

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

**PLEASE REVIEW PRIOR TO THE
JANUARY 27, 2022, BOARD MEETING**

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**BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
DECEMBER 7, 2021**

Special meeting of the Board of School Directors called to order by President Peterson at 7:02 p.m.

Present — Directors Carr, Garcia, Gokalgandhi, Leonard, O'Halloran, and President Peterson — 6.
Absent and Excused — Directors Herndon, Siemsen, and Taylor — 3.

The Board Clerk read the following call of the meeting:

SPECIAL BOARD MEETING
6:30 p.m., Tuesday, December 7, 2021
*(or immediately following the meeting of the Committee on Parent and Community Engagement scheduled
to begin at 5:30 p.m.)*

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Robert E. Peterson, a special meeting of the Board of School Directors will be held at 6:30 P.M. on Tuesday, December 7, 2021. The following items of business will be considered:

1. Action on a Request to Approve Prevailing Wages
2. Action on a Request to Retire to Executive Session in Order to Consider Information Received in Accordance with Administrative Policy 6.35, Whistleblower Protections

Regarding Item 2, the Board may retire to a closed session pursuant to Wisconsin Statutes, §19.85(1)(c), which allows a governmental body to retire to executive session for the purpose of considering employment, promotion, compensation, or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility; and Wisconsin Statutes, §19.85(1)(f), which allows a governmental body to retire to closed session in order to consider financial, medical, social, or personal histories or disciplinary data of specific persons, preliminary consideration of specific personnel problems or the investigation of charges against specific persons which, if discussed in public, would be likely to have a substantial adverse effect upon the reputation of any person referred to in such histories or data, or involved in such problems or investigations

MPS buildings remain closed to the public. No public testimony will be taken.

Written comments may be submitted to the Office of Board Governance by mail, to 5225 W. Vliet Street, Milwaukee, 53208; by email, to governance@milwaukee.k12.wi.us; or by fax, to 414-475-8071. Public comments received before 3:00 P.M. on December 7, 2021, will be forwarded to the Board for its consideration.

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

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

JACQUELINE M. MANN, Ph.D.
Board Clerk

(Item 1) Action on a Request to Approve Prevailing Wages

Your Committee on Accountability, Finance, and Personnel forwarded the following item to the Board on November 18, 2021; however, because less than two-thirds of the Board's membership were able to be present to vote on this item, as required by Board Rule 1.14, this item remains pending before the Board.

Background

Building trades workers employed at the Department of Facilities and Maintenance Services have historically been paid the prevailing wages, pursuant to the action of the Board on May 3, 1931 (Proc. pp. 555-556). This policy was incorporated in Section 2.32 of the Board's Rules (currently Administrative Policy 6.21) and was further affirmed by the Board in December 1962 (Proc. 12-11-62, pp. 301-302; 12-19-62, pp.

303-304). Building trades workers employed at the Department of Facilities and Maintenance Services last received the prevailing wage rates effective July 2020.

Based on the need to remain competitive in the current market for building trades, the Administration recommends that the Board move forward with an updated prevailing wage structure for this unit.

The Administration recommends that the Board approve the following prevailing wage rates, to be effective as of July 1, 2021:

Description	FY21	FY22	Description	FY21	FY22
	Current Rate	Prevailing Wage		Current Rate	Prevailing Wage
Bricklayer	\$40.75	\$42.38	Painter	\$34.45	\$35.95
Bricklayer Chargeman	\$42.79	\$44.50	Painter Chargeman	\$34.83	\$36.33
Building Laborer	\$32.95	\$33.92	Pipe Insulator	\$37.43	\$38.68
Carpenter	\$38.97	\$39.49	Plasterer	\$36.72	\$37.98
Carpenter Chargeman	\$40.92	\$41.47	Plumber	\$46.40	\$48.50
Electrician	\$42.84	\$44.39	Plumber — Rest.Jour. 1	\$42.17	\$44.27
Electrician Chargeman	\$46.06	\$47.72	Plumbing Chargeman	\$49.19	\$51.41
Elev Constructor (BLDG)	\$51.09	\$52.80	Roofer	\$36.35	\$37.00
Insulator Chargeman	\$39.30	\$40.62	Roofer Chargeman	\$36.85	\$37.50
Laborer Chargeman	\$34.64	\$35.65	Sheet Metal Chargeman	\$51.00	\$52.25
Locksmith	\$38.97	\$39.49	Sheet Metal Worker	\$47.44	\$48.60
Locksmith Chargeman	\$40.92	\$41.47	Steamfitter	\$47.79	\$48.81
Mach Maint Chargeman	\$42.70	\$43.70	Steamfitter Chargeman	\$50.18	\$51.25
Mach Maint Repairman	\$41.20	\$42.20			

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 6.21, Salary Schedules: Staff

Fiscal Impact Statement

The District will incur costs by paying covered employees the wages as proposed in this item.

These positions and salaries were allocated for in the Department of Facilities and Maintenance Services’ budget as approved by the Board for FY22.

Implementation and Assessment Plan

Upon the Board’s approval, the new wage rates shall be implemented as required.

Recommendation

Your Committee recommends approval of the Administration's recommendation.

Director O’Halloran moved approval of the Committee’s recommendation to approve the prevailing wage rates as presented in this item.

The motion passed, the vote being as follows:

Ayes — Directors Carr, Garcia, Gokalgandhi, Leonard, O’Halloran, and President Peterson — 6.
 Noes — None.

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(Item 2) Action on a Request to Retire to Executive Session in Order to Consider Information Received in Accordance with Administrative Policy 6.35, Whistleblower Protections

Background

The Office of Accountability and Efficiency is requesting a closed session in order to consider information received in accordance with Administrative Policy 6.35, Whistleblower Protections.

The closed session would be held pursuant to:

- Wisconsin Statutes, §19.85(1)(c), which allows a governmental body to retire to executive session for the purpose of considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility; and
- Wisconsin Statutes, §19.85(1)(f), which allows a governmental body to retire to closed session in order to consider financial, medical, social or personal histories or disciplinary data of specific persons, preliminary consideration of specific personnel problems or the investigation of charges against specific persons which, if discussed in public, would be likely to have a substantial adverse effect upon the reputation of any person referred to in such histories or data, or involved in such problems or investigations.

Strategic Plan Compatibility Statement:

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 6.35, Whistleblower Protections

Recommendation

The recommendation is that the Board retire to closed session to consider this item.

Director O'Halloran moved to consider information received in accordance with Administrative Policy 6.35, Whistleblower Protections, pursuant to Wisconsin Statutes, §19.85(1)(c) and §19.85(1)(f).

The motion passed, the vote being as follows:

Ayes — Directors Carr, Garcia, Gokalgandhi, Leonard, O'Halloran, and President Peterson — 6.
Noes — None.

The Board retired to closed session at 7:11 p.m.

The Board adjourned from the closed session at 9:24 p.m.

JACQUELINE M. MANN, Ph.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS MILWAUKEE, WISCONSIN DECEMBER 16, 2021

Regular meeting of the Board of School Directors called to order by President Peterson at 5:40 p.m.

Present — Directors Garcia, Gokalgandhi, O'Halloran, Taylor, and President Peterson — 5.
Absent and Excused — Directors Carr, Herndon, Leonard, and Siemsen — 4.

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

- Hattie Arnold, a retired teacher at Franklin School;
- Sister Paula Marie Jarosz, a former teacher with Milwaukee Public Schools;
- Bobby Johnson, a retired principal at Bethune Academy; and
- Jeanne Kahn, a retired music teacher with Milwaukee Public Schools.

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APPROVAL OF MINUTES

The minutes of the special and regular board meetings of October and November 2021 were approved as presented.

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REPORTS AND COMMUNICATIONS FROM THE SUPERINTENDENT OF SCHOOLS

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

Background

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

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

MPS Receives WHPE Advocacy Award

Wisconsin Health and Physical Education, Inc. (WHPE), which is the state's professional association of health and physical educators, has announced that Milwaukee Public Schools is the recipient of its 2021 Advocacy Award, which is given in recognition of significant contributions made to the advancement of the profession through health, physical education, or related fields.

Milwaukee Public Schools, the Milwaukee Board of School Directors, and Superintendent Dr. Keith P. Posley were identified for this award for promoting the 2020 referendum that specifically included the addition of educators in art, music, and physical to the district. With the referendum's having passed by a large margin, WHPE has recognized the District's efforts to support physical education in Milwaukee Public Schools.

Students' Technology Skills are Highlighted in the District's Fourth Annual Day of Code

How does a robot vacuum know what to do? How does a microwave know that you're making popcorn? The answer lies in sophisticated computer language known as *code*.

Without complex code to provide instructions that make it operate, even the simplest computerized technology is not much more than a pile of parts. On November 30, 2021, MPS students showed off their coding skills and brought the process to life through a virtual Day of Code.

Milwaukee Academy of Chinese Language's students shared Scratch coding projects, including a dice game, color spinner, Etch-a-Sketch® line drawer, and an input-output machine. (Scratch is a free programming language and online community for creating interactive stories, games, and animations.)

Golda Meir's sixth-graders demonstrated Ozobots, a robotic platform that offers coding and STEAM education for K-12 students, to younger students. Eighth-graders shared their Sustainable Playground App that offers information about the new sustainability features on their playground while getting people moving.

Washington High School's students demonstrated app development, created artwork using Python with Turtle graphics, designed interactive projects using Arduino, and explored the educational features of the Merge Cube 3-D device.

MPS has a wide range of technology and computer science classes available to students. In addition, technology spaces have increased across the district and include makerspaces, Fab Labs, culinary arts labs, robotics labs, and more.

MPS's Seal of Biliteracy Rewards Dual- language Proficiency

MPS's high-school students are encouraged to learn about the Seal of Biliteracy, which is awarded to high-school seniors who successfully complete criteria related to English-language proficiency and show a high degree of proficiency in other languages. The Seal of Biliteracy can be earned by native speakers of English or by native speakers of about 20 different world languages. Milwaukee Public Schools is one of only 12 districts in the state of Wisconsin to offer this recognition.

Upon graduation, students who successfully earn the Seal receive special Seal of Biliteracy certificates issued by the Wisconsin Department of Public Instruction and lapel pins signifying their completion of the program. The accomplishment is also included on the student's high-school transcript.

The Seal of Biliteracy is currently available in 12 MPS schools:

- Audubon High School
- Bradley Tech
- Golda Meir
- Hamilton High School
- Milwaukee Marshall High School
- Milwaukee High School of the Arts
- Milwaukee School of Languages
- Pulaski High School
- Riverside High School
- Reagan High School
- South Division High School
- Washington High School

Five MPS Schools Unveil New School Yards

Students at five MPS schools — Academy of Accelerated Learning, Allen-Field Elementary, Bay View Montessori, La Escuela Fratney, and North Division High School — now have access to outdoor classrooms, new activities, and natural areas in which to relax and to learn. Completion of these projects brings multiple benefits to students, schools, and the community. Green spaces for children to play and relax, along with outdoor classrooms for learning, are priorities of the work. Trees, native plantings, and shrubs help improve air quality and to moderate temperatures around schools. Fencing, benches, murals, decking, and recreational spaces such as four-square, tennis courts, and tracks make the areas safe and appealing for students. Surfaces and equipment that have been revitalized. Projects are designed to control rainwater runoff that overwhelms the city's sewer system and contributes to pollution in rivers and Lake Michigan.

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(Item 2) Action on a Request to Retire to Executive Session to Confer with Legal Counsel and Possibly to Take Action on Litigation in Regard to ERD Case No. CR 202001138, Cross-filed as EEOC Case No. 26G202000805C

Consideration of this item was postponed to the end of the agenda.

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(Item 3) Action on Request to Waive Administrative Policy 3.09(9)(e) and to Issue a Contract to Charter Communications Operating, LLC, for E-Rate Services

Background

The Administration is requesting authorization to waive the three-year term limit of Administrative Policy 3.09(9)(e) and to enter into a contract with Charter Communications Operating, LLC, for Leased Metro Ethernet Services.

The E-Rate program (“E-Rate”), administered by the Federal Communications Commission (“FCC”), provides discounts on eligible telecommunications services and products for 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 (“USAC”). 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 winning vendor must be selected via a competitive procurement in which price is the primary factor, and 2) resulting contracts must be fully executed before submitting applications for funding requests to the SLD.

The competitive RFP was issued in September and was posted for the time period required by E-Rate rules. It is anticipated that E-Rate will pay an estimated 90% of the amount deemed E-Rate-eligible for Leased Metro Ethernet Services.

Given the significant amount of work required to implement a new vendor for these complex services, the Administration requests a waiver of Administrative Policy 3.09(9)(e) to allow for the possibility of contract terms longer than three years. The contracts will run from July 1, 2022, through June 30, 2023, (the “Initial Term”) with four additional one-year options to extend. The Administration will return to the Board each year to request authorization.

RFP 1062	Leased Metro Ethernet Services
Total Contract Amount	\$1,439,987
Anticipated E-Rate Reimbursement	\$1,277,028
MPS’s Anticipated Share*	\$162,959

*\$21,068 of the total costs are ineligible under E-Rate. As such, the 90% E-rate share is based on total E-Rate-eligible costs of \$1,418,920.

The proposed contract is provided under separate cover. Upon the Board’s approval, the District will sign the contracts prior to filing E-Rate applications. The Administration will make a request for funds to pay its share of the contract costs during the FY22-23 budget process.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 3.09, Purchasing and Bidding Requirements

Fiscal Impact Statement

Budget Code: PIN-0-0-TLN-DW-ETEL (E-Rate Contracts)..... \$1,439,987

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

Implementation and Assessment Plan

Upon approval by the Board, a Contract will be executed as indicated in the attachments provided under separate cover.

Administration's Recommendation

The Administration recommends that the Board authorize the waiver of Administrative Policy 3.09(9)(e) and approve the contract with Charter Communications Operating, LLC, as set forth in the attachments provided under separate cover.

Director Gokalgandhi moved approved of the Administration's recommendation.

The motion passed, the vote being as follows:

Ayes — Directors Garcia, Gokalgandhi, O'Halloran, Taylor, and President Peterson — 5.
 Noes — None.

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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

At the federal level, work continues on the Build Back Better legislation. New policies supporting early childhood care and education continue to be central to the package.

At the state level, ESSER III funds for some districts, including MPS, will finally be made available. Although the funder were announced and much discussed earlier this spring, to this point school districts have been able neither to access nor to spend them.

On Friday, December 3, Governor Evers announced plans to distribute \$110 of federal funds to schools. In his announcement the Governor made clear that these will be one-time funds and, though they provide crucial support for schools, they funds do not make up for the fact that for the first time the state budget will not provide a per-pupil increase for two consecutive years.

The Governor proposed sustainable increases of \$200 and \$204 per pupil, which means that, for the 2022-23 school year, school districts would have seen support rise by \$404 per pupil, compared with \$0 under current law.

The following chart details the revenue limit's historical per-pupil adjustment.

Increase in Per-pupil Resources for School Districts from Per-pupil Revenue Limit's Adjustment and Per-pupil Aid, 1993-94 to 2022-23

	Revenue Limit's Per-pupil Adjustment	Change to Prior-year Per-pupil Aid Payment	Total Change
1993-94	\$190.00		\$190.00
1994-95	194.37		194.37
1995-96	200.00		200.00
1996-97	206.00		206.00
1997-98	206.00		206.00
1998-99	208.88		208.88
1999-00	212.43		212.43

	Revenue Limit's Per-pupil Adjustment	Change to Prior-year Per-pupil Aid Payment	Total Change
2000-01	220.29		220.29
2001-02	226.68		226.68
2002-03	230.08		230.08
2003-04	236.98		236.98
2004-05	241.01		241.01
2005-06	248.48		248.48
2006-07	256.93		256.93

	Revenue Limit's Per-pupil Adjustment	Change to Prior-year Per-pupil Aid Payment	Total Change
2007-08	264.12		264.12
2008-09	274.68		274.68
2009-10	200.00		200.00
2010-11	200.00		200.00
2011-12*	-5.5%		-554.00
2012-13	50.00	\$50.00	100.00
2013-14	75.00	25.00	100.00
2014-15	75.00	75.00	150.00

	Revenue Limit's Per-pupil Adjustment	Change to Prior-year Per-pupil Aid Payment	Total Change
2015-16	0.00	0.00	0.00
2016-17	0.00	100.00	100.00
2017-18	0.00	200.00	200.00
2018-19	0.00	204.00	204.00
2019-20	175.00	88.00	263.00
2020-21	179.00	0.00	179.00
2021-22	0.00	0.00	0.00
2022-23	0.00	0.00	0.00

*While the per pupil reduction amount varied among districts, the statewide average reduction was \$554 per pupil.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Implication Statement

Board Governance Policy 2.13, Board Legislation Program

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

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

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(Item 2) Information and Update on the Development of an Election-district Apportionment Plan for the Election of Members of the Milwaukee Board of School Directors, Pursuant to Wisconsin Statutes, §119.08(1)

Background

The Wisconsin Statutes specify the constitution of school board districts as follows:

119.08 Election of board members. (1)(a) The board shall consist of one member elected at-large and 8 members elected from numbered election districts determined by the board. The election districts shall be substantially equal in population and the boundaries of the election districts shall be drawn so as to reflect a balanced representation of citizens in all areas of the city.

(b) Within 60 days after the common council of the city enacts an ordinance determining the boundaries of the aldermanic districts in the city following the federal decennial census under s. 62.08(1), the board shall, by vote of a majority of the membership of the board, adopt an election district apportionment plan for the election of board members which shall be effective until the city enacts a new ordinance under s. 62.08(1) redetermining the aldermanic district boundaries.

The Milwaukee Common Council is set to act on aldermanic redistricting, which starts the Board's 60-day timeline to act on a plan for redistricting, by the end of the month.

Consistent with the process established with the last redistricting, which took place in 2011, the Office of Board Governance has been in constant communication with the City Clerk's Office regarding the development of the Board's redistricting process. Representatives from the City's Clerk's Office and the City's Legislative Reference Bureau, which develops the City's redistricting process and plans for the

election wards and the aldermanic districts, have extended the offer to provide the District again with demographic data, mapping, and technical assistance for the development of the Board's redistricting plan.

Analysis

Wisconsin Statutes, §62.08(1), which deals with aldermanic districts, requires that aldermanic districts be "as compact in area as possible and contain, as nearly as practicable by combining contiguous whole wards, an equal number of inhabitants according to the most recent decennial federal census of population." Similar requirements apply to the Board's districts. Data, including a table listing the population by the Board's districts, will be developed and provided to the Board to assist in the planning process.

Since 1991, various court decisions have affected the criteria that elected bodies may use in reapportionment. An opinion from Hogan and Hartson discussing the U.S. Supreme Court's April 19, 2001, decision in the North Carolina redistricting case states:

The court reiterated its prior holdings that race may be a consideration in electoral redistricting, but not the "dominant and controlling" one. The High Court's recent decisions in this area have struck down a number of election districts where the jurisdiction in question relied too heavily upon race, but the court has left unclear the extent to which race could be permissibly be considered.

The opinion concludes with a summary of the issues facing the Board:

While the Court's decision in Hunt thus gives some additional guidance to school districts facing redistricting issues, such school districts, like other electoral bodies, face the daunting task of reconciling the protection of minority voting rights based on race under the Voting Rights Act with the limitations on redistricting based on race created by the Supreme Court in Hunt's predecessor *Shaw v. Reno*.

When the Board redistricted in 2001, therefore, it established the guideline of increasing opportunities for voter participation by having election districts that reflect the existing neighborhoods and communities of interest. These guidelines were also used in the 2011 process.

During the previous process, the Office of Board Governance requested an opinion from the City Attorney's office regarding the criteria that the Board may establish for redrawing its districts. A copy of that opinion will be provided to Board members as a part of the information used in the redistricting planning process.

At this time, the Office of Board Governance is presenting the Board with the following proposed timeline, which adheres to state statutes:

Redistricting Process Update, December 2021

The following update is being provided for informational purposes.

The City of Milwaukee's Common Council's aldermanic redistricting process was slated to be complete by the end of November 2021; however, in December 2021, the Mayor of Milwaukee vetoed the proposed maps, and the Milwaukee Common Council upheld the Mayor's veto of the proposed redistricting. Therefore, this delays the start of the 60-day timeline for the Milwaukee Board of School Directors to act on and to complete a plan for redistricting.

The City's Legislative Reference Bureau is working on drafting a new aldermanic map to be presented publicly by December 22, 2021. The City's Judiciary and Legislation Committee is scheduled to meet and to consider the new maps on January 10, 2022. If passed by the Committee, the aldermanic district map will be delivered to the Common Council for deliberation at its regular meeting of January 18, 2022. Adoption of the new map would then end the redistricting process for this census at the city level and start the timeline for the MPS Board to begin its process.

Draft Proposed Reapportionment/Redistricting Schedule (Subject to Revision)

January 2022	Milwaukee Board of School Directors: <i>Adoption of the Reapportionment/Redistricting Schedule and Process</i>
January 2022	Milwaukee Board of School Directors: <i>Public Hearing and Consideration of Reapportionment/Redistricting Item</i>
January/February 2022	<i>Milwaukee Board of School Directors and Legislative Reference Bureau meet on individual board-district maps</i>

February 2022	Board Clerk: <i>Publication of Proposed Reapportionment/Redistricting Plan</i>
February 2022	Milwaukee Board of School Directors: <i>Public Hearing and Consideration of Proposed Reapportionment/Redistricting Plan</i>
February/March 2022	Milwaukee Board of School Directors: <i>Adoption of the Board's Reapportionment/Redistricting Plan</i>

Statute, Administrative Policy, or Board Rule Implication Statement

The proposed redistricting plan will be developed pursuant to Wisconsin Statutes, §119.08(1)(a) — which states, in part, “The election districts shall be substantially equal in population and the boundaries of the election districts shall be drawn so as to reflect a balanced representation of citizens in all areas of the city.” — and Wisconsin Statutes, §119.08(1)(b), which directs,

Within 60 days after the common council of the city enacts an ordinance determining the boundaries of the aldermanic districts in the city following the federal decennial census under s. 62.08(1), the board shall, by vote of a majority of the membership of the board, adopt an election district apportionment plan for the election of board members which shall be effective until the city enacts a new ordinance under s. 62.08(1).

Fiscal Impact Statement

Any costs associated with the redistricting process and the plan’s development will be charged to the contingency budget.

Implementation and Assessment Plan

The Office of Board Governance also will secure the services of the Milwaukee City Clerk’s Office to assist district staff in developing a plan for apportioning the Board’s election districts.

When the City adopts its aldermanic districts, the Board will be provided with at least one plan no later than the Board’s regular February 2022 meeting; The plan established for developing the Board’s election districts would, at a minimum, increase opportunities for voter participation by having election districts that reflect the existing neighborhoods and communities of interest;

Public hearings will be held both while the apportionment plan is being developed and after the plan has been prepared.

The Office of Board Governance will work with the Board’s president to ensure that all board members return their input in a timely manner and the scheduling of meetings.

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REPORTS AND COMMUNICATIONS FROM THE OFFICE OF ACCOUNTABILITY AND EFFICIENCY

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

Background

The Office of Accountability and Efficiency’s (OAE’s) report provides the Milwaukee Board of School Directors and the public with an update on current activities in service areas headed by the Senior Director of the OAE. The following report includes activities from late November through mid-December. During the reporting period, the Office of Accountability and Efficiency continued to implement the FY22 OAE Work Plan.

Accountability and Efficiency Services

Between November 8, 2021, and December 6, 2021, Accountability and Efficiency Services fulfilled six requests for information/research, ten constituent inquiries, and one request for data analysis/visualization. Accountability and Efficiency Services also completed one special project, processed one RFP/Bid appeal, and closed two whistleblower reports. The OAE also collaborated with the Administration on the evaluation of the budget-planning process per Resolution 2122R-011.

Accountability and Efficiency Services also created a data library for data-visualization projects. This library, which is part of the OAE's strategic planning around data analysis, will allow Accountability and Efficiency Services to field recurring requests for data visualization with greater efficiency.

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

Contract Compliance Services

During the reporting period, Contract Compliance Services (CCS) staff members continued to focus efforts on re-engaging MPS high schools with the Student-engagement Program. As a result of last month's outreach, CCS received additional requests to host abbreviated Job-readiness Training Sessions at Bay View, Groppi, Project STAY, Milwaukee High School of the Arts, and Reagan.

In collaboration with Casimir Pulaski High School, CCS is piloting and sponsoring two automotive assistant internships. The automotive assistants' duties include:

- monitoring customer-service requests using the Google Form, scheduling customers for service, and tracking service completion;
- cleaning Pulaski's automotive shops under the direction of an automotive teacher or staff member; and
- servicing vehicles under the direction of an automotive teacher or staff member.

Additionally, six high-school students engaged in interviews for additional internship opportunities in actuarial services, administration services, and transportation services.

CCS team members participated in the Governor's Conference on Diverse Business Development. The event connected business owners from across Wisconsin seeking to do business with state, federal, and local governments as well as the private sector. At the conference, minority-, woman-, veteran-, and LGBTQ-owned and small businesses learned from and connected with resource providers, government representatives, corporate buyers, and business professionals to lay the framework to develop new partnerships and new contracts. The annual event provided CCS the opportunity to engage small Wisconsin businesses interested in doing business with Milwaukee Public Schools.

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

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Board Governance Policy 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

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

The Board Clerk presented 24 expulsion orders from the Independent Hearing Officers of the Milwaukee Board of School Directors for the following dates and times:

- November 19, 2021, at 10:00 a.m., 11:00 a.m., 12:30 p.m., and 2:30 p.m.
- November 23, 2021, at 9:00 a.m., 12:00 p.m., 1:30 p.m., and 2:30 p.m.
- November 29, 2021, at 9:00 a.m., 10:00 a.m., 11:00 a.m., 12:45 p.m., 1:45 p.m., and 2:45 p.m.
- November 30, 2021, at 9:00 a.m. and 12:00 p.m.
- December 1, 2021, at 9:00 a.m., 12:00 p.m., and 1:00 p.m.
- December 2, 2021, at 2:00 p.m. and 3:00 p.m.
- December 10, 2021, at 9:00 a.m. and 10:30 a.m.
- December 13, 2021, at 8:00 a.m.

Also provided under separate cover were the monthly expulsions summaries.

Director Garcia moved to accept the reports of the Independent Hearing Officers of November 19, 23, 29, 30 and December 1, 2, 10, and 13, 2021.

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

Ayes — Directors Garcia, Gokalgandhi, O'Halloran, Taylor, and President Peterson — 5.
Noes — None.

* * * * *

REPORTS OF STANDING COMMITTEES

Separate consideration was requested of the following items:

- Report of the Committee on Accountability, Finance, and Personnel, Item Three, Action on Recommended Administrative Appointments, Promotions, Reassignments and Reclassifications, Salary Increases/Decreases, Limited-term Employment (LTE) Contracts Exceeding 60Days, which had been set aside as it had been forwarded to the Board without recommendation; and
- Report of the Committee on Accountability, Finance, and Personnel, Item Four, Action on a Request to Approve the Proposed 2022-23 School Calendars, which had been set aside at the request of Director O'Halloran.

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

Ayes — Directors Garcia, Gokalgandhi, O'Halloran, Taylor, and President Peterson — 5.
Noes — None.

COMMITTEE ON ACCOUNTABILITY, FINANCE, AND PERSONNEL

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

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

Classified Personnel Transactions

Code	Name	Position	Salary	Date
New Hires				
2	Demetrous Elam, Jr.	Building Service Helper I	\$15.18/hr.	11/01/2021
2	James Gilbert	Building Service Helper I	\$15.18/hr.	11/08/2021
4	Guillermo Rodriguez	Central Kitchen Delivery Driver	\$22.09/hr.	10/04/2021
2	Keyanna Edwards	Food Service Assistant	\$15.18/hr.	11/01/2021
2	Tiffany Harris	Food Service Assistant	\$15.18/hr.	11/01/2021
4	Idalia Herrera	Food Service Assistant	\$15.18/hr.	11/01/2021
4	Beatriz Janotta	Food Service Assistant	\$15.18/hr.	11/01/2021
4	Andrea Medrano Avila	Food Service Assistant	\$15.18/hr.	11/01/2021
2	Taurus Micheau	Food Service Assistant	\$15.18/hr.	11/01/2021
5	Megan Oleszek	Food Service Assistant	\$15.18/hr.	11/01/2021
2	Stefanie Perleberg	Food Service Assistant	\$15.18/hr.	11/03/2021
2	Delischa Pigott	Food Service Assistant	\$15.18/hr.	11/02/2021
2	Ernestine Rayford	Food Service Assistant	\$15.18/hr.	11/01/2021
2	Anttwanette Robinson	Food Service Assistant	\$15.18/hr.	11/01/2021
4	Elizabeth Sandoval	Food Service Assistant	\$15.18/hr.	11/01/2021
5	Conrad Strackbein	Food Service Assistant	\$17.92/hr.	11/01/2021
2	Latoya Wilkerson	Food Service Assistant	\$15.18/hr.	11/01/2021
5	Nuha Abunaaaj	Para Ed Assistant	\$21,416.00	11/10/2021
4	Achmil Boria	Para Ed Assistant	\$20,028.00	11/08/2021
2	Marquis Cheeks	Para Ed Assistant	\$19,334.00	11/15/2021
2	Kendall Edwards	Para Ed Assistant	\$19,334.00	11/15/2021
5	Hailey Farrell	Para Ed Assistant	\$20,028.00	11/09/2021
2	LaTonya McKinnie	Para Ed Assistant	\$18,872.00	11/02/2021
4	Loida Alonso	School Secretary I — 10-month	\$27,060.00	11/01/2021
4	Alexis Hernandez	School Secretary I — 11-month	\$30,818.00	11/01/2021
2	Tina Payne	School Secretary I — 11-month	\$33,974.00	11/08/2021
Promotions				
2	Glenda Oatis McMiller	Para Ed Assistant	\$22,803.00	11/01/2021
4	Christina Burroughs	Secretary II	\$40,692.00	11/01/2021
2	Regina Walton	Secretary II	\$49,219.00	11/01/2021
2	Devon Matthews	Truck Driver (Light)	\$51,661.00	11/08/2021
Rehires				
5	Terrance Provencher	Building Service Helper I	\$15.18/hr.	11/01/2021
2	Markeisha Lucas	Children's Health Assistant	\$19,892.00	11/01/2021
5	Aurelia Islas	Food Service Assistant	\$15.18/hr.	11/01/2021
2	Kenisha Pierce	Food Service Assistant	\$15.18/hr.	11/01/2021
2	Aquania Ramirez	Food Service Assistant	\$16.55/hr.	11/01/2021
4	Ibis Pacheco	Para Ed Assistant	\$18,872.00	11/08/2021
2	Rochelle Poe	Para Ed Assistant	\$22,803.00	11/01/2021
4	Angela Rolon	Para Ed Assistant	\$18,872.00	11/10/2021
5	Laura Vanderbilt	Para Ed Assistant	\$18,872.00	11/15/2021

Codes:

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

Certificated Appointments

Codes	Name	Appointment	Level	Salary	Date
Teachers					
4, nr	Hernandez Solano, Elkin	General Operations	01/MA	\$67,802.00	11/1/2021
Teachers, Early Start					
7, r	Cournia, Yazaret	Gen'l Elem & K8 — All Grades	01/BA	\$44,870.00	11/1/2021
2, r	Mais Bennett, Nicole Annmarie	AMP HPE	01/BA	\$63,009.00	11/1/2021
5, nr	Sego, Eric J	Multicateg. Comp. Sen	01/MA	\$47,962.00	11/1/2021
2, r	Thompson, Lisa L	Spec Ed Multicateg.	01/MA	\$47,962.00	11/1/2021
School Support Teacher					
2, r	Williams, Kimberly Y	School Support Teacher	01/MA	\$78,623.00	12/1/2021
School Social Worker, Early Start					
2, r	Pulliam M.S.W., Dornicho Shanta	School Social Work	01/2A	\$72,556.00	11/10/2021
Permit Teacher					
2, r	Hatchett, Terrence T	Gen'l Elem & K8 — All Grades	XX/4W2	\$44,073.00	10/29/2021
2, r	Tshabu, Pange Bibish	Gen'l Elem & K8 — All Grades	XX/4W2	\$44,073.00	11/9/2021
Permit Teacher, Early Start					
4, r	Ramirez, Mirella	Science	XX/4W2	\$45,310.00	11/8/2021

Code	Teachers	SSWs	Psychologists	Other	Total
1	Native American	0	0	0	0
2	African American	5	1	0	6
3	Asian/Oriental/Pacific Islander	0	0	0	0
4	Hispanic	2	0	0	2
5	White	1	0	0	1
6	Other	0	0	0	0
7	Two or More Ethnic Codes	1	0	0	1
	Male	3	0	0	3
	Female	6	1	0	7
r	Resident				
nr	Non-resident				
B (BA)	Bachelor's Level (Teacher)				
C (MA)	Master's Level (Teacher)				

Leaves of Absence

	<u>Present Assignment</u>	<u>Effective From</u>
Illness Leave: August 2021 Samantha Pope	Out of Assignments	August 27, 2021
Illness Leave: October 2021 Robert Cunningham	Thurston Woods Campus	October 6, 2021
Illness Leave: November 2021 Terra Caldwell Kristine Esmond Belinda Johnson Evangelia Dimitriadis Carmen Fischer	Out of Assignments Clarke Hartford Avenue Emerson Out of Assignments	November 15, 2021 November 17, 2021 November 18, 2021 November 22, 2021 November 29, 2021
Illness Leave: December 2021 Diana Alfonzo	Greenfield	December 2, 2021
Personal Leave: August 2021 Ashley Reuter	Out of Assignments	August 30, 2021
Personal Leave: November 2021 Matthew Ferry	Ninety-Fifth Street	November 1, 2021

Military Leave: Augus, 2021

Celina Martinez

Kagel

August 16, 2021

Report on Certificated Resignations and Classified Retirements

Reason	Yrs		Name	Position	Location	Date
	Svc	Code				
Certificated Resignations						
Other Dist	2.2	5	Rylee Anderson	Teacher	Lincoln Ave	11/05/2021
Personal	0.1	2	Danielle Bach	Teacher	MACL	11/12/2021
Personal	6.2	5	Gina Carroll	Teacher	Central Svcs	11/30/2021
Personal	9.1	6	LaNiseia Cunningham	Counselor	South Division	11/13/2021
Personal	2.2	5	Lindsey Dary	Teacher	Longfellow	11/05/2021
Personal	0.5	5	Carissa Donkersgoed	Teacher	Lancaster	11/05/2021
Other Work	3.2	5	Bianca Gasparri	Teacher	MACL	11/15/2021
Personal	1.2	5	Daniel Grant	Teacher	81st Street	11/04/2021
Personal	1.0	2	Cornelius Harris	Teacher	Hartford	01/11/2022
Personal	3.0	5	Lauren Holub	Teacher	Rogers Street	11/05/2021
Personal	12.5	2	Chad Hutchins	Teacher	Rufus King MS	11/08/2021
Retire	32.4	5	Richard Korducki	Psych	Central Svcs	01/04/2022
Personal	18.2	5	Caroline Miller Bayer	Speech Path	Burdick	11/30/2021
Other Dist	2.2	5	Yarinelly Narvaez	Teacher	Forest Home	11/15/2021
Personal	0.2	5	Whitney Nowak	Teacher	Pulaski	10/27/2021
Other Dist	4.0	5	Melissa Pust	OT	Central Svcs	11/08/2021
Personal	6.2	5	Jaime Schroeder	Teacher	Bethune	10/29/2021
Personal	5.0	2	Tiffany Shaw McDaniel	Teacher	Gaenslen	10/25/2021
Personal	28.2	5	Maria Sobczyk	Teacher	Lincoln Ave	11/17/2021
Personal	5.0	2	Kimberly Williams	Teacher	Franklin	11/09/2021
Personal	1.2	5	Gabrielle Wroblewski	Teacher	Longfellow	11/05/2021
Personal	4.3	2	Desiree Young	Teacher	Washington HS	11/11/2021

Classified Retirements

Retire	30.2	5	Patricia Burns	Kitchen Mgr	Hamilton	11/06/2021
Retire	27.7	2	Julene Crockett	CHA	Maryland	10/30/2021
Retire	15.8	2	Tony Gladney	BSH II	North Division	11/01/2021
Retire	25.7	2	Quentin Halton	BSH II	Meir	10/30/2021
Retire	23.1	5	Michael Kozlowski	Steamfitter	Pipe Shop	11/02/2021
Retire	22.8	2	Sharon Martin	BSH I	Repair Div	10/30/2021
Retire	24.0	5	Lisa Phillips	Para	Greenfield	10/30/2021

Codes:

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

Breakdown of Certificated Resignations

Reason	Employees	
Personal	17	77%
Retire	1	5%
Other District	3	14%
Other Work	1	5%

Monthly Affirmative Action Report

The Affirmative Action monthly personnel transaction report for November 2021 is attached to the minutes of your Committee's meeting. This is an informational item, and no action is required.

Committee's Recommendation

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

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

* * * * *

(Item 2) Action on a Request for Approval of Job Descriptions for Associate II — Foundation Business, Associate III — Design & Marketing, Associate III — School Nutrition, and Coordinator I — Marketing

Background

Pursuant to Administrative Policy 6.19, the Superintendent is bringing forth for approval the job descriptions for the Associate II — Foundation Business, Associate III — Design & Marketing, Associate III — School Nutrition, and Coordinator I — Marketing, as attached to the minutes of your Committee's meeting and as summarized below

Associate II — Foundation Business

Pay Grade: 04A
 Pay Range: \$53,246-\$76,471
 FLSA Status: Exempt
 Term of Employment: Full-time

Housed in the MPS Foundation, this position reports to the Senior Director, MPS Foundation. The Associate II completes all of MPSF's administrative and business-related affairs for effective business operations and back-office management functions. The position allows the fundraising and executive staff to function at peak efficiency for improved revenue and partnership development and implementation.

Associate III — Design & Marketing

Pay Grade: 05A
 Pay Range: \$57,197-\$82,296
 FLSA Status: Exempt
 Term of Employment: Full-time

Housed in the Office of Communication and School Performance, this position reports to the Director I, Communications & Outreach. The Associate III provides direction and leads the production of Milwaukee Public Schools' six regions serving more than 140+ schools' publications, marketing, and branding materials. The position works to meet schools' needs for the design and production of flyers, postcards, advertising, marketing materials, and websites.

Associate III — School Nutrition

Pay Grade: 05A
 Pay Range: \$ 57,197-\$82,296
 FLSA Status: Exempt
 Term of Employment: Full-time

Housed in the Department of Nutrition Services, this position reports to the Operations Manager. The position oversees the school lunch, breakfast, and dinner programs and related activities.

Coordinator I — Marketing

Pay Grade: 06A
 Pay Range: \$64,190-\$92,454
 FLSA Status: Non-exempt
 Term of Employment: Full-time

Housed in the Office of Communication and School Performance, this position reports to the Director I, Communications & Outreach. The position improves district market share and promotes a positive image

for Milwaukee Public Schools by developing, planning and implementing a multi-prong, multi-level marketing campaign. Directs district and select school-level recruitment campaigns and the development and implementation of recruitment campaign materials with the goal of improving MPS's market share and positive impressions of the District. Develops recruitment strategies that assist the District and schools in increasing enrollment. Creates and oversees a consistent brand and graphic image.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 6.19, Positions: Staff

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

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

Committee's Recommendation

Your Committee recommends that the Board approve the job descriptions for the Associate II — Foundation Business, Associate III — Design & Marketing, Associate III — School Nutrition, and Coordinator I — Marketing, as attached to the minutes of your Committee's meeting.

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

* * * * *

(Item 3) Action on Recommended Administrative Appointments, Promotions, Reassignments and Reclassifications, Salary Increases/Decreases, and Limited-term Employment (LTE) Contracts Exceeding 60 Days

Recommended Appointments

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

Codes	Name	Appointment	Assignment	Salary		
				Sched	Range	Amount
2, r	Latish Reed	Manager I — Professional Development	Office of the Chief of Academics	03	11A	\$111,735
2, nr	Deanna Burton	Principal I — Townsend	Office of the Chief of School Administration	03	13T	\$110,422
5, r	Jill Waltersdorf	Assessment Specialist III, Student Information Services	Office of the Chief of Communications & School Performance	03	10A	\$108,525
2, nr	Junius Yates	Principal I — Obama	Office of the Chief of School Administration	03	14A	\$105,000
2, r	Glenna Scholle Malone	Coordinator III, Gender & Identity Inclusion	Office of the Chief of School Administration	03	8A	\$94,500
5, r	Craig Wentworth	Supervisor I, Hazardous Materials	Office of the Chief of School Administration	03	9A	\$93,000
2, r	Tyra Merriweather	Assistant Principal II — Green Tree Prep	Office of the Chief of School Administration	03	11C	\$92,955
2, r	Veronica Bohannon	Recruitment Coordinator I	Office of the Chief of Human Resources	03	6A	\$64,190
5, r	Jesse Johnsen	Recruitment Coordinator I	Office of the Chief of Human Resources	03	6A	\$64,190

Codes	Name	Appointment	Assignment	Salary		
				Sched	Range	Amount
2, r	Michele Wilborn	Financial Planning & Budget Analyst II	Office of the Chief of Finance	03	6A	\$64,190
2, r	DeShaun McKinley	Safety Technician I	Office of the Chief of School Administration	03	3A	\$54,662
2, r	Tashonda Harris	Pension Associate I	Office of the Chief of Human Resources	03	3A	\$49,518

Recommended Reclassifications

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

Codes	Name	Appointment	Assignment	Salary		
				Sched	Range	Amount
5, r	Monica Quirk	Associate III, Design & Marketing	Office of the Chief of Communications & School Performance	03	5A	\$78,196

Recommended LTE Contracts Exceeding 60 Days

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

Codes	Name	Position	Assignment	Hourly	Dates
				Wage	
5, nr	Janine Cano-Grabner	Administrator Coaching & Mentoring Program	Office of the Chief of School Administration	\$40.00	10/01/21-12/31/21
2, r	Thressessa Childs	Administrator Coaching & Mentoring Program	Office of the Chief of School Administration	\$40.00	10/01/21-12/31/21
5, r	Ellen Miller	School Nurse	Office of the Chief of Academics	\$40.00	10/11/21-04/08/2022
2, r	Tyrone Dumas	53206 Initiative Coordinator	Office of the Chief of School Administration	\$30.00	10/25/21-05/01/22
5, r	Rosemary Hayes	Administrative Assistant III	Office of the Chief of Academics	\$30.00	12/17/21-06/30/22
2, r	Vivian King	Independent Hearing Officer (IHO)	Office of the Chief of School Administration	\$30.00	08/16/21-02/15/22
5, r	Therese Meurer	Induction and Support Specialist	Office of the Chief of Academics	\$30.00	07/01/21-12/31/21
5, r	Doreen Nehmer	Advanced Academic Programs Support	Office of the Chief of Academics	\$30.00	11/15/21-05/15/22
4, r	Lourdes Ocampo	Induction and Support Specialist	Office of the Chief of Academics	\$30.00	07/01/21-12/31/21
5, nr	Mariella Kuehn	School Bookkeeper	Office of the Chief of Finance	\$27.00	01/03/22-06/30/22
2, r	Danny Hamilton	Youth Mentor — Bradley Tech	Office of the Chief of School Administration	\$22.00	11/01/21-05/30/22
2, r	Cassu Green	Youth Mentor — Bradley Tech	Office of the Chief of School Administration	\$22.00	11/01/21-05/30/22
5, r	Nancy McGrew	K4/K5/1 st -Class Size Reduction	Office of the Chief of School Administration	\$15.00	01/01/22-06/30/22

Codes:

1	Native American	4	Hispanic	7	Two or more ethnic codes
2	African American	5	White		
3	Asian/Oriental/Pacific Islander	6	Other		
r	Resident	nr	Non-resident		

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

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

Administrative Policy 6.19, Positions: Staff

Fiscal Impact Statement

Authorized expenditures were previously approved in the FY22 budget.

Committee’s Recommendation

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

Director O’Halloran moved to retire to closed session pursuant to Wis. Stat., §19.85(1)(c), to consider this item.

The motion passed, the vote being as follows:

Ayes — Directors Garcia, Gokalgandhi, O’Halloran, Taylor, and President Peterson — 5.
Noes — None.

The Board retired to closed session at 6:39

The Board reconvened in open session at 6:59 p.m.

Director O’Halloran moved approval of the Superintendent’s recommendations.

The motion passed, the vote being as follows:

Ayes — Directors Garcia, Gokalgandhi, O’Halloran, and President Peterson — 4.
Noes — None.
Abstaining — Director Taylor — 1.

* * * * *

(Item 4) Action on a Request to Approve the Proposed 2022-23 School Calendars

Background

The proposed school calendars model the 2021-22 school year: The Early Start calendar will apply to the same high schools, traditional middle schools, and former year-round schools as in the 2021-22 school year. The Traditional calendar will apply to the same elementary schools as in the 2021-22 school year.

The Administration recommends the Board approve the proposed 2022-23 school calendars as attached to the minutes of your Committee’s meeting and as summarized below.

Early Start Calendar

Aug 8..... Organizational Day	Jan 2 Winter Break
Aug 9–12 Professional Development Days	Jan 3 Classes Resume
Aug 15..... First Day of School for Students	Jan 16 MLK, Jr., Day
Sept 5..... Labor Day	Feb 17..... Record Day (K-8) and Professional Development Day (H.S.)
Sept 30..... Professional Development Day	Feb 20..... Mid-semester Break
Oct 21 Parent-Teacher Conference Day	March 17..... Parent-Teacher Conference Day
Oct 24..... October Break	March 20..... March Break
Nov 8..... Record Day (K–8) and Professional Development Day (H.S.)	April 3–7..... Spring Break
Nov 23, 25 Thanksgiving Break	April 10 Record Day (K-8) and Professional Development Day (H.S.)
Nov 24..... Thanksgiving Day	May 23 Last Day of School for Students
Dec 22 Record Day (H.S.) and Professional Development Day (K-8)	May 24 Record Day
Dec 23–30..... Winter Break	

Traditional Start Calendar

Aug 29..... Organizational Day	Sept 1–2..... Professional Development Days
Aug 30–31 Professional Development Days	Sept 5..... Labor Day

Sept 6..... First Day of School for Students	Jan 16 MLK, Jr., Day
Sept 30..... Professional Development Day	Feb 17..... Record Day
Oct 21 Parent-Teacher Conference Day	Feb 20..... Mid-semester Break
Oct 24..... October Break	March 17..... Parent-Teacher Conference Day
Nov 8..... Record Day	March 20..... March Break
Nov 23, 25 Thanksgiving Break	April 3-7..... Spring Break
Nov 24..... Thanksgiving Day	April 10 Professional Development Day
Dec 22 Professional Development Day	May 26 Memorial Day Break
Dec 23-30..... Winter Break	May 29 Memorial Day
Jan 2 Winter Break	June 5 Record Day
Jan 3 Classes Resume	June 16 Last Day of School for Students

Note: ACT testing dates are to be determined

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 7.03, School Year/School Calendar

Fiscal Impact Statement

No fiscal impact.

Implementation and Assessment Plan

Upon approval by the Board, the Administration will implement the 2022-23 school calendars.

Committee’s Recommendation

Your Committee recommends that the Board approve the proposed 2022-23 school calendars as attached to the minutes of your Committee’s meeting.

Director O’Halloran moved approval of the Committee’s recommendation.

The motion passed, the vote being as follows:

- Ayes — Directors Garcia, Gokalgandhi, O’Halloran, Taylor, and President Peterson — 5.
- Noes — None.

* * * * *

(Item 5) Action on a Request to Approve Adjustments to the Union Leave/Release Provision of the Employee Handbook

Background

The Employee Handbook contains a provision that allows for employees that also serve as collective-bargaining representatives to be released from work or to obtain a leave under certain conditions. The Administration is seeking to update the language regarding union leaves and releases to provide more clarity as it relates to purpose and process.

All of the previous language under Section P., Union Leaves/Releases, Applicable Group(s) A, B, C, D, I, has been struck and will be replaced.

Proposed Updated Language

It is the intent and purpose of this provision to promote labor stability in the delivery of public educational services through the cultivation and maintenance of long-term and mutually beneficial relations between the District and collective-bargaining units (“unions”). The District recognizes that the quality of its labor relations directly influences its ability to efficiently and satisfactorily provide educational services to the public in a manner that avoids the waste of public resources or the hampering of public education. In

furtherance of these objectives, and subject to the conditions and limitations set forth in this provision, the District permits eligible union representatives who are employed by the District to be released (with pay) from work to engage in certain “union-related activities,” as the term is defined below.

Union Release Time

Eligible union representatives may be released for up to a maximum of 10 days (80 hours) per fiscal year to engage in union-related activities. Union release time under this Policy may not be taken in less than 1-hour increments.

Permissible union-related activities for which release time may be offered only include activities that are politically and ideologically “view-point neutral” and serve to optimize and sustain good relations between the Union and the District. Qualifying union-related activities under this Policy must also relate to the functions of the District, which in turn, serve as a benefit to the public as a whole. Examples of union-related activities that satisfy this requirement include, but are not necessarily limited to:

- attending union-management meetings that take place during normal work hours;
- attending building representative and safety meetings;
- attending union meetings that occur during work hours, provided that the District approves the subject matter of the meeting to ensure it qualifies under this Policy; and
- participation in approved union-sponsored training programs.

Hearings in accordance with Part II, Discipline. Part V, Grievance Procedure; and Part VI, Complaint Procedure, do not count against the ten days allotted for union release.

Union representatives shall be released, with pay, to attend negotiations as required by state laws. This time does not count against the ten days allotted for union release.

Union representatives are expected to make every effort not to miss scheduled District work time to engage in union activities. However, when this cannot be avoided and approved union release time is taken during an employee’s scheduled work time, the District will release the employee (with pay), up to a maximum of 10 days (80 hours) per fiscal year.

Unused union release time is not eligible to be carried over for use in the next fiscal year. Any unused union release time available to an eligible Union representative under this provision will not be paid out upon his or her termination of employment with the District, regardless of the reason for termination.

Requesting Release Time

The Employment Relations Department is responsible for and has the discretion to approve or deny requests for union release time under this provision. Requests for union release time must be submitted to Employment Relations in writing or via email. The request must identify when the release is expected to begin, the expected duration of the release period, and a brief description of the union-related activity or activities in which the representative will be participating while on union release. Requests for leave under this Policy must be submitted at least five (5) business days in advance of when the release is expected to begin. If circumstances exist that make this impossible, then the requesting Union representative must submit the request for leave as soon as practicable. Failure to timely and properly request union release time under this provision may result in a delay or denial of the request.

Union Leave

Any collective-bargaining unit may request additional leave for its representatives, including full release up to one school year, subject to approval by the District. For all approved leaves in excess of ten days per fiscal year, the District will bill the collective-bargaining unit for their salary and benefits of the individual for this time.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 6.16, Complaints and Grievances: Staff

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

Upon approval by the Board, the Administration will update the Employee Handbook with the revisions to the union leave/release provision as attached to the minutes of your Committee’s meeting.

Committee’s Recommendation

Your Committee recommends that the Board approve the adjustments to the Employee Handbook as presented in the attachments to the minutes of your Committee’s meeting.

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

* * * * *

(Item 6) Action on Monthly Finance Matters: Authorization to Make Purchases; Change Orders in Excess of \$25,000 and Emergency Purchases Due to COVID-19; Acceptance of the Report on Revenues and Expenses; Monthly Expenditure Control Report; Report on Contracts under \$50,000 and Cumulative Total Report; Report on Monthly Grant Awards; and Acceptance of Donations

Purchases

_____ Authorization to Purchase from CDW Government, LLC, Document Cameras (Association of Educational Purchasing Agencies [AEPA])

The Administration is requesting authorization to purchase from CDW Government, LLC, 5,000 document cameras. This purchase will be made under the Association of Educational Purchasing Agencies (AEPA) Contract AEPA IFB #018-A Technology Catalog and its Form B – Acceptance of Bid & Contract Award and Extension of Agreement.

These document cameras, which will be provided to schools as standard instructional tools in all classrooms, will allow educators the ability to display text books, images, and manipulatives, as well as live demonstrations, to students as needed. This purchase is being made by recommendations from ESSER III feedback received.

This will be a one-time purchase, and funds expended will not exceed \$972,500.

Budget Codes: ITS-0-0-7S2-TC-ENCQ (ESSER III Funding) \$972,500

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
NA	NA	NA	NA	0	NA	NA	NA	400	10

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

In compliance with Administrative Policy 3.09(10)(e)1, the Administration is reporting change orders to existing contracts whose collective net value exceed \$25,000. This is an informational item, and no action is required.

Contract C029268 C.H. Coakley & Co.

Original Contract Amount	\$24,999.00
First Extension Increase	\$36,000.00
Current Increase	\$95,499.00
Adjusted Contract Amount	<u>\$156,498.00</u>

On December 3, 2019, the Milwaukee Board of School Directors and C.H. Coakley, Inc., d/b/a C.H. Coakley & Company, entered into Professional Services Contract number C029268 (“Contract”), with a term of December 3, 2019, through November 30, 2020. The Contract was extended for an additional term of December 1, 2020, through November 30, 2021, with funds not to exceed \$36,000, and is now in the final term of December 1, 2021, through November 30, 2022. Additional funds are now necessary to meet the needs of distributing additional equipment purchased to support remote learning.

Contract C029938 Parallel Employment Group, Inc.

Original Contract Amount	\$49,999.00
Increase.....	\$60,000.00
Adjusted Contract Amount	<u>\$109,999.00</u>

On April 21, 2021, the Milwaukee Board of School Directors and Parallel Employment Group, Inc., entered into Professional Services Contract number C029938 (“Contract”), with a term of May 1, 2021, through April 30, 2022, for qualified, diverse substitute teachers for regular education and special education of pre-kindergarten through 12th grade. Additional funds are now needed to cover the needs of the District.

Contract C029239 Accounting Equipment Corp.

Original Contract Amount	\$275,000.00
First Extension	\$275,000.00
Increase.....	\$41,250.00
Adjusted Contract Amount	<u>\$591,250.00</u>

On January 1, 2020, the Milwaukee Board of School Directors and Accounting Equipment Corp., d/b/a AE Business Solutions, entered into Professional Services Contract number C029239 (“Contract”), with a term of February 1, 2020, through January 31, 2021, to provide temporary support services such as service technicians and network support. This contract was extended for a second term of February 1, 2021-January 31, 2022, with funds not to exceed \$275,000.00. Additional funds of \$41,250.00 are now needed to cover the needs of the District for additional temps for equipment prep at warehouse as a result of COVID/FMLA.

Report on Emergency Purchases Due to COVID-19

In compliance with Administrative Policy 3.09(14)(c), the Administration is reporting emergency purchase orders with a vendor for products related to the Covid-19 pandemic. Due to the emergency nature of this procurement, the purchase had not been previously approved by the Board.

This is an informational item, and no action is required.

Vendor	PO Total	Description of Goods	Procurement Basis
Filtration Concepts	\$85,695.78	Air-handling Unit Filters	ETB — Emergency (Administrative Policy 3.09(14))

Routine Monthly Financial Reports

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

Donations

Location	Donor	Amount	Gift or Purpose
Monetary Donations			
French Immersion School	Sarah Shinkle	5.00	Field Trip Fee
Bay View High School	Laura Bachmann	250.00	Lance Sijan Scholarship Fund
Congress School	Jills Foundation	1,000.00	Scholastic Books
Emerson School	Big Green	2,000.00	Big Green Jumpstart
Fairview School	Tim Coady	1,110.00	General School Supplies
German Immersion School	The Blackbaud Giving Fund	8.24	General School Supplies

Location	Donor	Amount	Gift or Purpose
Hawthorne School	Whole Kids Foundaton	3,000.00	General School Supplies
King High School	R Fletcher Koch	100.00	Band Donation
King High School	Ryan Raymond Schaefer	100.00	Band Donation
Manitoba School	Pilot Club of Milwaukee*	100.00	General School Supplies
Mitchell School	Kiwanis Club of Milwaukee	2,000.00	RIF Program
Obama School of Career and Technical Education	Kwik Trip, Inc.	6.28	General School Supplies
Office of Academics — Parent Information	Litas Milwaukee	15.00	General School Supplies
Office of Academics — Parent Information	Connie Johnson-Evers*	50.00	General School Supplies
Office of Human Resources	Educators Credit Union	500.00	Job Fair Supplies
Thoreau School	Boks Reebok Foundation, Inc.	2,000.00	Gym Program
Trowbridge School	Jolene Plautz	25.00	STEAM Donation
Trowbridge School	Patricia Cadorin	100.00	STEAM Donation
Trowbridge School	Kenneth Krei	300.00	STEAM Donation
Trowbridge School	Roberta Drews	300.00	STEAM Donation
<i>Total Monetary Donations</i>		<i>\$12,969.52</i>	
Non-monetary Donations			
Academy of Accelerated Learning	Donors Choose	747.48	Book Shelf
Audubon High School	Donors Choose	622.86	Art Shelving and Storage
Burbank School	Memorial Lutheran Church	150.00	Quilts for Families in Need
Burbank School	Donors Choose	182.22	Alphabet Number Rockets
Burdick School	Donors Choose	356.57	Vocab Games
Carver Academy	Donors Choose	303.33	Classroom Library Books
Carver Academy	Donors Choose	429.67	General School Supplies
Carver Academy	Donors Choose	485.20	General School Supplies
Eighty-First Street School	Donors Choose	398.82	Citizenship, Storage Marker Pro
Eighty-First Street School	Donors Choose	174.14	5th Grade Virtual Ceremony
Eighty-First Street School	Donors Choose	431.14	The Basics for Return to Live School
Eighty-First Street School	Donors Choose	411.72	Help Kids with Stamp Scissor
Eighty-First Street School	Donors Choose	874.24	Reading
Eighty-First Street School	Donors Choose	566.56	Multicultural Reflections
Eighty-First Street School	Donors Choose	844.91	Classroom Furniture
Emerson School	Hawthorne Elementary	301.32	Ralston Quick Oats Cereal
Strategic Partnerships and Customer Service	Charla Beutler	250.00	Baby Items
Fernwood School	Donors Choose	621.95	Through Literature
Fernwood School	Donors Choose	446.55	Cultural Development
Fernwood School	Donors Choose	339.68	The Big Clean
Fernwood School	Donors Choose	429.84	Pre-K Yogis Movement
Fifty-Third Street School	Donors Choose	339.27	General School Supplies
Fifty-Third Street School	Donors Choose	362.16	Knox Magazines
Fifty-Third Street School	Donors Choose	422.60	Duffy Elisson Press
Fratney Street School	Donors Choose	227.13	Chairback Pockets
Fratney Street School	Donors Choose	189.86	Disinfecting Wipes
Fratney Street School	Donors Choose	502.93	Books for Dual Language
Goodrich School	Donors Choose	375.38	General School Supplies
Goodrich School	Donors Choose	298.44	Back to School Finally
Goodrich School	Donors Choose	386.34	Recess Time is Fun Time
Goodrich School	Donors Choose	328.18	Classroom Pets
Goodrich School	Donors Choose	251.31	Snacks are Great
Grantosa Drive School	Donors Choose	420.34	General School Supplies

Location	Donor	Amount	Gift or Purpose
Grantosa Drive School	Donors Choose	376.26	Motivation Teaching Materials
Grantosa Drive School	Donors Choose	263.23	Storage Containers
Hamilton High School	Monica Moe	60.00	Book Donation
Hamilton High School	Anne Seidenberg	30.00	Book Donation
Hamilton High School	Vanja Suvajac	75.00	Book Donation
Hamilton High School	James May	75.00	Book Donation
Hamilton High School	Rita Garcia-Martinez*	150.00	Book Donation
Hamilton High School	Mary Meyer	45.00	Book Donation
Hamilton High School	John Meyer*	60.00	Book Donation
Hamilton High School	Sandra Stark	30.00	Book Donation
Hamilton High School	Ann Laatsch	45.00	Book Donation
Hamilton High School	Tulita Papke	15.00	Book Donation
Hamilton High School	Vida Muse	15.00	Book Donation
Hamilton High School	Rudi Dornemann	30.00	Book Donation
Hamilton High School	Catherine Tillman	45.00	Book Donation
Hamilton High School	Christina Grignon	30.00	Book Donation
Hamilton High School	Julie Kubly Spadafora	75.00	Book Donation
Hamilton High School	Ross Burns	90.00	Book Donation
Hamilton High School	Timothy Schmitz	45.00	Book Donation
Hayes Bilingual School	Donors Choose	338.51	Wipe Boards
Hayes Bilingual School	Donors Choose	2,640.73	Gaga Ball Pit
Hayes Bilingual School	Donors Choose	379.00	Headphones
Humboldt Park School	Donors Choose	437.42	Anich Books
Office of Academics — Parent Information	Hays Companies, Inc.	2,000.00	Attendance Campaign Gift Cards
Office of Academics — Parent Information	The Litas Milwaukee	200.00	General School Supplies
Office of Academics — Parent Information	Trombetta	250.00	General School Supplies
Albert E. Kagel School	Donors Choose	791.20	Student Violins
Kilbourn School	Donors Choose	287.27	General School Supplies
Lincoln Middle School	Donors Choose	306.70	Art Supplies Fundraiser
Longfellow Elementary	The Meemic Foundation	75.00	Back to School Supplies
Longfellow Elementary	Donors Choose	530.07	General School Supplies
MacDowell Montessori	Donors Choose	186.50	Pouring Skills
Maple Tree School	Donors Choose	246.95	General School Supplies
Maple Tree School	Donors Choose	316.17	General School Supplies
Meir School	Donors Choose	1,234.35	Books
Meir School	Donors Choose	165.05	Dry Erase
Meir School	Donors Choose	15,254.96	TVs/Relaxation
Meir School	Donors Choose	228.20	Books
Milwaukee School of Languages	Donors Choose	598.04	Books
Milwaukee Sign Language School	Donors Choose	1,182.74	Volleyball
Milwaukee Sign Language School	Donors Choose	223.46	Photo Printer and Paper
Milwaukee Sign Language School	Donors Choose	384.92	Recess Equipment
Morgandale School	Fresh Artists	2,000.00	Art Supplies
Neeskara School	Donors Choose	527.67	General School Supplies
Ninety-Fifth Street School	Donors Choose	367.23	Kargol Alphabet
Ninety-Fifth Street School	Donors Choose	370.90	Kargol Sleds
Ninety-Fifth Street School	Donors Choose	253.80	Kargol Magnetic Board
Ninety-Fifth Street School	Donors Choose	164.24	Books
Ninety-Fifth Street School	Donors Choose	515.31	Spivey Books
Ninety-Fifth Street School	Donors Choose	255.40	Kargol Storage
Ninety-Fifth Street School	Donors Choose	190.19	Kargol Putty
Parkside School	Donors Choose	384.73	Sensory Toys and Items
Parkside School	Donors Choose	180.74	Classroom Cleaning Supplies
Starms Early Childhood School	Donors Choose	526.27	Sensory Table and Toys
Gilbert Stuart School	Donors Choose	178.54	Model Magic Modeling Clay

Location	Donor	Amount	Gift or Purpose
Gilbert Stuart School	Donors Choose	416.06	Magnetic Dry Erase Packets
Trowbridge School	Donors Choose	313.99	General School Supplies
Trowbridge School	Donors Choose	229.03	General School Supplies
Trowbridge School	Donors Choose	142.97	General School Supplies
Trowbridge School	Donors Choose	154.22	General School Supplies
Trowbridge School	Donors Choose	135.97	General School Supplies
Trowbridge School	Donors Choose	296.84	General School Supplies
Trowbridge School	Donors Choose	459.34	General School Supplies
Trowbridge School	Donors Choose	132.60	General School Supplies
Trowbridge School	Donors Choose	228.33	General School Supplies
Trowbridge School	Donors Choose	248.02	General School Supplies
Trowbridge School	Donors Choose	407.78	General School Supplies
Vincent High School	Donors Choose	437.00	General School Supplies
Washington High School	Donors Choose	820.53	Washington Works
Walt Whitman School	Milwaukee Admiral Hockey	90.00	Admiral Admission Tickets
<i>Total Non-monetary Donations</i>		<i>\$53,711.57</i>	
Total Value of Donations for December 2021		\$66,681.09	
<i>*Donations from MPS Alumni</i>		<i>\$360.00</i>	

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 3.06, Fiscal Accounting and Reporting

Fiscal Impact Statement

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

Committee's Recommendation

Your Committee recommends that the Board:

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

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

* * * * *

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

RFP 1034 Authorization to Extend a Contract with Goodwill Talentbridge, LLC, for Contingent Staffing Services

The Administration is requesting authorization to extend a contract with Goodwill TalentBridge, LLC, ("Goodwill") for contingent staffing services. This contractor will be used to deliver contingent staffing services for non-executive personnel (classified positions, including, but not limited to, secretarial/clerical, food services, and children's health assistants to Milwaukee Public Schools.

As a result of the high volume of hiring, the District is required to extend a contract for contingent staffing for classified positions in order to fill these positions temporarily while the recruitment and hiring process is completed.

Contractor was chosen pursuant to RFP 1034, which closed on November 9, 2020. The Board approved a contract with Goodwill with an initial term running January 1, 2021, through December 31, 2021, with two additional one-year options to extend if certain performance metrics incorporated into the contract are met. Goodwill has met the performance metrics codified in the contract; therefore, MPS is exercising the first one-year option to extend the contract. This contract renewal will run from January 1, 2022, through December 31, 2022.

The total cost of the contract in the Initial Term will not exceed \$3,750,000.00.

Budget Code: Varies by location using services \$3,750,000

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
4,504	2,248	2,667	No	5%	5%	\$222,683	NA	600	30

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

The Administration is requesting authorization to extend a contract with Accounting Equipment Corp, d/b/a AE Business Solutions, for IT-support services. These support services are used 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. An increase in dollar amount is necessary as additional technicians have been needed to cover pandemic-related support in the schools as well as equipment prep and staging at our warehouse.

Contractor was chosen pursuant to RFP 1025, which closed on November 7, 2019. The original contract provided for two one-year options to extend if certain performance metrics were met. AE Business Solutions has met the performance metrics codified in the contract; therefore, MPS is exercising the second option year of the contract. The contract extension will run from February 1, 2022, through January 31, 2023

The total cost of the contract in this extension year will not exceed \$350,000.

Budget Code: TSV-0-0-TLN-DW-ECTS (Technology — Contracted Services) \$350,000

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
92	12	28	No	0	0	NA	NA	300	10

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 3.09, Purchasing and Bidding Requirements

Fiscal Impact Statement

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.

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

* * * * *

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

_____ Authorization to Contract with Milwaukee Area Technical College for Credit-bearing College Courses

The Administration is requesting authorization to enter into a contract with Milwaukee Area Technical College for credit-bearing college courses. Contractor will be used to deliver courses in English, math, sciences, world languages, career and technical education (CTE), and potentially other content areas.

MPS has contracted with MATC for many years through the CTE office and through the M³ College Connections program. Students have been very successful, with a high percentage of students earning college credits at a significantly reduced cost to the District.

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

The contract will run from January 1, 2022, through July 31, 2022, (the “Initial Term”) and will not exceed \$300,000.00.

Budget Code: DTI-0-0-7G2-EO-ECTSCOVD (ESSER II Funds)..... \$300,000.00

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

_____ Authorization to Contract with Board of Regents of the University of Wisconsin System on behalf of the University of Wisconsin-Milwaukee for Credit-bearing College Courses

The Administration is requesting authorization to enter into a contract with Board of Regents of the University of Wisconsin System on behalf of the University of Wisconsin-Milwaukee for credit-bearing college courses. Contractor will be used to deliver courses in English, math, sciences, world languages, and potentially other content areas.

MPS has contracted with Board of Regents of the University of Wisconsin System on behalf of the University of Wisconsin-Milwaukee for three years through the M³ College Connections program. Students have been very successful, with a high percentage of students earning college credits at a significantly reduced cost to the District.

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

The contract will run from January 1, 2022, through July 31, 2022, (the “Initial Term”) and will not exceed \$470,000.00.

Budget Code: DTI-0-0-7G2-EO-ECTSCOVD (ESSER II Funds)..... \$470,000.00

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

_____ Authorization to Extend a Contract with Smart Interpreting Services, Inc., DBA Professional Interpreting Enterprise, for Interpretation Services

The Administration is requesting authorization to enter into a contract with Smart Interpreting Services, Inc., DBA Professional Interpreting Enterprise, for interpretation services. Contractor will 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 will be needed for adults who participate in

activities sponsored by MPS, as well as for staff who work for MPS. Activities may include, but are not limited to, individualized education plan (IEP) meetings, parent/teacher conferences, school performances, and graduation ceremonies.

According to the Americans with Disabilities Act (ADA), MPS is required to provide interpretation services to any individual who uses sign language as his/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.

This vendor is an exception to bid because it can meet the capacity needed for MPS staff, as we request two to three in-person sign language interpreters each week for adults.

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis of continuity (Administrative Policy 3.09(7)(e)(1)(b)(iv)). The contract will run from January 1, 2022, through December 31, 2022, and will not exceed \$300,000.

Budget Code: HI2-0-I-EEN-DW-ECTS (Interpreting Services — Contract Services) \$300,000

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
NA	NA	NA	NA	0	0	0	NA	300	10

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

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

WOW has been involved with the PeopleSoft application since its implementation at MPS in 1999. WOW will be used by the District during this extension as an escalated level of support for critical HR system needs and in addressing time-sensitive payroll issues.

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

The original contract provided for two one-year options to extend upon mutual consent. This will be the second extension of this contract. This second and final contract extension will run from January 1, 2022, through December 31, 2022.

The total cost of the contract in the second extension will not exceed \$90,000.

Budget Code: TSV-0-0-TLN-DW-ECTS (Technology — Contracted Services) \$90,000

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

————— Authorization to Enter into a Professional Services Contract with AT&T Wisconsin for POTS (Plain Old Telephone Services)

The Administration is requesting authorization to enter into a contract with AT&T Wisconsin (“AT&T”) for Plain Old Telephone Services (POTS). This service is used to provide critical communications for elevators, alarm lines, fire notification lines, and other critical functions which must continue even in the event of a power outage. During the summer of 2019 MPSs’ service provider for the majority of POTs lines abruptly terminated service. MPS was left to quickly obtain and establish connections with AT&T due to the vendor being the Incumbent Local Exchange Carrier (ILEC). As the ILEC, AT&T owns the facilities and equipment

which provide local telephone exchange services in this geographic area. As the ILEC, AT&T is obligated to serve the exchange as the “provider of last resort.”

The work done during this transition was extensive in terms of cross-connecting lines in the schools, testing, and troubleshooting issues. The process took several months to complete. With that said, continuing service with the current provider, AT&T, will ensure that there are no disruptions to service at our sites and will save costs of establishing new connections in each school.

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis that the services under this contract are required pursuant to continuity (Administrative Policy 3.09(7)(E)(1)(b)(iv)).

The contract will run from December 17, 2021, through December 16, 2023, and total cost will not exceed \$205,000.00

Budget Code: PIN-0-0-TLN-DW-ETEL \$205,000.00

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

Authorization to Issue a Contract with The Concord Consulting Group of Illinois, Inc., for Owner-representative Services for Construction Projects

The Administration is requesting authorization to issue a contract to The Concord Consulting Group of Illinois, Inc., to provide owner-representative services for construction projects completed using ESSER III funds. The Concord Consulting Group was selected to be the owner’s representative for the ESSER II construction projects based on its proposal to RFP #21-027 and selection by an evaluation committee. A formal contract was awarded at the Board’s meeting on August 26, 2021. The Concord Consulting Group has been working with DFMS and the Integrated Project Delivery Contractors to coordinate investigation and development of information relative to the construction projects to be completed as part of ESSER II. The Concord Consulting Group will provide services for the construction projects to be completed under ESSER III to ensure continuity of process, reporting, and coordination of work between ESSER II and ESSER III contractors.

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 continuity (Administrative Policy 3.09 (7)(E)(1)(b)(iv)).

The contract will run from December 17, 2021, through December 31, 2024. The total cost of the contract will not exceed \$2,000,000.00.

Budget Code: OPR-0-0-7S2-FM-ECTS
FAR-0-0-RDC-DW-ECNC..... \$2,000,000.00

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
NA	NA	NA	NA	25%	25%	*	NA	1,500	20

*Value will be based on the amount of services purchased, which is based on the percentage of construction contracts they are administering.

Authorization to Issue a Purchase Order to Nearpod, Inc., for Premium Plus Access to Nearpod

The Administration is requesting authorization to issue a purchase order to Nearpod, Inc., for premium services for grades 3-12. MPS will receive premium-plus access to Nearpod for one year — December 1, 2021, until November 30, 2022. This product will include premium features for all teachers and 49,000 students, grades 3-12. It also includes district features like larger class sizes, unlimited storage, LMS

integration, custom professional development and training options, and a dedicated District Success Manager and District Strategy Consultant for onboarding and implementation.

Nearpod Premium Plus includes unlimited access to Nearpod's lesson, video, and activity creation and delivery platform with 20+ formative assessment and media features; Nearpod Lesson Library with 7,500+ standards-aligned, interactive lessons for all K-12 subject areas, featuring favorite educational brands; Nearpod Video & Activity Library with 5,000+ standards-aligned interactive videos and activities for all K-12 subject areas, featuring favorite educational brands, that can be used on their own, or added to Nearpod slides lessons; District features including larger class sizes, unlimited storage, School and District shared Libraries, LMS integration, and more; and Premium Plus lesson delivery features, including Live Teacher Annotation and Co-teaching.

There are 669 active teacher Nearpod users in Milwaukee Public Schools. These teachers are spread across at least 52 different schools. Library Media Specialists have already received training in Nearpod and are in a position to support the teachers in the schools they serve. MPS educators have launched 12,930 unique Nearpod lessons since September 1, 2020, alone. Just over half of the lessons launched are teacher-created lessons and the rest utilize existing lessons from the Nearpod Lesson Library. There are more than 8,500 Wisconsin state standards-aligned lessons that already include all of the Nearpod interactive features. There are Nearpod science lessons directly aligned with the district's new science adoption making science educators an initial focus for rollout of Nearpod.

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

This subscription will run from December 1, 2021, through November 30, 2022. The total cost of the goods purchased will not exceed \$145,440.

Budget Code: ITS-0-0-7G2-CI-ECTSCOVD..... \$145,440

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

Authorization to Issue a Purchase Order to Learning A-Z, LLC, for License Renewal

The Administration is requesting authorization to issue a purchase order to Learning A-Z, LLC, for license renewals for the 2022-23 year. Learning A-Z is a literacy-focused curriculum-resource company that has partnered with Milwaukee Public Schools at a district-wide level since 2008. Learning A-Z makes it easy to target the skills, strategies, and points of emphasis associated with curriculum and state standards. With the company's online correlation tools, teachers can quickly find resources correlated to Wisconsin Standards for English Language Arts, Wisconsin Standards for Science, HMH Intro Reading® (2022 correlation currently in progress), and language-proficiency standards.

Learning A-Z products have been a supplemental core resource which supports differentiation in grades PreK-6 in literacy and science. This core resource provides teachers and students with access to level text (literature and informational), authentic text in several languages besides English, and child-centric activities which provide a level of interactivity that is not available through paper resources. These dynamic resources are constantly updated to include the latest research-based strategies and resources that are aligned to standards (inquiry unity, project-based learning, etc.). With development, not only to increase usage but to ensure quality usage with student achievement at the core, the district has been able to connect systems to our Single Sign On (SSO) through Clever, which makes rostering and reporting significantly user-friendly and efficient. Using another resource for this purpose would be a loss in terms of teacher training and professional development for quality usage. Additionally, the technological infrastructure's set-up that has been established is not easily replicable through other providers.

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

This subscription will run from July 15, 2022, through July 14, 2023.

The total cost of the goods purchased will not exceed \$937,078.00.

Budget Code: GEN-0-0-INV-DW-ENTB \$937,078.00

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

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 3.09, Purchasing and Bidding Requirements

Fiscal Impact Statement

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

Implementation and Assessment Plan

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

Committee’s Recommendation

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

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

* * * * *

(Item 9) Action on Request to Waive Administrative Policy 3.09(9)(e) and to Authorize a Purchase with Committee for Children for Online Access to Second Step Curriculum

Background

The Administration is requesting authorization to waive Administrative Policy 3.09(9)(e) and to purchase from Committee for Children online access to social-emotional learning curriculum. Milwaukee Public Schools has been using the Second Step Social and Emotional Learning (SEL) curriculum for more than 15 years and has been fully implementing the curriculum in all schools with elementary grades since January 2017. Since that time, Committee for Children has undertaken significant efforts to improve and to update its curriculum to improve cultural representation and to reflect the most current SEL research. Second Step has transitioned to a fully digital curriculum, allowing real-time access to updated curricular materials.

The current edition of Second Step used by MPS was updated in 2011, so the Administration is requesting a five-year subscription to the digital edition, released in 2021. The five-year subscription would be prepaid, but comes with a significant cost savings over shorter-term licensure and ensures curricular continuity for at least a five-year period. This further reduces costs to the District by way of professional development and curriculum retraining.

	Annual	Three-year	Five-year
Subscription Rate	\$177,930.00	\$153,456.00	\$132,648.40
Plus Annual Rate	—	\$355,860.00	—
Total	\$889,650.00	\$816,228.00	\$663,242.00
Notes	—	Prepay 3	Prepay 5

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

The term of the Purchase will be from January 1, 2022, through December 31, 2026, and will not exceed \$663,241.50. The draft award letter is attached to the minutes of your Committee’s meeting.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 3.09, Purchasing and Bidding Requirements

Fiscal Impact Statement

Budget Code: OPR-0-0-7S2-DE-ECTSCOVD (ESSER III Funds — Contract —
Second Step)..... 397,944.90
SPE-0-0-ESS-DE-ECTS..... \$265,296.60

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Career-awareness Experience
NA	NA	NA	NA	0	0	NA	NA	0	30

Implementation and Assessment Plan

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

Committee’s Recommendation

Your Committee recommends that the Board authorize the waiver of Administrative Policy 3.09(9)(e) and approve the purchase from Committee for Children.

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

* * * * *

(Item 10) Action on Request to Waive Administrative Policy 3.09(9)(e) and to Authorize a Contract with Alverno College for Coursework Services

Background

The Administration is requesting authorization to waive Administrative Policy 3.09(9)(e) and to contract with Alverno College for coursework services for three years and one month. Alverno College will offer discounted tuition for employees of MPS, specifically targeting paraprofessionals to become licensed teachers in Wisconsin. Alverno College has developed a paraprofessional-to-teacher pathway to support the Milwaukee Board of School Directors’ Bilingual Initiative, which is to grow and to support bilingual employees in the district to earn bachelor’s degrees with specific emphasis on K-9, bilingual, world language, and ESL teacher licensure. The services will also provide a pathway for bachelor-degreed bilingual employees to earn master’s degrees with initial teacher certification in K-9, bilingual, world language, and ESL.

Drafts of the professional services contracts related to this item are attached to the minutes of your Committee’s meeting.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

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

Administrative Policy 3.09, Purchasing and Bidding Requirements

Fiscal Impact Statement

Budget Code: SDV-0-0-ATT-HR-EUWT (Human Resources — Contracted Services), allocated to three cohort groups/contracts as follows:
 C030311 Cohort A — BA \$45,000
 C030315 Cohort B — MA..... \$141,750
 C030316 Cohort A — MA \$141,750
 Total \$328,500

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

Implementation and Assessment Plan

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

Committee’s Recommendation

Your Committee recommends that the Board authorize the waiver of Administrative Policy 3.09(9)(e) and approve the contracts with Alverno College, as set forth in the attachments to the minutes of your Committee’s meeting.

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

* * * * *

(Item 11) Action on a Request to Approve Vacation Compensation for Eligible Employees

Background

Due to COVID-19, many individuals have not used their earned vacation-time benefit. Vacation time may accumulate and not be used to a point where it is no longer being earned by an employee. The Administration is requesting approval of vacation-time compensation for employees that submit the written request form and that have at least 88 hours of earned vacation-time accumulated.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

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

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

Fiscal Impact Statement

The fiscal impact to compensate eligible employees for unused vacation time in February, as outlined in this item, will be an estimated \$1.2 million, depending on how many employees participate. The cost will be analyzed again to determine if funding is available to provide another vacation-compensation opportunity in June.

Implementation and Assessment Plan

The minimum vacation pay request is one day (eight hours), and the maximum is not to exceed one week (40 hours). The vacation-compensation request would reduce the employee's remaining vacation time.

An employee would need to have at least 80 hours remaining in his/her vacation balance after the payout to be eligible. For example, an employee that chooses to participate and has 88 hours of vacation time could apply for eight hours to be paid at his/her regular hourly rate, leaving a remaining balance of vacation time of 80 hours.

Vacation compensation is not pensionable pay. Approval of this item outlines vacation-time compensation in February as well as June, if funding permits for eligible employees.

Committee’s Recommendation

Your Committee recommends that the Board approve the vacation compensation for eligible employees as outlined in this item.

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

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(Item 12) Action on Monthly Facilities Matters: FMS Award of Construction Contracts; Report With Possible Action Regarding Air Quality

Construction Contracts

Energy Conservation Corridor — Ceiling & Lighting Upgrade

Casimir Pulaski High School

Prime Contractor

Burkhart Construction Corporation
3271 Endeavor Drive
Richfield, WI 53076

Low Bidder, base bid of \$2,583,000.00, plus \$124,100.00 for mandatory alternate bid #1, for exterior lighting, for a total cost of \$2,707,100.00

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
10	3	5	No	20%	63.2%	\$1,634,000.00	20%	100	10

Funds are available for the Energy Conservation Corridor Ceiling & Lighting Upgrade project from account code FCM 00 ECE CT ECNC7 (Project No. 7531). The project start date is scheduled for December 17, 2021, and completion date is August 5, 2022.

Roof Replacement

Neeskara Elementary School

Prime Contractor

FJA Christiansen Roofing Co., Inc.
2101 West Purdue Street
Milwaukee, WI 53209

Low Bidder, base bid of..... \$853,500.00

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
83	48	2	No	15%	16%	\$136,560.00	20%	100	10

Funds are available for the Roof Replacement project from account code FAR 00 MM2 NE ECNC (Project No. 3371). The project start date is scheduled for December 17, 2021, and completion date is August 19, 2022.

Total construction contract dollars awarded.....	\$3,560,600.00
Total dollars HUB participation	\$1,770,560.00
% of HUB participation	51.52%
% Minority employees within companies.....	36.66%
% Women employees within companies	38.49%

Report on Air Quality

At its special meeting on March 23, 2021, the Milwaukee Board of School Directors adopted the Administration's Reopening Plan with a number of provisions, including monthly reports regarding air quality, with priority to be given for classrooms and schools without window access to outside air.

The Department of Facilities and Maintenance Services (DFMS) will continue to monitor mechanical systems throughout the district while performing all necessary repairs to ensure that MPS's buildings are safe and clean.

The Administration will continue to pursue measures in ensuring good air quality in MPS's buildings and will report to the Board monthly. The report will include updates on procuring consultants and status of findings during the site investigations as part of their scope, steps toward procuring contractors to perform testing and balancing and identifying any deficiencies in mechanical systems, and an evaluation of potential deficiencies and establishment of a remediation plan if necessary. This defined process equates to performing a ventilation audit.

DFMS continues to work with the Integrated Project Delivery contractors and the contracted Owner's Representative to finalize scopes at each school building. One scope related to air quality is the design and installation of outdoor classrooms to promote social distancing and outdoor learning opportunities. (Please see attachments to the minutes of your Committee's meeting.)

We are excited to present some preliminary prototypes that will allow schools to choose from a menu that meets their educational needs for school programs and outdoor natural environments. (Please see attachments to the minutes of your Committee's meeting.)

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 3.09, Purchasing and Bidding Requirements

Fiscal Impact Statement

Total Construction Contracts Requested.....	\$3,560,600.00
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Implementation and Assessment Plan

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

Committee's Recommendation

Your Committee recommends that the Board approve the construction contracts as attached to the minutes of your Committee's meeting.

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

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(Item 13) Action on a Request to Approve Conservation Easements among Milwaukee Public Schools, the City of Milwaukee, and the Milwaukee Metropolitan Sewerage District

Background

Milwaukee Public Schools has collaborated with the Milwaukee Metropolitan Sewerage District and the City of Milwaukee to further advance the District's sustainability initiatives through \$1,013,000 in partnership funding grants for green infrastructure projects at the following five school sites:

- Burnham Playfield, 1755 S. 32nd Street
- Clement Avenue, 3666 S. Clement Avenue
- Doerfler, 3014 W. Scott Street
- Golda Meir Lower Campus, 227 W. Pleasant Street
- Vincent High School, 7501 N. Granville Road
- Westside Academy I, 1945 N. 31st Street.

The funding agreements stipulate that, upon completion of these green infrastructure projects, an 11-year limited-term conservation easement be executed for each site in order to ensure that the new green space is adequately maintained and protected. These projects have resulted in improved stormwater management through the installation of bioswales, underground cisterns, native plants, new tree plantings, and additional green space. These efforts provide a direct benefit to the environment and create additional opportunities for MPS's students to learn about advancing sustainability efforts through the implementation of green infrastructure.

Drafts of the proposed easement agreements are attached to the minutes of your Committee's meeting.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 5.01, Facilities

Fiscal Impact Statement

There are no expenditures associated with this item.

Implementation and Assessment Plan

Upon the Board's approval, the limited-term conservation easements will be executed with the City of Milwaukee in favor of the Milwaukee Metropolitan Sewerage District.

Committee's Recommendation

Your Committee recommends that the Board approve the limited-term conservation easements between Milwaukee Public Schools and the City of Milwaukee in favor of the Milwaukee Metropolitan Sewerage District.

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

* * * * *

(Item 14) Action on a Request to Approve the Funding Agreement with Common Ground, Inc., for the Reconstruction of Washington High School's Playfield

Background

Common Ground, Inc., a non-partisan group of citizens of Southeast Wisconsin dedicated to identifying and implementing creative solutions to problems facing its community, has identified the playfield at Washington High School (WHS), 2525 N. Sherman Blvd., Milwaukee, Wisconsin, 53210, as being in need of reconstruction for the benefit of WHS's students and the community at large. Milwaukee

Public Schools (MPS) also identified WHS's playfield as a candidate for reconstruction pursuant to the MPS Facilities Master Plan. MPS partnered with Common Ground, Inc., to achieve the mutual goal of reconstructing the playfield, and the Administration has entered into a partnership agreement with Common Ground, Inc., for the design phase of the playfield reconstruction at WHS on September 26, 2019.

The Administration is seeking the Board's approval to enter into a funding agreement with Common Ground, Inc., for the construction phase of the playfield reconstruction at WHS.

A partnership agreement, a funding agreement, and a letter of intent are attached to the minutes of your Committee's meeting.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 5.01, Facilities

Fiscal Impact Statement

Common Ground, Inc., will cover \$735,321.00 of the total costs of construction, and MPS will cover \$1,489,954.00 of the total costs of construction of the WHS playfield reconstruction. The parties acknowledge that Common Ground, Inc., has worked with MPS to apply for a grant of up to \$250,000.00 from the NFL Foundation Grassroots Program for the project, and that any amount awarded under the NFL grant will serve to reduce MPS's contribution. The total construction costs will be as determined by the construction bid submitted by the successful bidder issued by MPS in accordance with the funding agreement.

Implementation and Assessment Plan

Upon the Board's approval, the Funding Agreement with Common Ground, Inc., for the reconstruction of Washington High School's Playfield, as attached to the minutes of your Committee's meeting, will be executed.

Committee's Recommendation

Your Committee recommends that the Board approve the Funding Agreement with Common Ground, Inc., for the reconstruction of Washington High School's Playfield, as attached to the minutes of your Committee's meeting.

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

* * * * *

(Item 15) Report with Possible Action Regarding the Bilingual Task Force's Recommendations on Strategies and Guidelines to Develop Capacity in Attracting, Retaining, and Developing Bilingual Teachers and Support Staff

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

Background

The Bilingual Task Force met on Monday, November 22, 2021. During this meeting, members present continued to work on the four points of focus as directed by the Milwaukee Board of School Directors:

1. financial support from MPS and the specific out-of-pocket costs to future bilingual and world language teachers;
2. protocols so that bilingual and world language teachers complete their student teaching on the job at MPS;
3. examination of alternative ways of assessing the language proficiency of bilingual employees and of how to engage DPI on standards for bilingual and related certification; and

- 4. examination of the most efficient and effective way to reorganize programs and support systems to advocate and to nurture educators for the expansion of bilingualism in MPS.

At the Board’s meeting in Administrative Policy 6.33, Clinical Students, Student Teaching, Student Administrator, Practicum Students, and Field Placement Students, was amended to allow MPS employees to complete their requirements without being required to leave their employment with MPS. The Task Force has begun conversations around implementation of this change. Additionally, discussions around the other focus items have occurred.

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(Item 16) Report with Possible Action Regarding Schools’ Requests for Addition and Renovation Projects

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 October 14, 2021, the Milwaukee Board of School Directors approved the budget for the Elementary and Secondary School Emergency Relief Fund (ESSER III). As part of the approved budget, approximately \$65 million was appropriated for potential school addition and renovation projects. At its regular meeting in October, the Milwaukee Board of School Directors requested a report on the selection process.

A project-submission application was distributed to all school leaders on November 3, 2021, with a return date of November 12, 2021, requested. The district team received more than 700 project requests from the schools. The team went through every submission application and compiled a list of potential project requests from the data.

The construction costs — which are preliminary and need further vetting by a consultant through site investigations — were provided to assist in deciding whether the projects are feasible and can be pursued. Once projects have been approved, the District will create a Request for Proposal (RFP) to solicit design and construction services.

Classification of Schools’ Requests

Type of Work	Estimated Costs	Percent of Total Requests
Major Renovation or Addition	\$319,442,000	68%
Exterior Work	\$24,190,800	5%
Interior Work	\$125,521,850	27%
Total	\$469,154,650	

Exterior Projects

- Painting
- Signage
- Windows
- Doors
- Security Cameras
- Concrete Work
- Fencing
- Site Furnishings
- Site Lighting
- Parking
- Playgrounds
- Landscaping

- Storage sheds

Interior Projects

- Athletic equipment
- Graphics
- Painting
- Security cameras
- Bathroom upgrades
- Bottle filling stations
- Casework modifications
- Door repairs
- Flooring replacements
- Furniture
- Lighting

- HVAC improvements
- Lockers
- Plumbing
- Window treatments
- Electrical work
- Ceilings

Major Renovations or Additions

- New schools
- Gym/classroom additions
- Major interior renovations

Percent of Total by Region

Region	Estimated Costs	Percent of Total Requests
High School Region	\$166,064,250	44%
Northwest Region	\$46,871,050	12%
Southwest Region	\$43,803,850	12%
Central Region	\$59,565,200	16%
City-wide Region	\$18,498,000	5%
East Region	\$40,352,300	11%

The full summary of the type of work and estimate costs for each school's request is included in the attachments to the minutes of your Committee's meeting.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 5.01, Facilities

Fiscal Impact Statement

N/A

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COMMITTEE ON PARENT AND COMMUNITY ENGAGEMENT

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

(Item 1) Report with Possible Action Regarding Data and Progress Associated with the Office for Civil Rights (OCR) Report

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

Background

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

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

The following is an update of activities to support a proactive approach to realizing accelerated outcomes in reducing disproportionality within Milwaukee Public Schools for the 2021-22 school year. This work is aligned to Resolution #05-14-5003 with the Office for Civil Rights. The monthly reporting associated with disproportionality for the 2021-22 school year will focus on the following proactive approaches:

Promote and Provide Resources to Schools on Alternatives to Suspension, Including the Alternatives to Suspension Toolbox

- Work with schools to make certain counseling and support services are being used.

- Analyze and evaluate individual schools' data related to suspensions to determine best course of action to address disproportionality.
- Continue and expand book studies.
- Form district committees to identify, to develop, and to implement strategies to reduce suspensions.

Promote and Provide Resources to Schools on Alternatives to Suspension

All discipline champions receive a monthly Why Race Matters update from the District Discipline Manager, focusing on specific best practices to support positive student behavior. A practice shared with schools during November was the use of “brain breaks” — quick activities that get students’ minds and bodies activated within the educational setting in the classroom. There are a variety of brain-break examples provided to schools through Student Services, Ropes & Challenges, and Student Wellness to use with students across all grade levels and schools.

All staff members document classroom-managed behaviors and intervention supports provided to students within Infinite Campus and have access to best-practice strategies to support classroom behavior. A document containing best practice, videos, examples, and reflections on supporting data was updated to include additional resources for staff members.

On November 15, 2021, a variety of self-paced modules were offered to staff members as part of their professional development time, including trauma-sensitive classroom management, mindfulness, vulnerable decision points, discipline documentation, and microaggressions, among others.

School leaders from the Southwest Region attended a session discussing alternatives to suspensions. Discussion started with community building as an alternative to needing suspensions, the use of preventative strategies to support students, and a brainstorm of discipline to be used as an alternative to suspension when appropriate within the guidelines of the District’s code of conduct and due process.

Ensure Counseling and Support Services Are Being Used by Schools

The District Discipline Disproportionality (3D) Leadership Team met on November 4, 2021, to review October’s discipline data by race, behavior, and school. Reviewing and discussing this data through small-group discussion allowed the Team to create next steps from its specific locus of influence.

All staff members document strategies used to support classroom-managed behaviors that are not violations of the District’s code of conduct, but are in violation of the classroom expectations. For the year to date, the top strategies documented by school staff members are one-on-one conversations with students, acknowledging positive behavior, parental contact, redirection of behavior, consultation with support staff, and proximity control.

School Discipline Work Groups discussed a variety of topics throughout November, including staff wellness, more professional development on bias, ensuring proper documentation of behaviors, transitions within the school day, PBIS systems, Tier 2 interventions for identified students, and classroom systems to support students.

Analyze and Evaluate Individual Schools’ Data Related to Suspensions to Determine Best Course of Action to Address Disproportionality

Below are all behavioral events that led to out-of-school suspension or student services suspensions across the district from November 1, 2021, through November 30, 2021, as documented in Infinite Campus. There were 2,660 suspensions in November 2021, compared with 2,477 suspensions in November 2019.

Behavior	Race or Ethnicity							Total
	Hispanic	American Indian	Asian	Black	Pacific Islander	White	Multiple	
Arson				11				11
Assault	4		1	32		4		41
Battery	13	1		79		4		97
Bullying	2	1		15				18
Chronic Disruption or Violation of School Rules	65	9	2	394		8	12	490
Disorderly Conduct	96	6	9	428	2	19	8	568

Behavior	Race or Ethnicity							Total
	Hispanic	American Indian	Asian	Black	Pacific Islander	White	Multiple	
Endangerment of Physical Safety/Mental Well-being	16	2		127		2	1	148
False Fire Alarms				3				3
Fighting	59	6	6	568		11	6	656
Gambling			1	21		2		24
Inappropriate Personal Property	5	1		13				19
Inappropriate use of electronic communication devices	6	2		47		1		56
Intent to Distribute Drugs/Alcohol/Meds	2			3				5
Leaving the Classroom Without Permission	1			5				6
Loitering		1		29				30
Other Substances/Materials	5	1	1	35		1		43
Personal Threat	9		1	36		6	3	55
Possession of Drug Paraphernalia	1			7		1	1	10
Possession/Ownership/Use of Alcohol	3			3		1		7
Possession/Ownership/Use of Drugs	5	1		36		1	1	44
Possession/Ownership/Use of Gun				2				2
Possession/Ownership/Use of Weapon Other than Gun	4		1	24				29
Possession/Use of Fireworks								
Reckless Vehicle Use	1							1
Robbery	1			3				4
Sexual Assault	3			10			1	14
Sexual Harassment	5	1	2	19				27
Skipping Class				1				1
Substantial Environmental Disruption	36	1	3	77		3		120
Theft	1			10				11
Trespassing	2	1		1				4
Use of Tobacco, Including Chewing	10			25		2		37
Vandalism	5	1		21			1	28
Verbal Abuse/Profanity/Harassment	3	1		44		3		51
Grand Total	363	36	27	2,129	2	69	34	2,660

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

	Race or Ethnicity							Total
	Hispanic	American Indian	Asian	Black	Pacific Islander	White	Multiple	
Conference	56	4	2	144		4	6	216
Counseling	234	21	13	1,056	1	50	28	1,403
Detention	13	1	5	98		8		125
Mediation	8		3	46			2	59
Referral BIT	5	1		15			1	22
Repairing-harm Circle	2			25				27
Restorative Conference	3			8		2	1	14

Student Demographics and Year-to-date Suspensions through October 2021

	Hispanic	American Indian	Asian	Black	Pacific Islander	White	Multiple
Population	28%	<1%	8%	50%	<1%	10%	4%
Suspensions	12%	1%	1%	81%	0%	3%	2%

Continue and Expand Book Studies

Courageous Conversations about Race Explorations sessions were held for school-based administrators, school counselors, Central Services staff members, and teachers at identified elementary schools. Throughout November, a total of 234 staff members attended, with a total of 799 throughout the 2021-22 school year and a total of 2,157 staff having attended since March 1, 2021, when our first seminar occurred. A cohort of staff members from schools and Central Services is beginning a five-part book study of Glenn Singleton's *Courageous Conversations about Race*. The second meeting of the District Equity Leadership Team (DELT) is occurring on December 7, 2021, further exploring our personal racial equity purpose (PREP).

A cohort of staff members reading Monique Morris' *Pushout: The Criminalization of Black Girls in Schools* will meet four times in December and January to read her work and to discuss implications for our work here in Milwaukee Public Schools.

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

Across all traditional middle and high schools, there have been more than 100 meetings of the school-based Student Discipline Committees. Students discuss concerns and recommendations regarding school climate. Looking at the discussion, some of the trends of topics being discussed include conflict-management tactics, Spirit Week and school activities to get involved in, holding conversations with students throughout the discipline process, and social spaces for students to interact with their peers,

Throughout November, focus groups were held with school administrators, classroom teachers, students, and families/parents to discuss the District's code of conduct and any updates needed. On December 8, 2021, our final focus group will meet with community organizations. Some topics discussed have included the definition of "chronic," the dress code, students feeling safe, and ensuring that staff members are aware of behavioral supports and intervention best practices. After all focus groups have been completed, data will be compiled with a district-wide team meeting throughout January and February to update the District's code of conduct and disciplinary levels for the 2022-23 school year.

Next Steps

We will hold final focus groups discussing the District's code of conduct and to begin to formalize reflections and recommendations from all focus groups.

Based on data on classroom-managed behavior across all schools, one of the top behaviors facing teachers is students leaving the classroom without permission. The December update to Discipline Champions will focus on classroom strategies, procedures, and systems to address students leaving the classroom without permission.

Additional Courageous Conversations about Race Explorations for elementary regular education and special education teachers and the creation of Courageous Conversations about Race professional development are planned for second semester.

Spotlight on Carver Academy

Mission Statement

Learners today and leaders tomorrow through academic excellence and strength in character.

Vision Statement

Carver Academy strives to be a premier K-8 school where all scholars equally demonstrate high academic achievement and strength in character. We provide a comprehensive education that will enable our scholars to be not only college-ready, but also contributing members to their schools, homes, and communities.

All stakeholders work through our strategic priorities — data-driven instruction, scholar culture, coaching teachers, staff culture, and family engagement — to provide scholars with diverse experiences in a challenging and inclusive educational environment.

State Report Card

Overall Score		
2016-17	43.8	Fails to Meet Expectations
2017-18	50.9	Fails to Meet Expectations
2018-19	68.3	Meets Expectations*
2020-21	72.9	Exceeds Expectations

*Due to the COVID-19 pandemic, caution must be used when interpreting scores and ratings. Careful review of the detailed data on all pages is encouraged.

Priority Area Weights

Achievement	Growth	Target Group's Outcomes	On-track to Graduation
5.0%	45.0%	25.0%	25.0%

Demographics

Our Students.....	350	Black/African American.....	93.9%
Special Needs.....	21.3%	Multiple.....	2.9%
ELL.....	0%	Hispanic	2.3%
Economically-disadvantaged	90.1%	American Indian/Native Alaskan.....	0.6%
		White.....	0.3%

Staff

	Total	Black/African	
		American	White
Staff	50	64%	36%
Teachers	20	45%	55%

Disciplinary Data, through November

	2016-17	2017-18	2018-19	2019-20	2021-22
Referrals	452	176	155	115	42
Suspensions	43	10	46	23	11

Strategies

- Morning Meetings
- Circle of Power and Respect
- Assemblies
- 2nd Step

Book Study

Glenn E. Singleton's *Courageous Conversations about Race*

Why...

- Racial tensions
- Staff's needs
- Student's needs
- Equity

How...

- Purchased books for all staff through grant money
- Set up monthly book study
- Set norms
- Acknowledge feelings

Outcomes

- Trust
- Platform to hold difficult conversations
- Team
- Sense of belonging
- Built culture staff/students

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 1.06, Equity in MPS

Fiscal Impact Statement

N/A

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(Item 2) Report with Possible Action on Family and Community Engagement

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

Background

The Family and Community Engagement Framework includes six standards that all schools strive to meet:

- Schools are welcoming and culturally relevant environments
- Schools are connected to the community
- Schools have tools and knowledge needed to build relationships with families and the community
- Families have avenues to serve as leaders
- Families have tools and knowledge needed to be active in their child's education
- Families have opportunities to build peer networks

These standards align with the District's Five Priorities for Success, to strengthen communication and collaboration. The Department of Strategic Partnerships and Customer Service works to empower families to build mutually beneficial relationships that maximize resources to promote greater student outcomes. In addition, the District understands the importance of providing quality customer service to families to assist them in getting important information on school- and district-related matters.

The following update will provide an overview of the District's customer-service efforts, community partnerships, and resources available to families that foster a positive educational experience for children.

Family and Community Engagement Report

Goals

- 100% of all schools will be compliant with conducting their annual Title I meetings by December 31, 2021.
- We will provide 100% of school leaders with feedback from families regarding their school communities by March 31.
- We will increase the number of schools that have family-leadership/family-involvement organizations by 25% by June 30, 2022.
- We will increase community volunteer participation by 20% to support students in schools by June 30, 2022.

Welcome Center

- One-stop shop for families to receive support to navigate school and district matters.
- Provides support to families in the areas of: parent portal accounts, password resets, enrollment, transportation, specialized service referrals, Head Start, and bilingual testing.
- Works with families and regional support team to resolve complaints.
- More than 1,800 families served since July 1, 2021.

MPS Switchboard

- First point of contact for community members and families to get information related to school and district matters.
- Assists with lost children, Central Services room reservations, and district initiatives.
- More than 48,000 callers since July 1, 2021.

Partnership: Fall Backpack Drive

- WISN/Salvation Army's No Empty Backpack Drive
- 88Nine/Educators Credit Union/MPS Foundation Drive
- Costco
- Sleepover for Education
- More than 5,000 students served

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

Fiscal Impact Statement

N/A

Implementation and Assessment Plan

N/A

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(Item 3) 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 LRE with access to the general curriculum, because it leads to higher achievement outcomes for students with disabilities.

There are 17 indicators that help steer states to develop State Improvement Plans that target special education. Indicator 5 addresses the documentation of programs and services in the least restrictive environment for students 6 to 21 years of age. Wisconsin's data for this indicator provide each school district with the target in each of the following categories:

Indicator 5A	Percent of students ages 6 through 21 with IEPs who are served inside the regular class 80% or more of the day
Indicator 5B	Percent of students ages 6 through 21 with IEPs who are served inside the regular class less than 40% of the day
Indicator 5C	Percent of students ages 6 through 21 with IEPs who are served in separate schools, residential facilities, or homebound/hospital placements.

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

Indicator	State's Target	MPS				
		May 2021	August 2021*	Sept 2021	Oct 2021	Nov 2021
5A	70.00%	81.60%	83.08%	83.21%	83.32%	83.43%
5B	7.90%	15.69%	15.53%	15.35%	15.74%	15.48%
5C	0.95%	0.34%	0.32%	0.32%	0.32%	0.31%

*The data for the August 2021 LRE report represent a combination of the students with disabilities enrolled in the schools on the early-start calendar and the projected enrollment for our schools on the traditional calendar.

The attachments 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, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 8.01, Student Nondiscrimination, Complaints and Appeals

Fiscal Impact Statement

No Fiscal Impact

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COMMITTEE ON STUDENT ACHIEVEMENT AND SCHOOL INNOVATION

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

(Item 1) Action on Summer Academy 2022

Background

Milwaukee Public Schools is pleased to offer summer extended-learning opportunities that enhance academic skills and exploration experiences to the youth residents of the city. For the summer of 2022, MPS will offer the following Academies

Academy	Grades	Dates	Times
June Academy	high-school (including rising freshmen)	June 9-29	8:00 a.m. to 1:00 p.m.
July Academy	7-12 th	July 6-27	8:00 a.m. to 1:00 p.m.
Summer Academy	K5-8 th -grade	June 27-July 27	8:00 a.m. to 12:00 p.m.

July 4 and July 5 are non-attendance days. Breakfast and lunch will be provided.

High-school Summer Academy is designed to engage students academically through recovery, acceleration, and career-skill-building opportunities. Students will also participate in career-based learning experiences such as internships and exploration based upon their academic and career plans.

Middle-school Summer Academy offerings seek to provide a variety of interactive, academically engaging experiences based on students’ interests. Students have the option of participating in several career-exploration programs and acceleration opportunities, as well as skill development.

The Elementary Summer Academy’s curriculum is designed to prepare students in grade K5-8 for the rigor of the next grade levels. Students will participate in five one-week themed camps focused on different content areas.

Elementary Exploration 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.

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

Bridge programs are offered to assist in the transition of students to high school and sixth grade. Twenty-two high schools will offer freshman bridge. Eight schools will offer middle-school bridge.

Potential Summer Sites and Dates, Updated 11/18/21

High School Summer Academy

June 7, 2022-July 27, 2022, 7:30 a.m. to 1:20 p.m. These Dates are when summer staff will be in the buildings.

School	Calendar	Region	ZIP Code	Grades	Classrooms	Capacity	A/C	Heat Site*	Childcare
MSoL	Early	HS	53222	6-12	60	1,073	No	Vincent	n/a
Hamilton	Early	HS	53220	9-12	95	1,690	Yes	n/a	n/a
Bradley Tech	Early	HS	53204	9-12	52	931	Yes	n/a	n/a
WCLL	Early	HS	53212	3-12	59	1,053	Yes	n/a	n/a

Elementary School Summer Academy

June 23, 2022-July 27, 2022, 7:30 a.m. to 12:30 p.m. — tentative dates for the Elementary Summer Academy. These dates are when summer staff will be in the buildings.

School	Calendar	Region	ZIP		Classrooms	Capacity	A/C	Heat Site*	Childcare
			Code	Grade					
Bethune	Trad.	Central	53208	K-8	25	452	Yes	n/a	CLC
Browning	Trad.	NW	53218	K-5	26	479	Partial	n/a	CLC
Clement	Trad.	East	53207	K-8	22	388	Yes	n/a	CCC
Cooper	Trad.	East	53221	K-8	20	334	No	Victory	n/a
53 rd St.	Trad.	Central	53216	K-8	27	506	No	MACL	CLC
Gaenslen	Trad.	East	53212	K-8	45	877	Yes	n/a	CLC
Elm	Trad.	East	53205	K-5	30	587	Yes	n/a	CCC
Hopkins-Lloyd	Trad.	Central	53206	K-5	34	651	No	Jackson	CLC
Lloyd Barbee	Trad.	Central	53209	K-6	26	506	No	Fratney or Gaenslen	CCC
MACL	Trad.	East	53233	K-8	43	779	Yes	n/a	n/a
Maple Tree	Trad.	NW	53224	K-5	21	388	No	Vincent	CCC & BGCGM
Morgandale	Trad.	SW	53221	K-8	25	452	No	Hamilton	CCC
Rogers	Trad.	SW	53204	K-8	28	506	Yes	n/a	BGCGM
Vieau	Trad.	SW	53204	K-8	31	587	No	Bradley Tech	CLC

*Heat sites are alternative sites in hot weather for schools that do not have air conditioning.

MPS Summer School Programming

Highlights from Summer Academy 2021

- More than 2,700 courses recovered
- 105 college credits earned
- More than 1,900 virtual attendees
- 127 Graduates
- Record number of applications
- Eight new program offerings
- 105 courses recovered in virtual night school
- More than 80 virtual adventures

What's New in Summer Academy

College 101

Dual-enrollment courses for students seeking to get a jump start on their college experience.

Summer Academy Super Site

Offers a variety of specialty classes for students in grades K5 through 12 in all interest areas. Staff will submit proposals for course offerings based on students' interest and staffs' talents.

Summer Academy Satellite Sites

High schools and schools serving sixth-grade students will have the opportunity to be satellite sites focused on students' acceleration. Schools will offer the Booster courses focusing on the standards that students will face in literacy or math in the next school year. High-school students will also have the opportunity to take high-school specialty courses for credit.

Summer Curriculum

- Extended School Year (ESY) provides educational services to students with disabilities.
- Bilingual Camp: Five weeks of bilingual and ESL services
- Montessori Camp: Five weeks
- High school focuses on credit recovery and acceleration with opportunities for career exploration, service learning, and internships.
 - Middle-school grade 8 promotion
 - Credit recovery and acceleration
 - Alternative programs

High-school Programming

June Session: June 9-29, 2022

July Session: July 6-27, 2022

Monday-Friday, 8:00 a.m.-1:00 p.m.

High-school summer school includes:

- College 101
- Career exploration programs
- Virtual summer program
- Extended School Year (ESY)
- Face-to-face instruction (bilingual and English-language learners)
- Online learning
- GED Option #2 and competency-based

Middle-school Programming

June Session: June 9- 29, 2022

July Session: July 6-27, 2022

Monday-Friday, 8:00 a.m.-1:00 p.m.

Middle-school summer school includes:

- Career-exploration program
- Explore Your Future
- Extended School Year (ESY)
- Academic and social-emotional programming
- Bilingual and English-language learner options
- Acceleration options

Elementary Programming

Session: June 27-July 27, 2022 (Five weeks)

Monday-Friday, 8:00 a.m.-12:00 p.m.

- Exploration camps: one-week themed camps
- Extended learning adventures
- Breakfast and lunch provided
- Wraparound services provided
- Extended School Year (ESY)
- Bilingual and English-language learner programs
- Montessori

Extended Learning Adventures

Complement classroom instruction

Innovative hands-on experiences while exploring STEM/STEAM:

- Wisconsin's unique heritage
- Natural environment
- Archaeology, paleontology, environmental science and life cycles
- Farm life
- Arts-integrated activities
- Gardening
- Culinary

Attendance and Sites

To increase efficiency and to best support the needs of our families, we studied past sites and enrollment trends, considering:

- prior years' enrollment
- capacity
- location
- wraparound services

Bridge Programs

High School

- Goal: Enhance students' confidence, self-esteem, academic preparation, and soft skills
- Location: 22 MPS high-school sites
- Program length: Two days

Middle School

All 6-12 and traditional middle schools

Scheduled in two-week window prior to first day of student attendance

- Provide sixth-grade students an opportunity to form realistic expectations of what middle school will be like
- Build a sense of community
- Explore extracurricular activities
- Experience the difference between elementary and middle school

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 7.17, Summer Academy

Fiscal Impact Statement

Projected expenditures of \$5.7 million — \$3.2 million from the Extension Fund for elementary, and \$2.5 million from board funds for both high school and extended school year. The cost is split between FY21 and FY22 budgets.

Implementation and Assessment Plan

Upon approval, the Administration will begin preparing for implementation in the summer of 2022. All summer programs are contingent upon funding, enrollment, and Facilities and Maintenance's 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 2022 Summer Academy Plan.

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

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(Item 2) Report with Possible Action on State Accountability Report Cards, 2020-21

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, Target Group, and On-track to Graduation). In addition, given their impact on students' success, the Accountability Report Cards also measure attendance rates and chronic absenteeism. Data from the report cards are one of the many measures used to determine the performance of schools and the district. Many updates to the Accountability Report Cards will be reviewed.

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. The full report of the District's outcomes is attached to the minutes of your Committee's meeting.

State Accountability Report Card

Scoring

Milwaukee Public Schools was rated as "Meets Expectations," with an overall score of 58.1. More schools moved into the "Meets Expectations" and "Exceeds Expectations" over the last reporting period

School Report Cards Summary

	2015-16	2016-17	2017-18	2018-19	2020-21
Fails to Meet Expectations	42	46	39	28	21
Meets Few Expectations	41	34	33	41	29
Meets Expectations	31	29	33	42	54
Exceeds Expectations	21	25	29	25	27
Significantly Exceeds Expectations	3	4	5	7	5

Highlights

- Marvin Pratt Elementary earned the highest overall accountability score — 89.3
- More than 50% of schools (86) meet, exceed, or significantly exceed expectations
- Five schools significantly exceed expectations
- Deductions for absenteeism and dropout rate are no longer part of the report card
- Every group met or exceeded predicted growth in English language arts on the district report card
- Most struggling students in the district grew at a higher rate in math than did other students

Overview

The full report of the District's outcomes, which is attached to the minutes of your Committee's meeting, features a new format: There is now a visual and narrative overview by school. In addition, no deductions are included in the report card.

Priority Areas

The areas of priority depicted in the report are Achievement, Growth, Target Group Outcomes, and measures of On-track to Graduation. Each priority area will have a chart that compares the district or school with the State in that area.

Weighting

The report cards of schools and districts with higher percentages of economically-disadvantaged students will have overall scores more impacted by growth.

Schools and districts with lower percentages of economically-disadvantaged students will be scored more on achievement.

Course and Program Data

Advanced Courses

District	State
20.1%	19.2%

4,259 students successfully completed at least one Advanced Placement or International Baccalaureate course.

Dual Enrollment

District	State
10.6%	17.8%

2,232 students successfully completed at least one dual-enrollment course.

Industry-recognized Credentials

District	State
0.0%	1.4%

One student earned at least one industry-recognized credential.

Work-based Learning

District	State
0.3%	2.4%

66 students participated in work-based learning programs.

Art & Design

District	State
36.2%	24.7%

7,651 students successfully completed at least one art design course.

Dance

District	State
0.5%	0.3%

116 students successfully completed at least one dance course.

Music

District	State
17.6%	21.3%

3,720 students successfully completed at least one music course.

Theater

District	State
3.9%	1.9%

829 students successfully completed at least one theater course.

Statutory Compliance

In compliance with Wisconsin Statutes, §115,385(4), the District has posted information about school report cards on the MPS portal. Compliance also includes a requirement of schools to notify parents by the end of September as to the standing of their children's schools.

"Quick Links" to the MPS district report card, educational options, and school state report cards have been added to the portal. Several drop-down menus, including one for "school improvement plans at-a-glance" are also provided.

Next Steps**Implement Ambitious Instruction: Accelerating Learning**

Increase students' academic performance through acceleration and scaffolding

Implement Strategies to Improve Attendance

Schoolwide strategies (e.g., implementation of PBIS attendance interventions, parental calls, monitoring data) are part of school improvement plans

Increase Four-year Graduation Rate

Closer monitoring of course completion and programming
Identify adults/students needing support to prevent failures

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 7.38, Balanced Assessment Systems

Fiscal Impact Statement

This item does not authorize expenditures.

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(Item 3) Report with Possible Action on the Regional Showcase: Central Region

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

Background

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

Regional Showcase — Central Region

This month, the Central Region is featured. The Central Region, which comprises the following 24 schools, serves 7,089 students in diverse settings to meet their varied needs:

K-5 Neighborhood

- Samuel Clemens
- Gwen T. Jackson
- Neeskara Elementary
- Keefe Avenue

- Story Elementary
- Robert M. LaFollette
- Ralph H. Metcalfe
- Frances Starms Discovery Learning Center

- Milwaukee French Immersion (K-5)
- Sherman Multicultural Arts (Turnaround Arts, K-8)
- Marvin Pratt (Primary Years IB Candidate School, K-5)

K-8 Neighborhood

- Mary McLeod Bethune
- Luther Burbank
- Clarke Street
- Fifty-Third Street
- Benjamin Franklin
- Hi-Mount School

Academic Specialty

- Lloyd Barbee (K-6 Montessori)
- Hawley (K-5 Environmental)
- Grant Gordon (Early Childhood)
- Frances Starms ECC (Early Childhood)

Community Schools

- Auer Avenue (K-5)
- Hopkins-Lloyd (K-5)
- Westside Academy (K-5)

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

Demographics

- 7,089 Students
- 6.6 % English-language Learners
- 19.4 % Students with Disabilities
- 89.3% Economically-disadvantaged
- Asian 7.0%
- Black/African American..... 79.2%
- Hispanic 6.3%
- White..... 3.1%
- Multiple Ethnicities..... 3.9%

2020-21 State Report Card

	<u>Score</u>		<u>Score</u>
<i>Significantly Exceeds Expectations</i>			
Pratt Elementary	89.3	Metcalfe Elementary	61.2
<i>Meets Expectations</i>			
Starms Discovery	66.6	Story Elementary	58.4
Milwaukee French Immersion	65.9	Westside Academy	58.2
Clemens Elementary	64.8	<i>Meets Few Expectations</i>	
LaFollette Elementary	63.3	Hi-Mount Community School	56.9
Neeskara Elementary	62.8	Burbank Elementary	54.8
Franklin Elementary	62.7	Auer Avenue Elementary	53.8
Bethune Academy	62.5	Hawley Environmental School	53.3
Fifty-Third Street Elementary	62.3	Barbee Elementary	52.4
Clarke Street Elementary	61.2	Keefe Avenue Elementary	52.3

	<u>Score</u>
<i>Fails to Meet Expectations</i>	
Sherman Elementary	47.1
Jackson Elementary	26.0

	<u>Score</u>
Hopkins Lloyd Community School	21.2

Spotlight on Westside Academy

Vision Statement

Westside Academy is a school with high expectations focusing on core academics and the social-emotional development of our students to prepare them to be college- and career-ready. Our comprehensive program encourages students to be critical thinkers across the content. Students solve complex problems using higher-order thinking skills. We are a uniform school, embracing Positive Behavioral Interventions and Supports (PBIS) to reinforce positive behaviors.

Demographics

- 191 Students
 - 0.5% English-language Learners
 - 21.7% Students with Disabilities
 - 91.0% Economically-disadvantaged
- American Indian0.5%
 - Asian4.2%
 - Black/African American..... 90.1%
 - Hispanic3.1%
 - White.....0.5%
 - Multiple Ethnicities.....1.6%

Committed Staff

- 95.7% staff attendance Rate
- 80% of our teaching staff have at least one master's degree.
- 70% of our staff have been at Westside at least five years.
- 80% of our staff volunteer for monthly family events.

Years of Teaching Experience

6-30+ Years.....70%
 0-5 Year30%

Engaging Families with Community

- Froedtert & Medical College of Wisconsin
- Wisconsin Bike Federation
- Hunger Task Force
- Milwaukee Community Schools Partnership

Safe and Supportive Culture

- Safety as a Priority
- Bike Federation/City of Milwaukee
- PBIS (Positive Behavior Intervention Supports)
- SEL (Social Emotional Support)
- Sports Program
- Awards and Recognition
- Community School Leadership Team
- CLC (Community Learning Center)
- Restorative Practices

Green School

- Discovery Cart
- Academic Performance
- Community Engagement

Next Steps

- Professional Development in research-based strategies in literacy to all teaching staff.
- Professional Development to build capacity of all staff in Restorative Practices.
- Parents supporting Parents initiative.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

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

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

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REGULAR ITEMS OF BUSINESS

(Item 1) Reports of the Board's Delegates

The Board received the reports of its delegates to the Title I District Advisory Council (DAC) and to the Head Start Policy Council.

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

In an effort to support the goals identified by MPS as essential to the accomplishment of the MPS Vision and Mission the President's activities from December 2021 included the following:

Academic Achievement

- Met with Dr. Posley and Jennifer Mims-Howell regarding serving students with special needs.
- Met with Jennie Ekstein and Felicia Saffold regarding social studies curriculum on the Milwaukee Civil Rights Movement and the upcoming textbook adoptions.
- Met with Eduardo Galvan and Robert Harris to talk about MPSU and its bilingual cohorts
- Attended the monthly meeting of the Committee on Parent and Community Engagement
- Attended a special meeting of the Board
- Attended the monthly meeting of the Committee on Student Achievement and School Innovation
- Visited La Escuela Fratney's new three-year-old kindergarten with Director Gokalgandhi and Superintendent Posley
- Attended the December full board meeting

Effective and Efficient Operations

- Met with the Chief of Police and two of his staff along with Dr. Posley and Marla Bronaugh
- Met with Dr. Mann regarding numerous issues
- Spoke with school board members about different issues
- Met with Jim Nelsen about high-school concerns
- There is also a lot of work underway with the Middle and High School Equity Work Group, which I participated in including:
 - attending the Middle and High School Equity Workgroup's meeting;
 - attending two meetings of the Steering Committee of the Middle and High School Equity Work group and helping with related follow-up work;
 - speaking with members of the Middle and High School Equity WorkGroup

**Student, Family, and Community
Engagement**

- Met with Dr. Posley along with Ben Ward and Amy Mizialko from the MTEA
- Talked with two parents and one staff parents about concerns at their schools
- Wrote article for December issue of Shepherd Express, "MPS: Diversity Unmatched by Any District in Wisconsin," which has been provided under separate cover
- Spoke with people regarding the January 28 2022, mini-conference on Metro School Integration
- Made phone calls and emails regarding January 28 mini-conference
- Met with Dr. Posley and Representatives of the MTEA and United Way regarding Community Schools
- Met with Superintendent Posley regarding building modifications and improvements
- Met with Stefan Lallinger and planning team from MPS and Century Foundation

- Met with Reggie Jackson regarding January 28 2022 mini-conference on Metro School Integration

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NEW BUSINESS

(Item 1) Action on a Request to Establish Administrative Policy 9.14, Community Schools

Referred to the Committee on Legislation, Rules and Policies

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COMMUNICATIONS AND PETITIONS

(Item 1) Communication 2122C-003 from Mr. Tim Clements Regarding a Request to Rename Custer Stadium

SUBJECT: PROPOSAL TO RENAME CUSTER STADIUM AND FIELD

I am writing to you as the School Board Director representing Area #3, the region of the city that includes the Obama School of Career and Technical Education and the adjoining stadium, Custer Stadium. I make this respectful request not only on my personal behalf, but also with a united voice of the local soccer community to rename Custer Stadium the “Jimmy Banks Memorial Stadium.” For added consideration, we would encourage the Board to designate the stadium’s football/soccer field as the “Richard Williams Field.”

Historically, MPS has established a precedent in the naming of a number of its athletic facilities and sporting events after distinguished alumni, coaches and contributors to the district. To cite a few examples:

- Hogan Field @ Herlevitch Diamond (baseball) at Hamilton High School
- Sijan Playfield (softball and baseball) near Bay View High School
- The Blackburn Division (football)
- The Terry Porter Classic (basketball)

A few highlights to get to know Mr. Banks:

Jimmy Banks was born in 1964 in the Westlawn Projects of Milwaukee’s North side and was a 1982 graduate of Custer High School. In high school he played soccer with distinction and was honored as a high school NSCA All-American for his efforts. He was coached by Wisconsin Soccer Hall of Fame coach, Richard Williams.

After playing for two years at UW Parkside, Jimmy transferred to UW Milwaukee, where he distinguished himself with All-American honors. His playing career continued with the national champion Bavarian Soccer Club of Milwaukee and the professional indoor team, Milwaukee Wave. The crowning achievement of Jimmy’s playing career was to be named to the starting lineup on the United States Men’s National Soccer Team and to start in all three games in the 1990 World Cup in Italy.

Still mindful of his neighborhood roots, Jimmy’s degree enabled him to become the recreation director of the Sherman Park YMCA. About this same time, he founded the Simba Lions Soccer Club. The Simba legacy continues today under the banner of the Milwaukee Kickers. The club’s purpose is to promote the game of soccer and all of its benefits (health, team-building, etc.) to the youth of Milwaukee’s central city. Mr. Banks’ son, Demetrius, coaches the Simbas to this day as well as assistant coach at Rufus King High School.

In 1999 Jimmy continued his soccer career as head coach of the men’s team at Milwaukee School of Engineering, and won several conference championships in addition to making multiple appearances in the NCAA tournament. Jimmy held this position until his sad and untimely passing from cancer on April 26, 2019.

Mr. Richard Williams’ distinguished career:

Born in Antigo in 1936, Richard Williams graduated from High School and served in the United States Army. Upon his graduation from college, Mr. Williams began a teaching career in the Milwaukee Public Schools. Coach Williams taught Social Studies at Custer high school and established the first varsity-level

soccer program in the City Conference in 1969. following that milestone, Richard was instrumental in organizing the state's first public school high school soccer league. In 1974, Coach Williams arranged for the first high school (public school) invitational state tournament which he hosted on Custer's campus and in the stadium. Following the implementation of Title 9, in 1980, Richard began the first girls varsity soccer program in the Milwaukee area. Along the way, Richard was able to earn a USSF "A" coaching license and became an assessor. This made Coach Williams the first Wisconsin born individual to do so. Beginning in 1990, one of the two divisions of the boys' and girls' soccer divisions of the City Conference were named in his honor. Working with the Wisconsin Masons, Richard was able to establish the Wisconsin High School All-Star games for Boys and Girls senior players in 1992. In 2009 "Dick" was selected to the Wisconsin Soccer Association Hall of Fame. After dedicating a lifetime of service to his country, City, the sport of soccer and to his school system, Richard died on April 15, 2019.

These proposed name changes will honor contemporary, deserving individuals for their contributions to the thousands of lives of Milwaukee children for which they had a direct and lasting impact. Not only would the proposed name changes positively impact MPS, but it will remove an undesirable connotation to the facility by Milwaukee's Native Americans.

This is an opportunity for the Board to shine a light on the achievements of our homegrown greats who have promoted the values espoused by coaches and educators alike. I would personally be filled with joy to see the profile of high school soccer raised to a level of recognition it deserves.

I stand ready to meet or talk with you individually or the entire Board to promote this very worthwhile endeavor. I am a retired MPS teacher, former MPS athletic director, and 20-year soccer coach at MPS.

Respectfully submitted,

Tim Clements

"the unofficial voice" of South Stadium Soccer

Referred to the Superintendent in accordance with Board Rule 1.10(2).

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ITEM DEFERRED

The Board returned to consideration of the following communication from the Superintendent of Schools, which had been postponed earlier in the meeting.

(Item 2) Action on a Request to Retire to Executive Session to Confer with Legal Counsel and Possibly to Take Action on Litigation in Regard to ERD Case No. CR 202001138, Cross-filed as EEOC Case No. 26G202000805C

Background

The Administration is requesting a closed session in order to confer with legal counsel concerning litigation in which the Board is or is likely to become involved. This request is made pursuant to:

- Wisconsin Statutes, §19.85(1)(f), which allows a closed session for the purpose of considering financial, medical, social or personal histories or disciplinary data of specific persons, preliminary consideration of specific personnel problems, or the investigation of charges against specific persons which, if discussed in public, would be likely to have a substantial adverse effect upon the reputation of any person referred to in such histories or data, or involved in such problems or investigations; and
- Wisconsin Statutes, §19.85(1)(g), which allows a closed session to confer with legal counsel for the governmental body who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

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

Board Rule 1.18, Legal Representation

Recommendation

The recommendation is that the Board retire to closed session to confer with legal counsel.

Director O'Halloran moved to retire to executive session, pursuant to Wisconsin Statutes, §§19.85(1)(f) and 19.85(1)(g).

The motion passed, the vote being as follows:

Ayes — Directors Garcia, Gokalgandhi, O'Halloran, Taylor, and President Peterson — 5.
Noes — None.

The Board was in closed session from 7:05 p.m. to 7:31 p.m.

Upon returning to open session, Director Peterson moved to approve the settlement agreement as presented in the executive session, relative to ERD Case No CR 202001138, cross-filed as EEOC Case No 26G202000805C.

The motion passed, the vote being as follows:

Ayes — Directors Garcia, Gokalgandhi, O'Halloran, Taylor, and President Peterson — 5.
Noes — None.

The Board adjourned at 7:33 p.m.

JACQUELINE M. MANN, Ph.D.
Board Clerk