Budget Code: PIN-0-0-TLN-DW-ETEL (E-Rate Contracts)\$6,440,700

Time Warner Cable Business LLC, d/b/a Time Warner Cable

HUB Participation

Required.....0%
ProposedN/A
\$ Value.....N/A

Student Engagement (hours per 12-month contract)

Paid Student Employment-hour Commitment0
Student Career-awareness Commitment.....0

RFP 986 Authorization to Extend a Contract with Follett School Solutions, Inc., and Mackin Educational Resources for Library Books and Library Materials

The Administration is requesting authorization to extend two contracts with Follett School Solutions, Inc., (“Follett”) and Mackin Educational Resources (“Mackin”) for library books and library materials. Schools throughout the District will be able to place purchase orders as needed throughout the term of these contracts. These contractors are to deliver library books and library materials throughout MPS.

The contractors were chosen pursuant to RFP 986, which closed October 3, 2018. The original contract provided for two one-year options to extend if certain performance metrics were met. Follett and Mackin have met the performance metrics codified in the contract; therefore, MPS is exercising the first option year for the contract. These contract extensions will run from January 1, 2020, through December 31, 2020.

The total cost of the contracts in this extension year will not exceed \$1,600,000.

Vendor Award

Follett School Solutions, Inc. \$800,000
Mackin Educational Resources \$800,000

Budget Code: Varies by location ordering goods\$1,600,000

Follett School Solutions, Inc.

Prime Contractor Information

Certified HUB Vendor?No
Total # of Employees1,200+
Total # of Minorities150
Total # of Women720

HUB Participation

Required......5%
Proposed5%
\$ Value..... TBD

Student Engagement (hours per 12-month contract)

Paid Student Employment-hour Commitment300
Student Career-awareness Commitment.....10

Mackin Educational Resources

Prime Contractor Information

Certified HUB Vendor?No
Total # of Employees525
Total # of Minorities144
Total # of Women338

HUB Participation	
Required.....	5%
Proposed	5%
\$ Value.....	TBD
Student Engagement (hours per 12-month contract)	
Paid Student Employment-hour Commitment	300
Student Career-awareness Commitment.....	10

RFP 1025 Authorization to Contract with Accounting Equipment Corp, d/b/a AE Business Solutions, for IT-Support Services

The Administration is requesting authorization to enter into a contract with Accounting Equipment Corp, d/b/a AE Business Solutions, for IT-support services. These support services are utilized by the Department of Technology, as necessary, to provide interim IT support for schools at various times throughout the year and assistance on large-scale projects.

Contractor was chosen pursuant to RFP 1025, which closed on November 7, 2019. The contract will run from February 1, 2020, through January 31, 2021, (the “Initial Term”) with two additional one-year options to extend if certain performance metrics incorporated into the contract are met.

The total cost of the contract in the Initial Term will not exceed \$275,000.

Budget Code: TSV-0-0-TLN-DW-ECTS (Technology — Contracted Services).....\$275,000

Accounting Equipment Corp, d/b/a AE Business Solutions

Prime Contractor Information	
Certified HUB Contractor?	No
Total # of Employees	92
Total # of Minorities	12
Total # of Women	28

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

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

RFB 5783 Authorization to Extend a Contract with United Healthcare Insurance Company for Stop Loss Insurance

The Administration is requesting authorization to extend a contract with United Healthcare Insurance Company for stop loss insurance. This contractor will be used to reimburse the district for any medical and prescription claims in excess of \$1,000,000 incurred for the period January 1, 2020, through December 31, 2020, that could otherwise be paid from the period January 1, 2020, through December 31, 2021.

Contractor was chosen pursuant to RFB 5783. The contract will run from January 1, 2020, through December 31, 2021, (the “Initial Term”) with the possibility of a one-year extension upon mutual agreement of the parties at the same terms.

The total cost of the contract in the Initial Term will not exceed \$1,017,500.00.

Budget Code: DWC-0-0-EMB-DW-EMDI (Medical Insurance — District Wide)\$1,017,500.00

United Healthcare Insurance Company

Prime Contractor Information

Certified HUB Vendor?	No
Total # of Employees	198,126
Total # of Minorities	145,226
Total # of Women	77,467

HUB Participation

Required.....	NA
Proposed	NA
\$ Value.....	NA

Student Engagement (hours per 12-month contract)

Paid Student Employment-hour Commitment	300
Student Career-awareness Commitment	10

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Board Rules, or Administrative Policy Statement

Administrative Policy 3.09, Purchasing and Bidding Requirements

Fiscal Impact Statement

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

Implementation and Assessment Plan

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

Committee’s Recommendation

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

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

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

Exception Authorization to Contract with Walk on Water Consulting, Inc., for Peoplesoft Support and Upgrades

The Administration is requesting authorization to enter into a contract with Walk on Water Consulting, Inc., (“WOW”) to support PeopleSoft, the District’s human-resource-management system. This contractor will be used to provide critical upgrades to the PeopleSoft application and related database, to deliver support for customizations to the PeopleSoft modules, and to assist, on an as-needed basis, with application support and troubleshooting.

WOW has been involved with the PeopleSoft application since its implementation at MPS in 1999. Due to the high level of application customization that has been done, it is imperative that we retain the contractor who created this custom code. Phase 1 of upgrades will include upgrading the database from Oracle to the MS SQL programming language, which will result in anticipated licensing savings of \$300,000 per year. Phase 2 will include upgrading PeopleTools and PUM maintenance, which is about three years overdue.

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis of continuity of services (Administrative Policy 3.09(7)(e)(1)(b)(iv)).

The contract will run from January 1, 2020, through December 31, 2020, (the “Initial Term”) with two additional one-year options to extend if certain performance metrics incorporated into the contract are met.

The total cost of the contract in the Initial Term will not exceed \$198,500.

Budget Code: TSV-0-0-TLN-DW-ECTS (Technology — Contracted Services).....\$198,500

Walk on Water Consulting, Inc.

HUB Participation	
Required.....	0%
Proposed	0%
\$ Value.....	N/A
Student Engagement (hours per 12-month contract)	
Paid Student Employment-hour Commitment.....	0
Student Career-awareness Commitment.....	0

Exception Authorization to Extend a Contract with Smart Interpreting Services, Inc., d/b/a Professional Interpreting Enterprise, for Interpretation Services

The Administration is requesting authorization to extend the contract with Smart Interpreting Services, Inc., d/b/a Professional Interpreting Enterprise (“PIE”), for interpretation services.

Contractor shall provide interpretation services for students and staff who are deaf and hard of hearing in MPS. The grade levels of the students may be from pre-K3 to 12th grade. The students will have varied proficiency in American Sign Language (ASL). Interpretation services may be needed for classroom instruction as well as after-school activities, such as sporting activities, after-school programs, and other similar programs. In addition, interpreters may be needed to accompany students on field trips. Interpretation services also will be needed for adults who participate in activities sponsored by MPS as well as for staff who work for MPS. Such activities may include, but are not be limited to, individualized education plan (IEP) meetings, parent/teacher conferences, school performances, and graduation ceremonies.

According to the Americans with Disabilities Act (ADA), MPS is required to provide interpretation services to any individual who uses sign language as his or her primary mode of communication for any school activity or individual conference at which the parent is present. The State of Wisconsin’s Department of Regulations and Licensing (DRL) requires interpreters to have DRL licenses to interpret for adults who are deaf or hard of hearing in school settings.

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis of continuity of services (Administrative Policy 3.09(7)(e)(1)(b)(iv)).

The contract extension will run from January 1, 2020, through December 31, 2020, (the “Year 2”) with one additional one-year option to extend if certain performance metrics incorporated into the contract are met.

The total cost of the contract in the Initial Term will not exceed \$350,000.

Budget Code: HI2-0-I-EEN-DW-ECTS (Interpreting Services — Contract Services).....\$350,000

Smart Interpreting Services, Inc., d/b/a Professional Interpreting Enterprise

HUB Participation	
Required.....	0%
Proposed	0%
\$ Value.....	0
Student Engagement (hours per 12-month contract)	
Paid Student Employment-hour Commitment.....	300
Student Career-awareness Commitment.....	10

Exception Authorization to Enter into a Contract with the Board of Regents of the University of Wisconsin System on Behalf of University of Wisconsin’s Milwaukee Center for Urban Population Health for Research Evaluation

The Administration is requesting authorization to enter into a contract with the Board of Regents of the University of Wisconsin System on behalf of University of Wisconsin’s Milwaukee Center for Urban Population Health for Research Evaluation (CUPH) to conduct both process (formative) and outcome (summative) evaluation of the Milwaukee Public Schools’ (MPS’s) AIMing for Quality Arts and Achievement project. The services include:

- identifying sources for evaluation data and creating data-collection systems as needed;
- attending project meetings with stakeholders to stay informed of project’s changes and progress;
- analyzing qualitative and quantitative data to track project’s progress and to determine the impact on students;
- preparing performance-feedback memos and annual reports to inform project staff of evaluation results; and
- providing ongoing support to the project team through a developmental evaluation approach.

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

The contract will run from January 1, 2020, through December 31, 2020, (the “Initial Term”) with two additional one-year options to extend based on mutual consent and the Board’s approval.

The total cost of the contract in the Initial Term will not exceed \$63,000.

Budget Code:	SDV-0-S-QU9-CI-ECTS (AIMing for Quality Arts — Contracted Services)	\$63,000
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Board of Regents of the University of Wisconsin-Milwaukee

HUB Participation		
Required.....		NA
Proposed		NA
\$ Value.....		NA
Student Engagement (hours per 12 month contract)		
Paid Student Employment-hour Commitment.....		0
Student Career-awareness Commitment.....		10

Exception Authorization to Contract with Frontline Technologies Group, LLC, for Recruitment, Hiring, and Onboarding Software

The Administration is requesting authorization to enter into a contract with Frontline Technologies Group, LLC (Frontline) for recruitment, hiring, and onboarding software. Frontline’s software will streamline the District’s recruitment-and-hiring processes and will enhance the applicants’ experiences when applying for positions. The software will also provide for better tracking and reporting of human resources’ recruiting activities.

Frontline is already used for certificated evaluations (educator effectiveness) and for substitute-and-absence management (AESOP) in the district. Contracting with Frontline will allow for the use of a single system throughout the district to manage multiple human- resources applications and processes. The Administration has already had a successful implementation of Frontline products and has received excellent customer service throughout the implementation process, as well as throughout the use of the systems. This makes the Administration confident it will be able to implement the products within the estimated 12-week window. The recruitment, hiring, and onboarding software will meet all of the goals identified in the Human Resources update presented at the meeting of the Board’s Committee on Strategic Planning and Budget on November 14, 2019.

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis of continuity of services (Administrative Policy 3.09(7)(e)(1)(b)(iv)).

The contract will run from December 20, 2019, through June 30, 2021. The total cost of the contract will not exceed \$301,046.13.

Budget Code: STF-0-0-TLN-DW-EMTC (Contracted Services).....\$301,046.13

Frontline Technologies Group, LLC

HUB Participation	
Required.....	0%
Proposed	0%
\$ Value.....	N/A
Student Engagement (hours per 12 month contract)	
Paid Student Employment-hour Commitment	100
Student Career-awareness Commitment.....	10

Exception Authorization to Contract with devX, LLC, for the Development of STEM Fabrication Labs

The Administration is requesting authorization to enter into a contract with devX, LLC, (“devX”) to develop and furnish digital fabrication labs in up to six schools. The fabrication labs will serve as places in which students will play, will create, will learn, and will invent through hands-on STEM activities. The contractor will provide customized, detailed digital fabrication lab design and a framework for implementation. Additionally, the contractor will provide consulting services related to the acquisition and installation of equipment. To ensure that staff maximize the use of the fabrication labs, devX will provide strategically-designed professional development.

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

The contract will run from January 1, 2020, through December 31, 2020, (the “Initial Term”) with two additional one-year options to extend based on mutual consent and the Board’s approval. The total cost of the contract will not exceed \$985,000.

Budget Code: GEN-0-I-G39-OD-ECTS (Contracted Services)\$985,000

devX, LLC.

HUB Participation	
Required.....	0%
Proposed	0%
\$ Value.....	N/A
Student Engagement (hours per 12-month contract)	
Paid Student Employment-hour Commitment	300
Student Career-awareness Commitment.....	10

Exception Authorization to Contract with Boys and Girls Club of Greater Milwaukee for Childcare Wrap-around Services

The Administration is requesting authorization to enter into a contract with the Boys and Girls Clubs of Greater Milwaukee for the provision of childcare wrap-around services for three- year-old students at Maple Tree Elementary and Siefert Elementary. The K-3 Safe Place is designed to address parental need for extended-day childcare services at half-day Head Start three-year-old programs. The K-3 Safe Place is in alignment with Milwaukee Public School’s Early Childhood Initiative, as it ensures families have access to high-quality childcare with seamless integration between the school and the childcare program.

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis of continuity of services (Administrative Policy 3.09(7)(e)(1)(b)(iv)).

The contract will run from January 1, 2020, through June 30, 2020. The cost of running the program at each site will be \$85,000, with the total cost of the contract not to exceed \$170,000.

Budget Code: CSV-0-0-CNR-RC-ECTS (Extension Funds)\$170,000

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Board Rules, or Administrative Policy Statement

Administrative Policy 3.09, Purchasing and Bidding Requirements

Fiscal Impact Statement

This item authorizes the following expenditures:

- Walk on Water Consulting, Inc. for Peoplesoft Support and Upgrades, TSV-0-0-TLN-DW-ECTS\$198,500
- Smart Interpreting Services, Inc. d/b/a Professional Interpreting Enterprise for Interpretation Services, HI2-0-I-EEN-DW-ECTS\$350,000
- Board of Regents of the UW System - CUPH for Research Evaluation, SDV-0-S-QU9-CI-ECTS\$63,000
- Frontline Technologies Group, LLC, for Recruitment, Hiring, and Onboarding Software, STF-0-0-TLN-DW-EMTC\$301,046.13
- devX, LLC, for the Development of STEM Fabrication Labs, GEN-0-I-G39-OD-ECTS.....\$985,000
- Boys and Girls Clubs of Greater Milwaukee, Inc., for Childcare Wrap-Around Services, CSV-0-0-CNR-RC-ECTS\$170,000

Implementation and Assessment Plan

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

Committee’s Recommendation

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

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

* * * * *

(Item 9) Action on Monthly Facilities Matters: FMS Award of Construction Contract and Change Order Recommendation

Background

The contract award recommendation for the Board’s regular December 2019 meeting are listed below for your review. Adequate funding is available in the accounts as noted.

Construction Contract

Replacement of Cooling Towers and Pumps — South Division High School

Prime Contractor

Butters-Fetting Co., Inc.
1669 South 1st Street
Milwaukee, WI 53204-2999

Low Bidder, Base Bid of..... \$862,000.00

HUB Participation

Certified HUB Vendor?	No
Total # of Employees	300
Total # of Minorities	37
Total # of Women	13
Required.....	10%
Submitted.....	11.54%
\$ Value.....	\$99,545.00

COIN

Required.....	15%
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Student Engagement

Paid Employment (Required Hours).....	300
Career-Education Activity (Required Hours)	10

Funds are available for the replacement of cooling towers and pumps project from account code FAR 00 MMQ SD ECNC HVA8 (Project No. 2636). The project’s start date is scheduled for December 20, 2019, and the completion date is July 24, 2020.

Change Order

The Administration is reporting to the Board the following change order in excess of \$50,000.00.

Playfield Renovation — Custer Playfield

Prime Contractor

Platt Construction, Inc.
7407 South 27th Street
Franklin, WI 53132

Total amount of change order..... \$146,888.32

Reason for Change Order

As part of the contract with Platt Construction, Inc., for the playfield renovation project at Custer Playfield, testing of the soil was required. The test results indicated the presence of hazardous materials. Remediation measures required by the DNR were implemented, which resulted in the need to authorize this change order to remove contaminated soil from the site and to provide additional new soil in its place.

The change order will be funded from Extension General Funds, account code STS 00 RFI CB ECNC (Project No. 4072, Work Order Number 351820).

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Board Rules, or Administrative Policy Statement

Administrative Policy 3.09, Purchasing and Bidding Requirements

Fiscal Impact Statement

The item authorizes expenditures for:

Construction Contract

- Butters-Fetting Co., Inc. for Replacement of Cooling Towers & Pumps project at South Division High School; Code: FAR 00 MMQ SD ECNC HVA8\$862,000.00

Change Order

- Platt Construction, Inc., for Playfield Renovation project at Custer Playfield; Code: STS 00 RFI CB ECNC\$146,888.32

Implementation and Assessment Plan

Upon the Board’s approval, the construction contract, as attached to the minutes of your Committee’s meeting, and the change order will be executed.

Committee’s Recommendation

Your Committee recommends that the Board approve the construction contract, as attached to the minutes of your Committee’s meeting, and the change order.

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

* * * * *

(Item 10) Report with Possible Action on Contracting Programs

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

Background

At the meeting of Committee on Accountability, Finance, and Personnel (AFP) on August 20, 2019, Contract Compliance Services reported that it would analyze additional public-sector contracting programs relative to bid incentives, local company preference, and potential updates to current policy pursuant to Administrative Policy 3.10, Historically Underutilized Business Program.

In summary, the analysis of current conditions of instituting a contracting-incentive programs within the district is presented for discussion.

Brief History of Milwaukee Public Schools’ Supplier Diversity Program

The Department of Contract Compliance Services (formerly the Division of Diversity and Community Engagement) provides coordination and oversight of the district’s supplier-diversity effort and workforce-preference programs affecting constituents and students. It is responsible for the assignment, monitoring, and enforcement of vendor-participation requirements for Historically Underutilized Businesses (HUB), Communities in Need (COIN), and student employment and career-education-hour assignments in MPS contracts, where applicable.

- 1984.....MPS Minority Business Program begins
- 1989-90*Richmond v Croson* Supreme Court decision affects all race-conscious programs in the country, specifically those established by federal, state, and local governments The decision requires disparity studies or other justification measures before race-based programs can be implemented
- April 1989 and March 1990The Milwaukee City Attorney issues opinions against continuing or establishing race-based policies without meeting criteria specified in the Croson decision
- February 1990The Milwaukee Metropolitan Sewerage District (MMSD) presents analysis of its study of the Milwaukee construction marketplace The study finds overwhelming evidence of past and current discrimination against blacks, Hispanics, and women, justifying continuation of narrowly-tailored race-and gender-conscious training, employment, and contracting remedies
- April 1990Milwaukee Board of School Directors authorizes MPS to join the City of Milwaukee and Milwaukee County in a joint disparity study and approves an interim change in the MPS program from race-conscious to race-neutral

- October 1991Milwaukee Public Schools adopts race-neutral disadvantaged-business enterprise policy
- June 1992A joint city/county/MPS disparity study presented to Milwaukee Board of School Directors reviews identified discriminatory practices in construction, professional services, and commodity marketplaces that have prevented minority- and women-owned business enterprises from successfully competing with non-targeted businesses. The study also analyzes use and availability of minority- and women-owned business enterprises in relevant markets
- November 1992Milwaukee Board of School Directors adopts a resolution to establish a race- and gender-based program for the following five identified groups: African Americans, Hispanic Americans, Native Americans, Asian Americans, and women. It sets aside 30% of all awarded contracts for MWDBE businesses
- March 1993Milwaukee Board of School Directors adopts MPS Historically Underutilized Business Program Advisory Council to replace any and all prior policies regarding minority, women, and/or disadvantaged business enterprise utilization within its contracting
- November 1994Milwaukee Board of School Directors amends the March 1993 HUB policy to reflect advised changes which, in effect, do not alter the program in its present form, but provide legal clarification
- 1999-2006Milwaukee Public Schools Neighborhood Schools Initiative (NSI) aggressively includes requirements of 30% HUB, 25% COIN, and as assigned, student employment and career-education-hour requirements to all contract dollars on NSI projects
- April 2003Milwaukee Board of School Directors adopts Resolution 0405R-21, regarding Communities In Need initiative — Phase I
- March 2005Milwaukee Board of School Directors unanimously adopts Resolution 0405R-021 into Administrative Policy 313, Communities in Need (COIN), to apply to construction labor workforce hour assignments on Division of Facilities and Maintenance Service general construction contracts
- July 2009City of Milwaukee Common Council conducts next disparity study to determine legal basis to establish a race-and gender-based business enterprise program for the procurement of goods and services
- July 2010Phase I of the City of Milwaukee's disparity study completed and released for public comment
- December 2010City of Milwaukee's final disparity study released and available for public comment
- March 2011Milwaukee Public Schools Office of Accountability and Efficiency presents the findings of the City of Milwaukee's disparity study; Contract Compliance Services presents data regarding the Historically Underutilized Business (HUB) program
- May 2013Substitute resolution relating to settlement in the matter of Hispanic Chamber of Commerce of Wisconsin, et al v City of Milwaukee v D Wilson Consulting Group LLC, et al
- November 2013Portions of Chapter 370 of Milwaukee Code of Ordinances repealed to remove the race- and gender-conscious programs and maintain the race- and gender-neutral small business enterprise program

- October 2017.....City of Milwaukee Common Council approves racial disparity study
- January 2019Milwaukee Board of School Directors adopts Resolution 1819-011, regarding a local purchasing program
- August 2019CCS and Administration present their analysis of the feasibility of instituting the City of Milwaukee Chapter’s 365 Local Business Enterprise Contracting Program, with a report due back to the Milwaukee Board of School Directors reviewing additional contracting-incentive programs
- December 2019Milwaukee Public Schools explores expansion of HUB, COIN, and student employment and or career-education-hour assignments, where applicable, to district procurements for construction, goods and services, and professional services

Contracting Program Overview

	Present-day	Future Consideration
Historically Underutilized Business (HUB)	X	X
Communities In Need (COIN)	X	X
Apprenticeship Incentive		X
Diverse Management & Workforce		X
Local Purchasing Program		X

Next Steps

- *Capacity analysis* is the process of modeling the capacity of infrastructure, facilities, processes, services, and systems.
- *Capacity* is the maximum output of an item based on its design or constraints such as available resources.
 - What capacity does MPS have to do more?
 - What would MPS need to do more of?
- *An economic disparity study* is a comprehensive effort that analyzes data pertaining to the legal, legislative, and contracting environment facing minority- and women-owned business enterprises when procuring contracts from a specific federal, state or municipal agency. It provides governmental agencies the insight to determine if access to governmental contracts are unfairly denied to minority- and women-owned firms in the marketplace.

Recommendations

- Participation opportunity within the City of Milwaukee’s disparity study
- Exploration of an MPS disparity study as a future budget consideration
- Policy review
- Capacity analysis

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Board Rules, or Administrative Policy Statement

Administrative Policy 3.10, Historically Underutilized Business Program

Fiscal Impact Statement

No Fiscal Impact

(Item 11) Report with Possible Action on the MPS School Nutrition Program

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

Background

On December 21, 2017, the Board took action to adopt Resolution 1718R-004 as amended, regarding the MPS School Nutrition program, and directed that quarterly updates on the implementation of the adopted Resolution be brought to the Board.

The report is included in the attachments to the minutes of your Committee's meeting.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Board Rules, or Administrative Policy Statement

Administrative Policy 4.05, School Nutrition Management

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(Item 12) Report with Possible Action Regarding a District Safety Drill as Required by Wi. State Statutes, § 118.07(4)(cp), and Other Associated Requirements

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

Background

State Statutes, § 118.07(4)(cp), requires all schools in Wisconsin to conduct an emergency drill based on a violent act. The Wisconsin Department of Justice's (DOJ) Grant Award 2018 School Safety Initiative also mandates full compliance with the requirements of State Statutes, § 118.07(4)(cp).

State Statutes, § 118.07(4)(cp), which pertains to all public and private schools in Wisconsin, requires that specified information regarding district-wide safety drills be submitted to the Office of School Safety, Department of Justice, (DOJ) by January 1, 2020, after it has been shared with the school board.

In compliance with State Statutes, § 118.07(4)(cp), a district-wide school safety drill was conducted on October 30, 2019, and included those contracted schools that are part of the DOJ's grant round two. The safety drills required a written evaluation by principals and a review by the school board within 30 days.

Last year's drills were conducted on December 6, 2018. A summary of this year's report follows.

Summary Report: District Safety Drill

On Wednesday, October 30, 2019, a district-wide safety drill was conducted at all Milwaukee Public Schools and those contracted schools participating in round two of the Department of Justice's grant award. The drills consisted of a standard response of a cod- red drill. A yearly emergency drill is required by State Statutes, § 118.07(4)(cp), and by the State's Office of School Safety and School Safety Grants. This requirement was enacted in March 2018.

State Statutes, § 118.07(4)(cp), requires a safety drill to be conducted in all public and private schools throughout Wisconsin. Principals are to prepare a written evaluation that the school board is to review within 30 days of the drill. The district must verify with the Office of School Safety within the Department of Justice by January 1, 2020, that the drills took place and that the results were shared with the Board.

The drills are meant to provide training for a building's occupants should a violent act occur and require a response based on the district's and schools' safety plans. The schools' individual evaluations were very similar in that administrators observed minor issues of concern. Those minor concerns were addressed at the school level by the administrators and will continue to be monitored in future drills. The drills lasted a few minutes; variations in time depended on the size of a school.

The drills were completed appropriately, engendering discussions at the school level as to what improvements are needed.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Board Rules, or Administrative Policy Statement

Administrative Policy 4.03, Security

This item having been set aside at the request of Director Siemsen, after discussion, the Board took no action.

* * * * *

(Item 13) Action on the Implementation of the Bilingual Budget Amendment**Background**

A request was issued to MPS Administration to provide the Milwaukee Board of School Directors with a report in December 2019 regarding the implementation of the Bilingual Budget Amendment. The following four items were included in the amendment and approved by the Board:

1. restoration of funds in the amount of \$79,838 to the Department of Bilingual Multicultural Education;
2. allocation of \$200,000 to the Grow Your Own program for eligible bilingual paraprofessionals;
3. implementation of a support systems for students to attain the Seal of Biliteracy; and
4. provision to the Department of Bilingual Multicultural Education of \$20,000 to facilitate the Districtwide Multilingual Multicultural Committee.

Strategic Plan Compatibility Statement

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

Statute, Board Rules, or Administrative Policy Statement

Administrative Policy 7.15, Bilingual Instruction and Bicultural Education

Fiscal Impact Statement

This item does not authorize expenditures.

Committee's Recommendation

Your committee recommends establishing a special task force to develop specific strategies and guidelines for a targeted initiative to develop capacity in MPS to address the shortage of bilingual teachers and bilingual support staff. The task force will make recommendations to the Board on strategies that retain, invest in, and develop bilingual teachers for the full implementation of the Board's resolution of June 2014, including:

1. supporting, financially and otherwise, bilingual professionals to become bilingually-certified teachers;
2. supporting, financially and otherwise, bilingual teachers assigned to classrooms to earn bilingual or related certification;
3. working with universities and the MPSU to have future teachers complete their student teaching on the job at MPS;
4. developing performance portfolios for future bilingual teachers that lead to quality bilingual teaching;
5. creating programmatic strands in middle and high schools that encourage the preparation of bilingual teachers, and the partnerships to be established to attain college credit as well as recommendations on which schools must develop such programs;

- 6. within an equity lens, eliminating the barriers to becoming a certified bilingual teacher, including MPS and state standardized tests and other related requirements; and
- 7. offering courses through MPSU for the development of greater proficiency in English and other languages for future bilingual teachers.

The task force will also make recommendations on an organizational structure that, in collaboration with the MPS Administration, facilitates and centralizes bilingual capacity building that can make more friendly the process of financial and other supports and that works with schools with bilingual or related programs to place future bilingual teachers, giving them maximum experiences in the teaching of languages and the development of bilingualism.

The task force shall adhere to Board Rule 2.11 and Administrative Policy 2.12, relative to advisory councils, and shall include administrators, bilingual professionals, bilingual teachers, the DMMAC, the MTEA, parents, and students, where each of these groups shall select their representatives.

The first initial report shall be made through the appropriate committee in the January 2020 cycle, with further reports to be made monthly through the Spring semester of 2020.

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

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COMMITTEE ON PARENT AND COMMUNITY ENGAGEMENT

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

(Item 1) Report with Possible Action on Services Provided to Students with Disabilities in the Least Restrictive Environment (LRE)

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

Background

Least restrictive environment (LRE) is one of the most significant components in the 2004 Individuals with Disabilities Education Act (IDEA). It requires that, to the maximum extent appropriate, children with disabilities be educated with children who are not disabled. Removal of students with disabilities from the regular educational environment occurs only when the severity of the disability is such that education in regular classes, with the use of supplementary aids and services, cannot be achieved satisfactorily.

The Milwaukee Public Schools is committed to ensuring that students with disabilities are educated in environments with their non-disabled peers. The preference of the law is that students be educated using the general curriculum in the regular education classroom, with the use of supplementary aids and services. Best practices and research strongly support education in the least restrictive environment (LRE), with access to the general curriculum, because it leads to higher achievement outcomes for students with disabilities.

Administration's Report

There are 17 performance indicators that help steer states to develop State Improvement Plans that target special education:

- Indicator #1Graduation Rates
- Indicator #2Drop-Out Rates
- Indicator #3Assessments
- Indicator #4Suspension/Expulsion
- Indicator #5Educational Placement Ages 6-21
- Indicator #6Educational Placements Ages 3-5

- Indicator #7Preschool Outcomes
- Indicator #8Parent Involvement
- Indicator #9Inappropriate Identification in Special Education
- Indicator #10Inappropriate Identification in Specific Disabilities Categories
- Indicator #11Timely Evaluation
- Indicator #12Preschool Transition Part C, Part B Indicator#13 Transition Goals Ages 16 and over
- Indicator #14Post School Outcomes
- Indicator #15Resolution Sessions
- Indicator #16Mediation
- Indicator #17State Systemic Improvement Plan

LRE for Higher Outcomes

As part of the LRE’s focus on increasing academic and behavioral outcomes for students with disabilities, the Department of Specialized Services reports quarterly to the Administration on students who are receiving special education services in the least restrictive environment (LRE). The Department of Specialized Service’s plan is to educate students with disabilities, in accordance with their individual education programs (IEPs), in the regular education environment with their non-disabled peers.

LRE Data

Indicator 5 addresses the documentation of programs and services in the least restrictive environment for students 6 to 21 years of age. Wisconsin’s data for this indicator provide each school district with the target in each of the following categories:

- Indicator 5APercent of students with IEPs ages 6 through 21 served inside the regular class 80% or more of the day
- Indicator 5BPercent of students with IEPs ages 6 through 21 served inside the regular class less than 40% of the day
- Indicator 5CPercent of students with IEPs ages 6 through 21 served in separate schools, residential facilities, or homebound/hospital placements.

The information below compares MPS LRE data-relative services with the projection in DPI’s 2016 Annual Performance Report Summary for Wisconsin school districts. The MPS percent includes all students who have IEPs, including speech and language services.

	5A	5B	5C
State of Wisconsin’s Target	70.00%	7.90%	0.95%
MPS, May 2019	77.96%	17.35%	0.36%
MPS, August 2019 [^]	78.08%	17.32%	0.32%
MPS, September 2019	77.96%	16.89%	0.39%
MPS, October 2019	77.94%	16.86%	0.45%
MPS, November 2019	78.57%	16.64%	0.44%

[^]The data for the August 2019 LRE report is a combination of the students with disabilities enrolled in the schools on the early-start calendar and the projected enrollment for our school on the traditional calendar.

The reports attached to the minutes of your Committee’s meeting include the district’s information as well as each school’s percentage.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Board Rules, or Administrative Policy Statement

Administrative Policy 8.01, Student Nondiscrimination, Complaints and Appeals

Fiscal Impact Statement

No Fiscal Impact

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(Item 2) Report with Possible Action on Bullying Prevention

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

Background

At its meeting on September 24, 2019, the Board approved Resolution 1819R-017 by Director Phillips regarding bullying prevention.

The Administration recognizes the critical impact that bullying can have on student safety and academic achievement. The Administration acknowledges that Administrative Policy 8.52, initially adopted in 2010, lays the groundwork and provides a framework for bullying-prevention efforts across the district. As suggested in the resolution, and reflected in the bullying policy, comprehensive bullying prevention requires attention not just to the specifics of bullying as a form of aggression, but also to the universal practices which both deter bullying and promote a physically, emotionally, and socially-safe learning environment. These universal practices include work that has begun, such as PBIS, restorative practices, and social-and-emotional-learning programming and practices.

As requested, attached to the minutes of your Committee's meeting is a report reviewing each of the suggestions of the District Advisory Council's *Ad Hoc* Committee for Bullying Prevention, including the feasibility of implementing each suggestion. In addition to the feasibility considerations for each strategy, implementing a combination of these strategies district-wide would require attention to, and analysis of, the district's capacity, resources, and systems for implementation.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Board Rules, or Administrative Policy Statement

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

Fiscal Impact Statement

N/A

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(Item 3) Report with Possible Action on Communicating with Stakeholders of Milwaukee Public Schools

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

Background

The district and schools currently use various methods to communicate with our students, families, staff, and community stakeholders.

In our efforts to strengthen communication and collaboration, the district has added an additional resource, the MPS App, to engage and inform regarding district and school information. In order to stay current with digital utilization, the district has worked collaboratively with various departments to develop the MPS App to provide seamless integration with our district and schools websites.

The MPS App, which was recently "soft launched" (i.e., released to a limited audience prior to the general public in order to gather feedback) is compatible with current Android and Apple-based mobile devices and is available for download from the respective app store. It has the ability for users to "opt in" to updates from any number of schools.

The MPS App is supported by the Departments of Communications and of Marketing and Technology Services.

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

Statute, Board Rules, or Administrative Policy Statement

Administrative Policy 9.01, Public Information Program

Fiscal Impact Statement

The annual cost of the MPS App is approximately \$37,750.

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COMMITTEE ON STRATEGIC PLANNING AND BUDGET

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

(Item 1) Action Regarding the Report of the Community Task Force

Your Committee reports having received the report of the Community Task Force, as attached to the minutes of your Committee’s meeting.

Statute, Board Rules, or Administrative Policy Statement

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

Fiscal Impact Statement

N/A

Committee’s Recommendation

Your Committee recommends that the Board of School Directors thank the members of the Community Task Force for their diligent deliberations and their final report that states that “Milwaukee students deserve what students in other districts are receiving;” that “the operational needs [of MPS]...require urgent attention;” “that increased funding to support [MPS students]...is not only necessary — it is a moral imperative,” and that MPS “frame and execute a referendum.”

Furthermore, your Committee has directed the Administration to take immediate steps so that the Board can act on the matter of a referendum at its December 19 full board meeting. At that meeting, the Administration should present the following:

1. a summary of the results of the polling which the Administration commissioned and which the Task Force recommended;
2. a minimum of three different financial scenarios in legal ballot language for an April 7, 2020, referendum. These scenarios should include options that would increase MPS’s maximum revenue limit to be equivalent to those of districts with revenue limits ranging from those of Whitefish Bay to Glendale-River Hills. Such scenarios should be sustainable, based on models that have worked in other districts, and balance “the needs of our students with the needs of taxpayers”;
3. at least two legal-wording options for each financial scenario referred to above that briefly describe the purpose of the referendum; and
4. a specific timeline for board meetings in January to further specify in detail how the funds will be spent so that all MPS students benefit while priority is given to those

schools and students who have the most needs. Such deliberations should take into account the results and recommendations of the Schools our Children Deserve MPS survey, feedback sessions, public testimony, the report of the Community Task Force, and MPS's commitment to equality.

Director Peterson moved that the Milwaukee Board of School Directors go to referendum to exceed the revenue limit.

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

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(Item 2) Action on a Request to Approve the Fiscal Year 2020-21 (FY21) Budget Parameters

Background

Budget parameters will be used in the planning and development of the 2020-21 (FY21) budget. The parameters help to guide the decisions made during the budget-preparation process. The parameters are necessarily modified by the resources available.

MPS is committed to developing a budget that reflects a commitment to fair resources, quality and socially-transformative learning, a supportive environment for employees, and an equitable education system for all, with the following parameters as guidance:

1. ensuring that there are sufficient resources for high-quality classroom instruction at the Tier 1 level;
2. adjustments and repurposing of educational programming and departmental budgets to prioritize student achievement;
3. full implementation of the salary phase-in schedules with a possible cost-of-living increase;
4. consideration of employee benefit modifications for eligible employees to identify cost savings and to increase efficiencies;
5. exploration of operating efficiencies, including those related to transportation;
6. implementation of a multi-tiered mental-health approach to promote students' mental health and social emotional learning;
7. strengthening of a well-rounded educational experience by increasing the allocation in the areas of school library, art, music, and physical education;
8. restoration of revenue to the Construction Fund to address deferred maintenance; and
9. preparation of the budget to maximize the revenue limit;

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Board Rules, or Administrative Policy Statement

Administrative Policy 3.01, Annual Operating Budget

Fiscal Impact Statement

This item does not authorize expenditures. The fiscal impact will depend on later action of the Board in adopting the budget.

Committee's Recommendation

Your Committee recommends that the Board approve the proposed budget parameters, through an equity lens, and direct that:

1. the Administration develop a Task Force to conduct an analysis and make recommendations to the Board relative to the MPS Pension Plan and Retirement Benefits;
2. the Task Force be developed in accordance with Board Rule 2.11 and Administrative Policy 2.12, Advisory Committees, with the membership to include, but be not limited to, the administration, two board members, bargaining unit representation, and pension and retirement benefit expertise;
3. the Task Force include:
 - actuarial assumptions, estimates, and projections;
 - historical context of the district's practices and actions on pension and retirement benefit planning;
 - current market trends and assessment of surrounding area school districts' plans;
 - future benefit parameters;
 - pre-and post-Act 10 projections;
4. the Task Force provide its report to the Board no later than the March 2020 Board cycle; and
5. the Administration provide to the Board by the April 2020 Board cycle a final draft of the Equity Guidebook in accordance with Administrative Policy 1.06.

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

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COMMITTEE ON STUDENT ACHIEVEMENT AND SCHOOL INNOVATION

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

(Item 1) Action on Resolution 1920R-009 by Directors Miller, Peterson, and Taylor on Black Lives Matter at School Week

Background

At its meeting on October 31, 2019, the Board referred Resolution 1920R-009 by Directors Miller, Peterson, and Taylor regarding Black Lives Matter at School Week, to the Committee on Student Achievement and School Innovation.

WHEREAS, In April 2015, the Milwaukee Board of School Directors adopted Resolution 1516R-001, known as the Black Lives Matter Resolution, and in November 2018, the Board adopted Resolution 1819R-009, known as the Black Lives Matter at School resolution; and

WHEREAS, The Black Lives Matter resolution called for:

- creating safe spaces, quality restorative justice practices, community and parent involvement, and involvement of student leaders of all types;
- discussions of biases, racial micro-aggressions, fears, cultural ignorance, and stereotypes of Black youth;
- discussions that lead to training of school staffs in methods of de-escalation, mindfulness, creating a culture of trust, and cultural relevance and reviewing and strengthening curriculum, and creating critical ethnic studies;
- bringing community into our schools and strengthening schools as centers of support for communities; and
- the district review its programs that may be contributing to unfair, unequal power relationships with community and school policing; and

WHEREAS, The national Black Lives Matter movement has called for a week of "Black Lives Matter at School Week" for the 1st week of February 2020 to focus on the need to:

- replace harsh zero-tolerance discipline policies, which disproportionately suspend students of color, with a restorative practices;
- establish African American studies and other critical ethnic studies in all schools;
- increase the hiring, training, and support of Black teachers and other teachers of color;
- fund counselors, not police; and
- provide free quality breakfast and lunches for all students; now, therefore, be it

RESOLVED, That the district support the 2020 “Black Lives Matter at School Week” of education and student participation; and be it

FURTHER RESOLVED, That all schools be presented with activities for student education on the issues raised by the Black Lives Matter movement; and be it

FURTHER RESOLVED, That all schools are to develop a plan for implementation of activities supporting the week of Black Lives Matter at School; and be it

FURTHER RESOLVED, That district-wide activities be considered for the week; and be it

FURTHER RESOLVED, That an advisory committee be established of students, community, parents, teachers, and school and administrative staff to advance this effort and the national Black Lives Matter at School program.

The Board had previously adopted Resolution 1819R-009 on November 29, 2018, regarding Black Lives Matter at School Week, and its implementation had been initiated, including the development of curriculum and the formation of an advisory planning committee.

The Administration is in agreement with the intent of Resolution 1920R-009 and is recommending its adoption, as amended below:

RESOLVED, That the district support the 2020 “Black Lives Matter at School Week” of education and student participation; and be it

FURTHER RESOLVED, That all schools be presented with activities for student education on the issues raised by the Black Lives Matter movement; and be it

FURTHER RESOLVED, That all schools are to develop a plan for implementation of activities supporting the week of Black Lives Matter at School; and be it

FURTHER RESOLVED, That a presentation be made to principals, SSTs, and parent coordinators at their Institute and district-wide meetings during the month of January to provide the range of curriculum and activities available to schools and classrooms; and, be it

FURTHER RESOLVED, That district-wide activities be considered for the week; and be it

FURTHER RESOLVED, That an advisory committee be established of students, community, parents, teachers, and school and administrative staff to advance this effort and the national Black Lives Matter at School program.

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

Statute, Board Rules, or Administrative Policy Statement

Administrative Policy 1.06, Equity in MPS

Fiscal Impact Statement

No fiscal impact.

Implementation and Assessment Plan

Upon approval by the Board, the Administration will begin carrying out the resolved portions of the resolution.

Committee’s Recommendation

Your Committee recommends that the Board adopt Resolution 1920R-009 by Directors Miller, Peterson, and Taylor, regarding Black Lives Matter at School Week, as amended.

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

* * * * *

(Item 2) Action on the 2020 Summer Academy Plan**Background**

Milwaukee Public Schools is pleased to offer summer extended-learning opportunities that provide academic and enrichment opportunities to the youth of the city. For the summer of 2020, MPS will offer June Academy for high-school students (including rising freshmen), which will operate June 1-26, 2020, and July Academy for grade K5-12 students, which will run July 6-31, 2020. Elementary students attend Monday through Friday from 7:30 a.m. to 11:30 a.m. and high-school students attend Monday through Friday from 8:30 a.m. to 12:30 p.m. Breakfast and lunch will be provided.

Grade 8 promotional programming will have a curriculum focus on reading, writing, and mathematics. The growth of social-emotional competencies will be fostered by restorative-practice activities.

Extended School Year services are provided to qualifying students, as mandated in their Individualized Education Plans, during Summer Academy. Enrichment opportunities with community partners are built into programming.

Elementary Summer Academy combines enrichment and academics for an engaging experience for grade K5-8 students. The Summer Academy will include the following:

- curricula focused on literacy through the content area of science, paired with hands-on activities, field trips, and special programs with community partners;
- arts-integrated programming developed by local art organizations;
- social-emotional learning strategies such as brain breaks and growth-mindset lessons;
- programming provided in the areas of bilingualism, ESL, Montessori, and arts, with summer adventures offered at all grade levels;
- summer adventures that include field trips and on-site specialty programs that span a wide range of topics, such as STEM, nature/ecology, wellness/nutrition, and more; and
- visits to nature centers, parks, libraries, museums, and other community organizations.

Camps are held to give students exposure to new subjects, to identify new areas of interests and abilities, to encourage curiosity, and to further learning. Camps may take place half-day, full-day, week-long, or overnight at school locations or community organizations.

Freshman Bridge will be offered at 22 high schools. Freshman Bridge affords incoming freshman opportunities such as:

- interaction with ninth-grade teachers and classmates;
- participation in academic activities;
- learning about the freshman experience;
- acquisition of tools and strategies to navigate freshman year with success.

Middle School Bridge will be offered at eight middle schools. The Middle School Bridge experiences allow incoming sixth-grade students and parents opportunities to:

- form a realistic expectation of what middle school will be like;
- build a sense of community;
- explore extra-curricular activities;
- learn how middle school is different from elementary school.

[Detailed information regarding the Summer Academy is included in the attachments to the minutes of your Committee's meeting.]

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Board Rules, or Administrative Policy Statement

Administrative Policy 7.17, Summer Academy

Fiscal Impact Statement

Funding for summer programming totals \$5.3 million, which includes \$1.4 million from a state grant and \$3.2 million from extension funds for elementary and wraparound. The cost is split between the FY20 and FY21 budgets.

Implementation and Assessment Plan

Upon the Board's approval, Administration will begin preparing for implementation in the summer of 2020. All summer programs are contingent upon funding, enrollment, and facilities-and-maintenance building-modification projects. Changes necessitated by these contingencies will be reported to the Board.

Committee's Recommendation

Your Committee recommends that the Board approve the 2020 Summer Academy Plan.

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

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(Item 3) Action on a Recommendation for Renewal of the Instrumentality Charter School Contract with Honey Creek Continuous Progress School

Background

Honey Creek Continuous Progress School (Honey Creek), located at 6701 West Eden Place, was established as an instrumentality charter school beginning in fall 2005. During each renewal cycle since, the Board has approved a five-year renewed contract. The current contract is for up to a maximum of 401 full-time-equivalent (FTE) pupils in grades K4 through 5.

The vision of Honey Creek is to create an environment in which students are academically prepared to meet the challenges of higher education and will become socially responsible citizens.

In August 2019, the Charter School Contract Review Process was initiated by the Department of Contracted School Services. On August 16, 2019, representatives from Honey Creek submitted the Charter Renewal Intent Cover Sheet and Charter Renewal Application to seek renewal of the charter school contract.

On November 11, 2019, the Charter School Contract Review Team (Team) conducted a full-day site visit at Honey Creek. The Team examined the school's performance and met with school representatives to discuss the data relative to contract compliance and renewal. The Team also reviewed any additional responses and information provided by the school, as well as student and parent focus groups. In addition, the Team conducted classroom observations.

Based on a thorough review of the school's application and data, the school's presentation, and the site visit, the Charter School Contract Review Team has recommended a five-year renewal of the instrumentality charter school contract with Honey Creek. The recommendation was based on strong academic performance, school culture, and valued partnership with Honey Creek. The Superintendent has reviewed the performance summary and concurs with the recommendation for contract renewal.

The charter school renewal application, performance summary data, and Team's recommendation reviewed by the Team and Superintendent are attached to the minutes of your Committee's meeting.

Strategic Plan Compatibility Statement

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

Statute, Board Rules, or Administrative Policy Statement

Administrative Policy 9.12, Charter Schools

Fiscal Impact Statement

Adoption of this item alone does not authorize expenditures. School allocations are approved annually by the Milwaukee Board of School Directors as part of the adoption of the budget. Pending contract approval, the funds for the 2020-21 charter school contract will be authorized as a part of the FY21 budget process.

Implementation and Assessment Plan

Upon the Board's approval, negotiations will begin between the Superintendent's designee and representatives of Honey Creek in consultation with the Board's designee and the Office of the City Attorney in anticipation of developing a renewed charter contract to be presented to the Board.

Committee's Recommendation

Your Committee recommends that the Board:

1. approve the recommendation to renew a five-year instrumentality charter school contract with Honey Creek Continuous Progress School; and
2. authorize negotiations with the Superintendent's designee and representatives of Honey Creek in consultation with the Board's designee and the Office of the City Attorney to draft a renewed instrumentality charter school contract to begin with the 2020-2021 school year and to end with the last regularly scheduled day of the 2024-2025 school year.

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

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(Item 4) Action on a Request to Approve Technical Amendments to the Instrumentality Charter School Contract and Appendix A with Green Tree Preparatory Academy

Background

On March 28, 2019, the Milwaukee Board of School Directors approved the instrumentality charter school contract with Green Tree Preparatory Academy (GPA) to begin with the 2019-2020 school year and to end with the last regularly scheduled day of the 2023-2024 school year. GPA's mission is to build a body of student leaders who will lead or own tomorrow's businesses. GPA's vision is to provide a safe, nurturing, and professional community of learning where students are educated, empowered, and enabled to develop the essential skills necessary to lead and to exceed.

Administration has received a request from GPA to make amendments to the Appendix A to its contract. The requested amendments are being submitted as technical revisions and clarifications to ensure compliance with the Charter School Grant offered through the Wisconsin Department of Public Instruction. The proposed amendments to Appendix A are contained in the redline Appendix A attached to the minutes of your Committee's meeting, along with a redline contract reflecting the amendments to Appendix A.

Strategic Plan Compatibility Statement

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

Statute, Board Rules, or Administrative Policy Statement

Administrative Policy 9.12, Charter Schools

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

Upon the Board's approval, the amended Appendix A and instrumentality charter school contract with Green Tree Preparatory Academy will be forwarded to the Wisconsin Department of Public Instruction.

Committee's Recommendation

Your Committee recommends that the Board approve the technical amendments to the instrumentality charter school contract and Appendix A with Green Tree Preparatory Academy as indicated in the attachments to the minutes of your Committee's meeting.

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

* * * * *

(Item 5) Action on a Request to Approve Technical Amendments to the Instrumentality Charter School Contract and Appendix A with Academia de Lenguaje y Bellas Artes (ALBA)

Background

On June 27, 2019, the Milwaukee Board of School Directors approved the instrumentality charter school contract with Academia de Lenguaje y Bellas Artes (ALBA) to begin with the 2019-2020 school year and to end with the last regularly scheduled day of the 2023-2024 school year. ALBA's mission is founded on the conviction that bilingual students can reach their full potential academically in English and in Spanish when challenged through a rigorous curriculum that develops critical thinking, problem solving, and creativity through the integration of the fine arts. ALBA's students develop self-confidence and self-worth as their Hispanic cultural identity is both recognized and valued through the curriculum.

Administration has received a request from ALBA to make amendments to its contract as well as amendments to Appendix A of its contract. The requested amendments are being submitted as technical revisions and clarifications to ensure compliance with the Charter School Grant offered through the Wisconsin Department of Public Instruction. The proposed amendments to the contract and Appendix A are contained in the redline contract and redline Appendix A that are attached to the minutes of your Committee's meeting.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Board Rules, or Administrative Policy Statement

Administrative Policy 9.12, Charter Schools

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

Upon the Board's approval, the amended instrumentality charter school contract and amended Appendix A with Academia de Lenguaje y Bellas Artes (ALBA) will be forwarded to the Wisconsin Department of Public Instruction.

Committee's Recommendation

Your Committee recommends that the Board approve the technical amendments to the instrumentality charter school contract and Appendix A with Academia de Lenguaje y Bellas Artes (ALBA) as indicated in the attachments to the minutes of your Committee's meeting.

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

* * * * *

(Item 6) Action on a Recommendation for Renewal of the Non-Instrumentality Charter School Contract with Highland Community School, Inc., for Highland Community School

Background

Highland Community School (Highland) was established as a non-instrumentality charter school beginning with the 1996-1997 school year. During each renewal cycle since, the Board has approved a five-year renewed contract. The current contract is for up to a maximum of 435 full-time-equivalent (FTE) pupils in grades K3 through 8. Highland is located at 1706 West Highland Boulevard.

Highland's mission is to create a community of diverse families and educators working together to offer quality Montessori education in a nurturing environment that enriches, empowers, and inspires children to reach their potential and encourages parents to become responsible for and involved with their children's education.

In August 2019, the Charter School Contract Review Process was initiated by the Department of Contracted School Services. On August 12, 2019, representatives from Highland submitted the Charter Renewal Intent Cover Sheet and Charter Renewal Application to seek renewal of the charter school contract.

On November 4, 2019, the Charter School Contract Review Team (Team) conducted a full-day site visit at Highland. The Team examined the school's performance and met with school representatives to discuss the data relative to contract compliance and renewal. The Team also reviewed any additional responses and information provided by the school as well as student and parent focus groups. In addition, the Team conducted classroom observations.

Based on a thorough review of the school application and data, school presentation, and site visit, the Charter School Contract Review Team has recommended a five-year renewal of the non-instrumentality charter school contract with Highland. The recommendation was based on strong academic performance, school culture, and valued partnership with Highland. The Superintendent has reviewed the performance summary and concurs with the recommendation for contract renewal.

The charter school renewal application, performance summary data, and Team's recommendation reviewed by the Team and Superintendent are attached to the minutes of your Committee's meeting.

Strategic Plan Compatibility Statement

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

Statute, Board Rules, or Administrative Policy Statement

Administrative Policy 9.12, Charter Schools

Fiscal Impact Statement

Adoption of this item alone does not authorize expenditures: School allocations are approved annually by the Milwaukee Board of School Directors as part of the adoption of the budget. Pending the approval of the contract, the funds for the 2020-21 charter school contract will be authorized as a part of the FY21 budget process.

Implementation and Assessment Plan

Upon the Board's approval, negotiations will begin between the Superintendent's designee and representatives of Highland in consultation with the Board's designee and the Office of the City Attorney in anticipation of developing a renewed charter contract to be presented to the Board.

Committee's Recommendation

Your Committee recommends that the Board:

1. approve the renewal of a five-year non-instrumentality charter school contract with Highland Community School, Inc. for Highland Community School; and
2. authorize negotiations with the Superintendent's designee and representatives of Highland in consultation with the Board's designee and the Office of the City Attorney

to draft a renewed non-instrumentality charter school contract to begin with the 2020-2021 school year and end with the last regularly scheduled day of the 2024-2025 school year.

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

* * * * *

(Item 7) Action on a Recommendation for Renewal of the Non-Instrumentality Charter School Contract with Seeds of Health, Inc., for Milwaukee Community Cyber High School (MC²)

Background

Milwaukee Community Cyber High School (MC²) was established as a non-instrumentality charter school beginning with the 2010-2011 school year. During each renewal cycle since, the Board has approved a five-year renewed contract. The current contract is for up to a maximum of 300 full-time-equivalent (FTE) pupils in grades 9 through 12. MC² is located at 131 S. 1st Street.

The mission of MC² High School is to empower students to become engaged learners utilizing 21st-century tools and resources leading to successful post-secondary opportunities in a global environment. Its vision is to create a positive learning environment which provides opportunities for differentiated instruction to help students develop the knowledge, skills and attitudes to embrace life-long learning and contribute to the common good as active, responsible, and successful citizens.

In August 2019, the Charter School Contract Review Process was initiated by the Department of Contracted School Services. On August 9, 2019, representatives from Seeds of Health, Inc. submitted the Charter Renewal Intent Cover Sheet and later submitted a Charter Renewal Application to seek renewal of the charter school contract for MC².

On November 7, 2019, the Charter School Contract Review Team (Team) conducted a full-day site visit at MC². The Team examined the school's performance and met with school representatives to discuss the data relative to contract compliance and renewal. The Team also reviewed any additional responses and information provided by the school as well as student and parent focus groups. In addition, the Team also conducted classroom observations.

Based on a thorough review of the school's application and data, school presentation, and site visit, the Charter School Contract Review Team has recommended a five-year renewal of the non-instrumentality charter school contract with Seeds of Health, Inc., for MC². The recommendation was based on strong academic performance, school culture, and valued partnership with MC² and Seeds of Health. The Superintendent has reviewed the information and concurs with the recommendation for contract renewal.

Strategic Plan Compatibility Statement

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

Statute, Board Rules, or Administrative Policy Statement

Administrative Policy 9.12, Charter Schools

Fiscal Impact Statement

Adoption of this item alone does not authorize expenditures: School allocations are approved annually by the Milwaukee Board of School Directors as part of the adoption of the budget. Pending the contract's approval, the funds for the 2020-21 charter school contract will be authorized as a part of the FY21 budget process.

Implementation and Assessment Plan

Upon the Board’s approval, negotiations will begin between the Superintendent’s designee and representatives of Seeds of Health, Inc., and MC² in consultation with the Board’s designee and the Office of the City Attorney in anticipation of developing a renewed charter contract to be presented to the Board.

Committee’s Recommendation

Your Committee recommends approval of the Administration’s recommendation but for a term of two years.

Director Báez moved to approve the Committee’s recommendation, except with a three-year contract renewal of the non-instrumentality contract with Milwaukee Community Cyber High School (MC²).

The gavel was passed to Director Báez at 9:22 p.m. It was returned to President Miller at 9:25 p.m.

The gavel was passed to Director Báez at 9:27 p.m.. It was returned to President Miller at 9:27 p.m.

The gavel was passed to Director Báez at 9:31 p.m.

President Miller offered a substitute motion to approve the Committee’s recommendation for a two-year renewal of the non-instrumentality contract with Milwaukee Community Cyber High School (MC²).

The motion passed, the vote being as follows:

- Ayes — Directors Herndon, O’Halloran, Peterson, Phillips, Siemsen, Taylor, Woodward, and President Miller — 8.
- Noes — Director Báez — 1.

* * * * *

(Item 8) Report with Possible Action on State Accountability Report Cards

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

Background

As part of the state’s accountability system, the Department of Public Instruction produces report cards for every publicly-funded school and district in Wisconsin. These Accountability Report Cards include data on multiple indicators for multiple years across four Priority Areas (Student Achievement, Growth, Closing Gaps, and On-track and Post-secondary Success). In addition, given their impact on students’ success, the Accountability Report Cards also measure chronic absenteeism and dropout rates. Data from the report cards are one of the many measures used to determine the performance of schools and the district.

This presentation of the State Accountability Report Card’s results fulfills the requirement in Wis. Stat.,§ 115.385(4), for the public reporting of state report cards.

District Report Card

On the 2018-19 state report card, the District increased in the areas of District Growth for English Language Arts, Closing Gaps in all three areas, and On-track and Postsecondary Readiness for graduation rate. The District’s overall score was 58.4, Meets Few Expectations.

Report Cards Summary

Area	Number of Schools			
	2015-16	2016-17	2017-18	2018-19
Fails to Meet Expectation	42	46	39	28

Area	Number of Schools			
	2015-16	2016-17	2017-18	2018-19
Meets Few Expectation	41	34	33	41
Meets Expectations	31	29	33	42
Exceeds Expectations	21	25	29	25
Significantly Exceeds Expectations	3	4	5	7

Alternative Accountability Report Cards

Area	Number of Schools			
	2015-16	2016-17	2017-18	2018-19
Alternate Accountability — Satisfactory	3	9	8	5
Alternate Accountability — Needs Improvement	11	10	10	10

Highlights

- Pratt Elementary earned the highest overall accountability score — 92.2.
- Seven schools are rated as Significantly Exceeds Expectations.
- 74 schools have ratings of Meets, Exceeds, or Significantly Exceeds Expectations.
- No schools in the Northwest and Southwest Regions were identified as Failing to Meet Expectations.
 - 41 schools increased their ratings.
 - There are 11 fewer schools in the Fails to Meet Expectations category.

Priority Areas

Area	Scores		
	Max	District	State
Student Achievement	100	32.4	62.3
<i>English Language Arts (ELA) Achievement</i>	50	17.8	31.6
<i>Mathematics Achievement</i>	50	14.6	30.7
District Growth	100	64.1	66.0
<i>English Language Arts (ELA) Growth</i>	50	34.9	33.0
<i>Math Growth</i>	50	29.2	33.0
Closing Gaps	100	63.9	68.8
<i>English Language Arts (ELA) Achievement Gaps</i>	25	17.9	18.1
<i>Mathematics Achievement Gaps</i>	25	17.9	18.0
<i>Graduation Rate Gaps</i>	50	28.1	32.7
On-track and Postsecondary Readiness	100	67.7	84.8
<i>Graduation Rate</i>	40	27.4	36.3
<i>Attendance Rate</i>	40	34.3	36.6
<i>3rd-grade English Language Arts (ELA) Achievement</i>	10	3.3	6.2
<i>8th-grade Mathematics Achievement</i>	10	2.7	5.7

Weighting and Engagement

Priority Area Weights	Percentage Weight
Student Achievement	5.0%
District Growth	45.0%
Closing Gaps	25.0%
On-track and Postsecondary Readiness	25.0%

Student Engagement Indicators — Total Deductions -5
 Absenteeism Rate (goal: <13%) — Goal not met -5
 Dropout Rate (goal: <6%) — Goal met No Deduction

Wisconsin Statutes, § 115.385(4)

- Meet statutory public reporting requirements.
- Schools notify parents by the end of December.

Next Steps

- Implement Ambitious Instruction 2.0 Plan.
- Increase student academic performance.
- Implement strategies to improve attendance.
- Increase four-year graduation rate.
- Provide data systems of support to:
 - academics team,
 - regional team, and
 - school leaders.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Board Rules, or Administrative Policy Statement

Administrative Policy 7.38, Balanced Assessment Systems

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REGULAR ITEMS OF BUSINESS**(Item 1) Reports of the Board's Delegates**

The Board received the monthly reports of the Board's delegate to the Head Start Policy Council and to the Title I District Advisory Council (DAC).

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

In an effort to support the goals that have been identified by the Board as essential to the accomplishment of the MPS Vision and Mission, the President's activities during November and December 2019 included the following:

Academic Achievement

- November 1, attended Wisconsin Public Education strategy session
- November 7, attended meeting at Gerard Randall's house to plan support for Carver's STEM work
- November 8, did interview with students at Ronald Reagan HS
- November 12, met with Chancellor of MSOE
- November 16, attended MMASB Annual education conference
- November 21, met at Carver on STEM initiative
- November 22, met with State Superintendent on reading
- December 2- 4, went to Tulsa to develop history project
- December 9, attended community schools student session using book Teaching for Black Lives
- December 18, attended Milwaukee Succeeds strategic planning session.

Student, Family, and Community Engagement

- November 7, attended Black Lives Matter @ Schools meeting
- November 20, presented at MLK Elementary for Black Lives Matter @ School work
- December 6, attended Climate Justice rally at Zeidler Park
- December 7, attended Drum Line competition at Riverside HS
- December 19, attended Black Lives Matter @ School planning meeting.

Effective and Efficient Operations

- November 8, met with auditors
- Attended regular Thursday meetings with Dr. Posley.

* * * * *

RESOLUTIONS

Having given prior notice that he would do so, President Miller moved to waive Board Rule 1.10, regarding the receipt and referral of resolutions, in order to receive and to take immediate action on a resolution to approve a resolution authorizing the school district's budget to exceed the revenue limit for recurring purposes.

The motion passed, the vote being as follows:

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

(Item 1) Action on a Request to Approve a Resolution Authorizing the School District's Budget to Exceed Revenue Limit for Recurring Purposes

Background

The Committee on Strategic Planning and Budget at its meeting on December 12, 2019, after having given hearing on and deliberating the final report of the Community Task Force, directed the Administration to take immediate steps so that the Board can act on the matter of a referendum at its December 19 regular monthly meeting.

In addition the Committee requested a minimum of three financial scenarios. Provided under separate cover are the options that were requested. The three financial recurring referendum options to exceed the revenue limit are:

1. \$82 million
2. \$87 million
3. \$94 million

For each financial option 1-3, there are two options (listed as A or B) concerning the purpose of the increase. The Administration recommends that the Board select a financial and purpose option for approval.

Strategic Plan Compatibility Statement

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

Statute, Board Rules, or Administrative Policy Statement

Administrative Policy 3.01, Annual Operating Budget

Fiscal Impact Statement

Approval of this item does not authorize expenditures.

Recommendation

The recommendation is that the Board approve a resolution authorizing the school district's budget to exceed the revenue limit for recurring purposes.

Director Peterson moved to go to referendum on April 7, 2020, and to adopt the following resolution, referred to as “Option 2A” in the attachments to this item, as provided under separate cover:

BE IT RESOLVED by the Milwaukee Board of School Directors of the Milwaukee public Schools, Milwaukee and Washington Counties, Wisconsin, that the revenues included in the School District budget be authorized to exceed the revenue limit specified in Section 121.91, Wisconsin Statutes, by \$57 million for the 2020-2021 school year; by an additional \$20 million for the 2021-2022 school year; by an additional \$7 million for the 2022-2023 school year; and by an additional \$3 million (for a total of \$87 million) for the 2023-2024 school year and thereafter, for the recurring purposes of sustaining and expanding educational programming, including offering more career and technical education programs, attracting and retaining certified educators, and expanding art, music, physical education, and language programs.

The motion passed, the vote being as follows:

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

* * * * *

Having given prior notice that he would do so, Director Miller moved to waive Board Rule 1.10, regarding the receipt and referral of resolutions, in order to receive and to take immediate action on a resolution providing for a referendum election on April 7, 2020, on the question of the approval of a resolution authorizing the school district's budget to exceed the revenue limit for recurring purposes.

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

(Item 2) Action on a Request to Approve a Resolution Providing for a Referendum Election on the Question of the Approval of a Resolution Authorizing the School District's Budget to Exceed Revenue Limit for Recurring Purposes

Background

The Committee on Strategic Planning and Budget Committee at its meeting on December 12, 2019, after giving hearing on and deliberating the final report of the Community Task Force, directed the Administration to take immediate steps so that the Board can act on the matter of a referendum at its December 19 regular monthly meeting.

Provided under separate cover are the options for authorizing a referendum election on the question of exceeding the revenue limit. The Administration recommends that the Board select the resolution that corresponds with the financial/purpose option to exceed the revenue limit selected by the Board.

Strategic Plan Compatibility Statement

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

Statute, Board Rules, or Administrative Policy Statement

Administrative Policy 3.01, Annual Operating Budget

Fiscal Impact Statement

Approval of this item does not authorize expenditures.

Recommendation

The recommendation is that the Board approve a resolution providing for a referendum election on the question of the resolution authorizing the school district's budget to exceed the revenue limit for recurring purposes.

Director Peterson moved to adopt the following resolution, referred to as "Option 2A" in the attachments to this item, as provided under separate cover, providing for a referendum election on April 7, 2020, on the question of the approval of a resolution authorizing the school district's budget to exceed the revenue limit for recurring purposes:

RESOLUTION PROVIDING FOR A REFERENDUM ELECTION ON THE QUESTION OF THE APPROVAL OF A RESOLUTION AUTHORIZING THE SCHOOL DISTRICT'S BUDGET TO EXCEED REVENUE LIMIT FOR RECURRING PURPOSES

WHEREAS, the Milwaukee Board of School Directors of the Milwaukee Public Schools, Milwaukee and Washington Counties, Wisconsin (the "District"), has heretofore duly adopted a resolution entitled: "Resolution Authorizing the School District Budget to Exceed Revenue Limit for Recurring Purposes" (the "Revenue Limit Resolution"); and

WHEREAS, the Milwaukee Board of School Directors deems it to be desirable and in the best interest of the District to direct the Board Clerk to submit the Revenue Limit Resolution to the electors for approval or rejection at the regularly scheduled election to be held on April 7, 2020.

NOW, THEREFORE, BE IT RESOLVED by the Milwaukee Board of School Directors of the District as follows:

Section 1. Referendum Election Date. The Board Clerk is hereby directed to call a referendum election to be held in the District at the regularly scheduled election to be held on April 7, 2020 for the purpose of submitting to the qualified electors of the District the proposition of whether the Revenue Limit Resolution shall be approved.

Section 2. Notice to Electors. The Board Clerk is directed to give notice by:

- (a) causing a Notice of Election in substantially the form attached hereto as Exhibit A to be published in the *Milwaukee Journal Sentinel* in the issue published the fourth Tuesday before the referendum election.
- (b) causing a Notice of Referendum (which includes the facsimile of the sample ballot) in substantially the form attached hereto as Exhibit B to be published in the *Milwaukee Journal Sentinel* in the issue published immediately preceding the referendum election. This Notice shall also be posted in each polling place on election day.

If any of the polling places within the District use an electronic voting system employing a ballot label and ballot card, the Notice of Referendum set forth in Exhibit B shall also include a true, actual-size copy of the ballot label and ballot card in the form in which they will appear on election day.

Section 3. Polling Places and Hours. The District electors must vote at the referendum election at the times and polling places at which they cast their ballots in regularly scheduled elections.

Section 4. Referendum Election Officials. The election officials appointed in each of the municipalities within the District shall conduct the election.

Section 5. Official Referendum Ballot Form. The ballot to be used at the referendum election shall be prepared in accordance with the provisions of Sections 5.64(2) and 7.08(1)(a), Wisconsin Statutes. The ballot shall be substantially in the form attached hereto as Exhibit C.

The Board Clerk shall cause to be printed sufficient ballots for use at said referendum election, both as actual ballots in those polling places which do not use voting machines and as absentee ballots where voting machines are used and as specimen ballots (the latter to be of a different and easily identifiable color from the actual ballot). The form of the ballot shall be filed with the official responsible for providing the ballots for the election, and the Board Clerk shall file a copy of the ballot with the clerk of each county having territory within the District, as soon as possible after the date hereof but in no event later than 70 days prior to the election, as provided in Section 8.37, Wisconsin Statutes. If the District prepares the ballots, they should be delivered to the municipal clerks running the election at least 25 days prior to the election, to allow the municipal clerks to comply with their obligation to provide absentee ballots under Section 7.15, Wisconsin Statutes.

The municipal clerks of the municipalities within the District shall receive applications for absentee ballots and initial the same when issued to qualified absentee voters.

Section 6. Canvass. The municipal board of canvassers or election commissioners shall determine the results of the referendum and shall file a written statement and determination of the results of the referendum in the office of the City Clerk or board of election commissioners.

Section 7. DPI Notice. Pursuant to the provisions of Section 121.91(3), Wisconsin Statutes, the Board Clerk shall notify the Department of Public Instruction of the date of the referendum election and shall provide the Department with copies of the Revenue Limit Resolution within 10 days after the adoption of the Revenue Limit Resolution and shall further notify the Department of the results of the referendum within 10 days following the election using the method prescribed by the Department.

EXHIBIT A

NOTICE OF ELECTION MILWAUKEE PUBLIC SCHOOLS APRIL 7, 2020

NOTICE IS HEREBY GIVEN, that at an election to be held in the Milwaukee Public Schools on Tuesday, April 7, 2020, the following question will be submitted to a vote of the people:

Shall the Milwaukee Public Schools, Milwaukee and Washington Counties, Wisconsin, be authorized to exceed the revenue limit specified in Section 121.91, Wisconsin Statutes, by \$57 million for the 2020-2021 school year; by an additional \$20 million for the 2021-2022 school year; by an additional \$7 million for the 2022- 2023 school year; and by an additional \$3 million (for a total of \$87 million) for the 2023-2024 school year and thereafter, for the recurring purposes of sustaining and expanding educational programming, including, offering more career and technical education programs, attracting and retaining certified educators, and expanding art, music, physical education, and language programs?

A copy of the entire text of the resolution directing submission of the question set forth above to the electorate and information concerning District boundaries can be obtained from the Board Clerk at the School District offices located at 5225 West Vliet Street, Milwaukee, Wisconsin.

Acceptable photo ID will be required to vote at this election. If you do not have a photo ID you may obtain a free ID for voting from the Division of Motor Vehicles.

Persons with questions regarding the referendum election should contact Dr. Keith P. Posley, Superintendent.

[Additional referenced Exhibits have been included in the attachments provided under separate cover.]

The motion passed, the vote being as follows:

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

Noes — Director Woodward — 1.

* * * * *

(Item 3) Resolution 1920R-012 by Director Baéz Regarding a Waiver for Bilingual Licenses**Resolution 1920R-012**

By Director Baéz

WHEREAS, Current state law requires school districts to establish a bilingual-bicultural (BLBC) education program if they reach certain threshold concentrations of English Learner (EL) students from the same language group within discrete grade bands in an individual school in the district. Wis. Stat. sec. 115.97 establishes the following thresholds:

- 10 or more EL students in grades K-3;
- 20 or more EL students in grades 4-8; and
- 20 or more EL students in grades 9-12;

WHEREAS, A "bilingual-bicultural education program" is by definition a program designed to improve the comprehension and the speaking, reading and writing ability of EL students in the English language, so that the student will ultimately be able to perform ordinary classwork in English; and

WHEREAS, The State Superintendent of Public Instruction is required to establish, by rule, minimum standards for BLBC education programs as well as standards for the approval of the abilities of certified teachers and counselors and their aides participating in BLBC education programs; and

WHEREAS, Each school district establishing a BLBC education program shall ensure bilingual teachers, bilingual teacher's aides, bilingual counselors, and bilingual counselor's aides meet the definitions established by Department of Public Instruction (DPI) rule to be licensed; and

WHEREAS, Milwaukee Public Schools is thus required by law to establish BLBC education programs taught by licensed bilingual teachers; and

WHEREAS, Milwaukee Public Schools is one of many districts throughout Wisconsin that is facing challenges with the recruitment and retention of licensed bilingual teachers; and

WHEREAS, In order to receive an educator license in Wisconsin, including a bilingual teacher license, the Wisconsin DPI requires applicants to demonstrate content knowledge proficiency in their specific license area; and

WHEREAS, an additional requirement for licensure is that an applicant for a license to teach in grades kindergarten to 5 or in special education must pass the Foundations of Reading Test (FoRT); and

WHEREAS, The FoRT examination process is a costly and time-consuming process, with a relatively high failure rate as it is currently administered in Wisconsin; and

WHEREAS, In recognition of the negative impact the FoRT exam passage requirement coupled with this relatively high failure rate was having on the supply of teachers in special education, in November 2019, the Wisconsin Legislature enacted 2019 Wisconsin Act 44, amending Wis. Stat. sec. 118.19 (14) (a); and creating Wis. Stat. sec. 118.19(14)(b), to allow the DPI to grant a waiver from the requirement to pass the FoRT exam for certain applicants pursuing a license in special education; and

WHEREAS, This waiver allows an individual applicant seeking an initial teaching license to teach in special education who is unable to pass the FoRT exam to obtain a license if the applicant demonstrates to the satisfaction of the DPI that he or she has successfully completed a course of study that satisfies all of the following:

1. The course of study provides rigorous instruction in the teaching of phonemic awareness, phonics, vocabulary, reading comprehension, and fluency.
2. A student in the course of study receives feedback and coaching from an individual who is an expert of reading instruction.
3. A student in the course of study demonstrates competence in phonemic awareness, phonics, vocabulary, reading comprehension, and fluency by providing a portfolio of work; and

WHEREAS, There are many qualified, experienced individuals who want to work as bilingual educators and still more who are currently serving our schools as bilingual educational assistants and paraprofessionals whose career advancement toward licensure as a bilingual teacher is stalled due to their inability to pass the FoRT exam despite their experience and qualifications; and

WHEREAS, According to the DPI, the passage rate for first-time FoRT exam takers is only about 66%; and

WHEREAS, When broken down by race and ethnicity, the first-time passage rate for persons of color is even lower, with 68 percent of Whites but only 55 percent of Asians, 50 percent of Native Americans, 41 percent of Blacks and 36 percent of Hispanics passing the FoRT on their first attempt, according to the DPI's 2014-15 statistics; and

WHEREAS, These results, broken down by race and ethnicity, appear to be similar to FoRT results broken down by race and ethnicity, from other school districts in the nation that administer the same FoRT test; and

WHEREAS, Providing only one pathway to licensure (that requires passage of the FoRT exam) disproportionately impacts teacher license applicants of color and only exacerbates the problem of teacher shortages in areas such as bilingual teachers, where licensure applicants are disproportionately persons of color; and

WHEREAS, This is especially problematic, considering that there could be other options for licensing qualified bilingual individuals as bilingual teachers, such as the creation of a waiver similar to the one now being afforded to prospective special education teacher applicants; now, therefore, be it

RESOLVED, That the Administration be directed to petition the Wisconsin Legislature, Governor and the Department of Public Instruction to establish a waiver for applicants for licensure as bilingual teachers similar to the waiver afforded to applicants for licensure as teachers in special education; and, be it

FURTHER RESOLVED, That a letter be transmitted to the Wisconsin Association for Bilingual Education (WIABE) and the Wisconsin Association of School Boards (WASB), with a request for their endorsements; and be it

FURTHER RESOLVED, That the Administration provide an update on the effort to secure this waiver no later than the February 2020 Board cycle; and, be it

FURTHER RESOLVED, That, until this matter is resolved, MPS will provide, free of cost to employees, test-taking coaching courses through its MPSU for all teacher license candidates who must take the FoRT, especially those pursuing a bilingual license, during evenings or weekends.

Referred to the Committee on Legislation, Rules and Policies.

The Board adjourned at 9:37 p.m.

JACQUELINE M. MANN, Ph.D.
Board Clerk