

**PLEASE REVIEW PRIOR TO THE MAY 30, 2019, BOARD MEETING.**

**Minutes for Approval at the May 30, 2019,  
Regular Meeting of the Milwaukee Board of  
School Directors**

	<u>Pages</u>
April 9, 2019, Special Board Meeting .....	621-622
April 25, 2019, Regular Board Meeting .....	623-670



**BOARD OF SCHOOL DIRECTORS  
MILWAUKEE, WISCONSIN  
APRIL 9, 2019**

Special meeting of the Board of School Directors called to order by President Sain at 5:36 PM.

Present — Directors Baéz, Falk, Harris, Phillips, Voss, Woodward, and President Sain — 7.  
Absent and Excused — Director Miller — 1.

The Board Clerk read the following call of the meeting:

April 4, 2019

To the Members of the Board of School Directors:

At the request of President Mark Sain, a special meeting of the Board of School Directors will be held at 5:30 PM on Tuesday, April 9, 2019, in the Auditorium of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of deliberating and of taking action in the matter of an appeal of disciplinary action under Appendix A of the Rules of the Milwaukee Board of School Directors.

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

The Board may reconvene in open session to take action on matters discussed in closed session.

JACQUELINE M. MANN, Ph.D.  
Board Clerk

**(Item 1) Action on an Appeal of Disciplinary Action under Appendix A of the Rules of the Milwaukee Board of School Directors**

**Background**

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

The Board may reconvene in open session to take action on matters discussed in closed session.

**Recommendation**

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

Director Voss moved to retire to executive session, pursuant to Wis. Stats., §19.85(1)(f) and 19.85(1)(g). The motion passed, the vote being as follows:

Ayes — Directors Baéz, Falk, Harris, Phillips, Voss, Woodward, and President Sain — 7.  
Noes — None — 0.

The Board retired to executive session at 5:43 PM.

Director Harris left the meeting at 6:39 PM.

The Board reconvened in open session at 7:07 PM.

Director Baéz moved reinstatement of the employee, with a 30-workday unpaid suspension and a contingency to complete the requirements of an EAP (Employee Assistance Program) counselor prior to returning to work. The motion passed, the vote being as follows:

Ayes — Directors Baéz, Falk, Phillips, Voss, Woodward, and President Sain — 6.  
Noes — None — 0.

The Board adjourned at 7:09 PM.

JACQUELINE M. MANN, Ph.D.  
Board Clerk

**BOARD OF SCHOOL DIRECTORS  
MILWAUKEE, WISCONSIN  
APRIL 25, 2019**

Regular meeting of the Board of School Directors called to order by President Sain at 6:33 PM.

Present — Directors Baéz, Falk, Harris, Miller, Phillips, Voss, Woodward, and President Sain — 8.  
Absent and Excused — None.

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

- Kathleen Thornton, a retiree who had worked in the Finance Department, who passed away on March 24, 2019;
- Ruth Oldson, a teacher at Craig School, who passed away on April 4, 2019;
- Karen Simmons Watson, a retired teacher who had worked at River Trail, who passed away on April 5, 2019;
- Dieter Kowalski, an alumni of Riverside University High School, who passed away on April 22, 2019;
- Renee L. Robinson, a retired teacher who had worked at Hartford Avenue School; and
- Joe Bartolotta, a long-time partner with MPS in its culinary arts program.

**AWARDS AND COMMENDATIONS**

**(Item 1) Recognition of the Washington High School Boys' Basketball Team**

MPS congratulates the boys' basketball team at Washington High School of Information Technology for advancing to the State finals for the third year in a row! The Purgolders earned second place in Division 2. Their season record of 22-5 placed them within striking distance of the state championship. The team and coaches will be present at the Board's regular April Board to be formally recognized.

The team played La Crosse Central on Friday, March 15, to earn the right to compete for the top spot. After the Purgolders rallied from a 14-point deficit, the score was tied at the buzzer, and the game was forced into overtime. Strategy put the team on top, with a final score of 72-71. On Saturday, March 16, the Purgolders ended the season as the state runner-up after playing Nicolet High School.

Coach Freddie Riley praised the boys for their determination and hard work. "I'm so proud of these boys for how far they've come," he said. "They fought hard this season and it paid off."

The 2019 boys join the elite ranks of Washington basketball teams who finished in second place in 1997, 2000, and 2018. Washington boys were State Champions in 1985, 1990, and 1993.

Congratulations to the entire Washington basketball program!

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**(Item 2) Action on the Waiver of Board Rule 1.10(1) and Adoption of a Proclamation in Honor of Mark A. Sain, Departing Member of the Milwaukee Board of School Directors, for His Years of Service to the Milwaukee Public Schools**

**Background**

Director Mark A. Sain, who was elected to the Board in April 2011 as Director of District 1, will be retiring from the Board at the end of this current board year. A Proclamation honoring Director Sain for his service to the Milwaukee Public Schools, its children and families, and its staff is presented below for the Board’s consideration and adoption:

PROCLAMATION  
 IN HONOR OF  
 MARK SAIN  
 FOR HIS SERVICE ON THE  
 MILWAUKEE BOARD OF SCHOOL DIRECTORS

WHEREAS, MARK SAIN was elected to the 1<sup>st</sup> District seat on the Milwaukee Board of School Directors in April 2011; and

WHEREAS, MARK SAIN served as Chair of the Milwaukee Board of School Directors’ Committee on Legislation, Rules and Policies from 2013 through 2015; and

WHEREAS, MARK SAIN has served as President of the Milwaukee Board of School Directors from 2016 through 2018; and

WHEREAS, MARK SAIN has promoted parental engagement in the Milwaukee Public Schools by proposing a Parent/Guardian Involvement Pledge through which parents/guardians would promise to make their children’s education a priority; to partner with their children’s schools to ensure that they remain informed and involved in all aspects of their children’s education; and to do everything to nurture their children’s ability to learn, and

WHEREAS, MARK SAIN also proposed an MPS Engagement Center that would encourage student engagement through early childhood education opportunities; family engagement through family learning opportunities, including family time, service-learning activities, and family mentoring; and community engagement through social and recreational opportunities and services that wrap around families; and

WHEREAS, MARK SAIN has worked to ensure a broad spectrum of educational opportunities for students residing on the north side of Milwaukee by proposing that new middle-school and high-school programs be established at under-utilized or vacant MPS sites in that area of the city; and

WHEREAS, MARK SAIN has championed MPS’s increased contribution to the economic growth and development in Milwaukee by proposing a local purchasing program, similar to that of the City of Milwaukee, through which MPS would give priority in purchasing to those goods or services manufactured or produced in the city or county of Milwaukee; now, therefore, be it

RESOLVED, That the MILWAUKEE BOARD OF SCHOOL DIRECTORS extend its sincere appreciation and gratitude to MARK SAIN for his years of dedicated service to the Milwaukee Public Schools, its students, and the community; and be it

FURTHER RESOLVED, That this resolution be spread upon the permanent proceedings of the Board of School Directors; and be it

FURTHER RESOLVED, That the Board instruct the Board Clerk to have an engrossed copy of this document, suitably signed and sealed, prepared and delivered to MARK SAIN in tribute to his record of dedicated public service to the citizens of Milwaukee and to the children of the Milwaukee Public Schools.

In order to adopt this resolution immediately, the Board will have to suspend Board Rule 1.10(1), which states,

Unless otherwise provided in these rules, all communications...petitions, resolutions, and new business shall be referred without action to the appropriate committee for consideration and report to the Board....

Suspension of a Board Rule requires a two-thirds affirmative vote of the Board.

**Recommendation**

That the Board waive Board Rule 1.10(1) and adopt the Proclamation in recognition and appreciation of Director Mark A. Sain and his service to the Milwaukee Public Schools and to the citizens of Milwaukee.

The gavel was passed to Vice President Miller at 6:48 PM.

Director Baéz moved to waive Board Rule 1.10(1) and adopt the Proclamation in recognition and appreciation of Director Mark A. Sain and his service to the Milwaukee Public Schools and to the citizens of Milwaukee. The motion passed, the vote being as follows:

Ayes — Directors Baéz, Falk, Harris, Miller, Phillips, Voss, Woodward, and President Sain — 8.  
Noes — None — 0.

The gavel was returned to President Sain at 7:04 PM.

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Director Wendell J. Harris, Sr., who was elected to the Board in April 2015 as Director of District 2, will be retiring from the Board at the end of this current Board year. A Proclamation honoring Director Harris for his service to the Milwaukee Public Schools, its children and families, and its staff is presented below for the Board’s consideration and adoption:

*PROCLAMATION*  
*IN HONOR OF*  
*WENDELL J. HARRIS, SR.,*  
*FOR HIS SERVICE ON THE*  
*MILWAUKEE BOARD OF SCHOOL DIRECTORS*

- WHEREAS, WENDELL J. HARRIS, SR., was elected to the 2<sup>nd</sup> District seat on the Milwaukee Board of School Directors in April 2015; and
- WHEREAS, WENDELL J. HARRIS, SR., served as Chair of the Milwaukee Board of School Directors’ Committee on Parent and Community Engagement from 2017 through 2018; and
- WHEREAS, WENDELL J. HARRIS, SR., served as the Board’s delegate to the MPS Head Start Policy Council from 2015 through 2018; and
- WHEREAS, WENDELL J. HARRIS, SR., served as the Board’s delegate to the Title I District Advisory Council in 2015 and 2016; and
- WHEREAS, WENDELL J. HARRIS, SR., has based his tenure on the Board on strengthening parental and community involvement in the schools, in the district, and in the Board’s policy making; and
- WHEREAS, WENDELL J. HARRIS, SR., has championed the creation — through partnerships with non-profit organizations, with community and faith-based entities, with institutions of higher education, and with the City of Milwaukee — of a Community Resource Center to provide exceptional education, social services, family support, healthcare, and community-building programs, as well as either short-term or long-term community housing for homeless students and their families; and
- WHEREAS, WENDELL J. HARRIS, SR., has proposed the creation of programs in MPS’s underused or vacant buildings to provide a holistic experience for students who have experienced repeated behavioral challenges and to serve students in grades

4 through 12 who are at risk of or have been given out-of-school suspensions; and

WHEREAS, WENDELL J. HARRIS, SR., has encouraged the Milwaukee Public Schools to explore and to implement fair and effective alternatives to out-of-school suspensions; and

WHEREAS, WENDELL J. HARRIS, SR., has advocated for policies to increase educational equity in the Milwaukee Public Schools; now, therefore, be it

RESOLVED, That the MILWAUKEE BOARD OF SCHOOL DIRECTORS extend its sincere appreciation and gratitude to WENDELL J. HARRIS, SR., for his years of dedicated service to the Milwaukee Public Schools, its students, and the community; and be it

FURTHER RESOLVED, That this resolution be spread upon the permanent proceedings of the Board of School Directors; and be it

FURTHER RESOLVED, That the Board instruct the Board Clerk to have an engrossed copy of this document, suitably signed and sealed, prepared and delivered to WENDELL J. HARRIS, SR., in tribute to his record of dedicated public service to the citizens of Milwaukee and to the children

In order to adopt this resolution immediately, the Board will have to suspend Board Rule 1.10(1), which states,

Unless otherwise provided in these rules, all communications...petitions, resolutions, and new business shall be referred without action to the appropriate committee for consideration and report to the Board....

Suspension of a Board Rule requires a two-thirds affirmative vote of the Board.

**Recommendation**

That the Board waive Board Rule 1.10(1) and adopt the Proclamation in recognition and appreciation of Director Wendell J. Harris, Sr., and his service to the Milwaukee Public Schools and to the citizens of Milwaukee.

Director Phillips moved to waive Board Rule 1.10(1) and adopt the Proclamation in recognition and appreciation of Director Wendell J. Harris, Sr., and his service to the Milwaukee Public Schools and to the citizens of Milwaukee. The motion passed, the vote being as follows:

Ayes — Directors Baéz, Falk, Harris, Miller, Phillips, Voss, Woodward, and President Sain — 8.  
Noes — None — 0.

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**(Item 4) Action on the Waiver of Board Rule 1.10(1) and Adoption of a Proclamation in Honor of Carol Voss, Departing Member of the Milwaukee Board of School Directors, for Her Years of Service to the Milwaukee Public Schools**

Director Carol Voss, who was elected to the Board in April 2015 as Director of District 8, will be retiring from the Board at the end of this current Board year. A Proclamation honoring Director Voss for her service to the Milwaukee Public Schools, its children and families, and its staff is presented below for the Board’s consideration and adoption:

*PROCLAMATION  
IN HONOR OF  
CAROL VOSS  
FOR HER SERVICE ON THE  
MILWAUKEE BOARD OF SCHOOL DIRECTORS*

WHEREAS, CAROL VOSS was elected to the 8<sup>th</sup> District seat on the Milwaukee Board of School Directors in April 2015; and



WHEREAS, CAROL VOSS has served as Chair of the Milwaukee Board of School Directors' Committee on Student Achievement and School Innovation from 2017 through 2019; and

WHEREAS, CAROL VOSS has served as the Board's representative on the MPS Foundation's Board of Directors, on the Policy and Resolutions Committee of the Wisconsin Association of School Boards (WASB), and on the Milwaukee Arts Board, as well as the Board's delegate to the Milwaukee City Council of PTAs/PTSAs from 2015 through 2017 and as the Board's delegate to the MPS Head Start Policy Council in 2017; and

WHEREAS, CAROL VOSS has championed the expansion of high-performing seats for Montessori by the expansion of the Fernwood program, of the dual-campus at Bay View Montessori School, and of Riley bilingual Montessori, as well as having co-sponsored a resolution to create an advisory committee to collaborate on the MPS Montessori Strategic Plan; and

WHEREAS, CAROL VOSS has promoted full transparency and accountability in measuring the educational progress of our students by calling for the triannual reporting to the Board of the results of district-wide assessments; and

WHEREAS, CAROL VOSS has made the wellbeing and safety of our students a priority and has called for a district-wide plan to reduce the use of seclusion and restraints as interventions with disruptive students and to make use of trauma-informed alternatives such as mindfulness, de-escalatory techniques, social-emotional learning practices, and Positive Behavioral Interventions and Supports (PBIS); and

WHEREAS, CAROL VOSS has championed the healthful nutrition of our students by co-sponsoring a resolution to ensure that MPS's meal programs limit processed, high-sugar offerings; increase the availability of fresh fruits and vegetables; seek and foster input from students, parents, teachers, and staff on school menus; and maximize meal time with lunch away from the desk and breakfast in the classroom; and

WHEREAS, CAROL VOSS has sought to ensure that the district and the Board appropriately recognize the achievements, contributions, and service of its staff members in accordance with Administrative Policy 1.05, Recognition for Accomplishment, including the allocation of funds to support full implementation of Administrative Policy 1.05; and

WHEREAS, CAROL VOSS, in order to cut costs and to reduce waste, proposed the development of a district-wide composting and recycling program that would include composting and recycling curriculum and learning activities for our students and participation in food-share programs and community partnership opportunities; now, therefore, be it

RESOLVED, That the MILWAUKEE BOARD OF SCHOOL DIRECTORS extend its sincere appreciation and gratitude to CAROL VOSS for her years of dedicated service to the Milwaukee Public Schools, its students, and the community; and be it

FURTHER RESOLVED, That this resolution be spread upon the permanent proceedings of the Board of School Directors; and be it

FURTHER RESOLVED, That the Board instruct the Board Clerk to have an engrossed copy of this document, suitably signed and sealed, prepared and delivered to CAROL VOSS in tribute to her record of dedicated public service to the citizens of Milwaukee and to the children of the Milwaukee Public Schools.

In order to adopt this resolution immediately, the Board will have to suspend Board Rule 1.10(1), which states,

Unless otherwise provided in these rules, all communications...petitions, resolutions, and new business shall be referred without action to the appropriate committee for consideration and report to the Board....

Suspension of a Board Rule requires a two-thirds affirmative vote of the Board.

**Recommendation**

That the Board waive Board Rule 1.10(1) and adopt the Proclamation in recognition and appreciation of Director Carol Voss and her service to the Milwaukee Public Schools and to the citizens of Milwaukee.

Director Harris moved to waive Board Rule 1.10(1) and adopt the Proclamation in recognition and appreciation of Director Carol Voss and her service to the Milwaukee Public Schools and to the citizens of Milwaukee. The motion passed, the vote being as follows:

Ayes — Directors Baéz, Falk, Harris, Miller, Phillips, Voss, and President Sain — 7.  
Noes — None — 0.  
Temporarily Absent — Director Woodward — 1.

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**(Item 5) Action on the Waiver of Board Rule 1.10(1) and Adoption of a Proclamation in Honor of Terrence Falk, Departing Member of the Milwaukee Board of School Directors, for His Years of Service to the Milwaukee Public Schools**

Director Terrence Falk, who was elected to the Board in April 2007 as Director of District 8, and to the At-large seat in 2011, will be retiring from the Board at the end of this current Board year. A Proclamation honoring Director Falk for his service to the Milwaukee Public Schools, its children and families, and its staff is presented below for the Board’s consideration and adoption:

*PROCLAMATION  
IN HONOR OF  
TERRENCE FALK  
FOR HIS SERVICE ON THE  
MILWAUKEE BOARD OF SCHOOL DIRECTORS*

- WHEREAS, TERRENCE FALK was elected to the 8<sup>th</sup> District seat on the Milwaukee Board of School Directors in April 2007; and
- WHEREAS, TERRENCE FALK was then elected to the At-large seat of the Milwaukee Board of School Directors in April 2011; and
- WHEREAS, TERRENCE FALK served as Chair of the Milwaukee Board of School Directors’ Committee on Strategic Planning and Budget from 2008 through 2017; and
- WHEREAS, TERRENCE FALK served as the Board’s delegate to the Board of Control of the Cooperative Educational Service Agency #1 (CESA #1) in 2007, 2017, and 2018; and
- WHEREAS, TERRENCE FALK served as the Board’s delegate to the Wisconsin Association of School Board (WASB) from 2008 through 2017; and
- WHEREAS, TERRENCE FALK has made supporting good teachers, keeping class sizes manageable, and fostering a well-rounded education of basics skills, critical thinking, and creativity within safe and nurturing school environments the foundations of his tenure on the Board; and
- WHEREAS, TERRENCE FALK has promoted the use of the ACT exams to help MPS students measure the progress of their education and to become competitive in getting into the colleges and universities of their choice; and
- WHEREAS, TERRENCE FALK has championed the use of emerging technologies, such as ebooks, online courses, telecommuting for employees, and apps for smart phones and computers, to increase efficiencies, to enhance communication with parents, and to reduce costs to the district; and
- WHEREAS, TERRENCE FALK has advocated for changes in MPS’s policies regarding the discipline of students to reduce expulsions and suspensions and to ensure that students who are suspended or expelled continue to receive educational services; and

WHEREAS, TERRENCE FALK has worked to develop policies that will aid the district in attracting and retaining high-quality teachers, particularly in hard-to-fill schools; now, therefore, be it

RESOLVED, That the MILWAUKEE BOARD OF SCHOOL DIRECTORS extend its sincere appreciation and gratitude to TERRENCE FALK for his years of dedicated service to the Milwaukee Public Schools, its students, and the public; and be it

FURTHER RESOLVED, That this resolution be spread upon the permanent proceedings of the Board of School Directors; and be it

FURTHER RESOLVED, That the Board instruct the Board Clerk to have an engrossed copy of this document, suitably signed and sealed, prepared and delivered to TERRENCE FALK in tribute to his record of dedicated public service to the citizens of Milwaukee and to the children of the Milwaukee Public Schools.

In order to adopt this resolution immediately, the Board will have to suspend Board Rule 1.10(1), which states,

Unless otherwise provided in these rules, all communications...petitions, resolutions, and new business shall be referred without action to the appropriate committee for consideration and report to the Board....

Suspension of a Board Rule requires a two-thirds affirmative vote of the Board.

**Recommendation**

That the Board waive Board Rule 1.10(1) and adopt the Proclamation in recognition and appreciation of Director Terrence Falk and his service to the Milwaukee Public Schools and to the citizens of Milwaukee.

Director Baéz moved to waive Board Rule 1.10(1) and adopt the Proclamation in recognition and appreciation of Director Terrence Falk and his service to the Milwaukee Public Schools and to the citizens of Milwaukee. The motion passed, the vote being as follows:

- Ayes — Directors Baéz, Falk, Harris, Miller, Phillips, Voss, and President Sain — 7.
- Noes — None — 0.
- Temporarily Absent — Director Woodward — 1.

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**APPROVAL OF MINUTES**

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

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**REPORTS AND COMMUNICATIONS FROM THE SUPERINTENDENT OF SCHOOLS**

**(Item 1) Monthly Report of the Superintendent of Schools**

**Background**

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

- Increasing academic achievement and accountability
- Improving district and school culture

- Developing our staff
- Ensuring fiscal responsibility and transparency
- Strengthening communication and collaboration.

### **School Visits**

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School visits remain a priority and serve as an excellent mechanism for gathering feedback to support the district's improvement efforts. This month, the schools I visited include Ninety-Fifth Street School; Andrew Douglas, where Director Woodward, my staff, and I had a "hard hat" walk-through of the nearly renovated building; and Bay View High School, where I attended our Ice Cream Challenge event. Students from our culinary arts programs at Bay View, along with their peers from Madison, Vincent, and Washington, created original ice cream flavors, and local community judges participated in taste testing!

### **Events/Programs/Announcements**

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#### **MPS Hosted the United Nations Schools of International Learning (UNSIL) World Fair**

More than 2,500 students in grades four through eight celebrated diversity by presenting projects at the third annual United Schools of International Learning (UNSIL) World Fair, which was held at the UW-Milwaukee Panther Arena. The students did an excellent job of showcasing inquiry, research, and service learning. I applaud the students and staff for demonstrating a deep understanding and appreciation that transcends social studies.

The UNSIL program is now implemented in 13 schools across the district: Academy of Accelerated Learning, Bethune Academy, Burbank School, Garland School, Humboldt Park School, Milwaukee Academy of Chinese Language, Parkview School, Milwaukee German Immersion, Story School, Gilbert Stuart School, Victory Italian Immersion School, U.S. Grant School, and Zablocki School.

### **Awards/Recognition**

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#### **MPS Chess Teams Advance to State Tournaments**

Chess teams from six MPS schools qualified to compete at the state level this spring. High-school teams from Milwaukee High School of the Arts, Milwaukee School of Languages, Ronald Wilson Reagan College Preparatory High School, Rufus King International School, and Washington High School of Information Technology traveled to Oshkosh to square off against students from across the state. Middle-school students from Morse Middle School journeyed to Wisconsin Dells to test their skills.

After multiple rounds of competition over two days, Morse Middle School took third place in their division! Congratulations to Dionna Addison, Charon Chang, Jonathan Evans, Arionna Harris, Alejandro Johnson, Leon Scott, ChaNon Chang, Justin Hart, Ethan Vang, and Coach Cathleen Pollock.

Dionna Addison was undefeated after her first three rounds playing against high-school players and then competed for the title against two undefeated high-schoolers. She received an honorable mention for placing in the top percentage of all competitors.

Charon Chang, a sixth-grader, earned 2<sup>nd</sup> place for Most Improved Player based on his score from his first meet through the state tournament.

#### **Student Scientists Exhibit at STEM Fair**

This April, more than 400 MPS students from 42 schools hopped off yellow school buses carrying display boards, science experiments, inventions, and equipment to compete in the annual MPS STEM Fair. A team of 50 volunteers and 130 judges was ready to help them set up displays and to judge their projects.

Student work ranged from practical inventions to solve everyday problems to experiments designed around scientific principles.

Projects were divided into three categories: Science Inquiry (traditional), Engineering Design (solving a problem), and Research Study (high school only, for complex projects).

A contest was held for students to design a logo for this year's STEM Fair. One winner and three honorable mentions were recognized during the awards ceremony.

STEM Fair was made possible by numerous community partners, including Discovery World.

2019 STEM Fair Winners			
	School	Title	Student(s)
<b>K-2 Science</b>			
1 <sup>st</sup>	ALBA	Soak It Up	Maximiliano Vallejo Ariannah Ordonez
2 <sup>nd</sup>	Morgandale	Water Filtration	Maison Zayas Leilani Kirkendoll- Taper
3 <sup>rd</sup>	Metcalfe	Which activity will make our heart beat the fastest?	Lana Powers
<b>3-5 Science</b>			
1 <sup>st</sup>	Golda Meir	5-Second Rule	Grace Pagel
2 <sup>nd</sup>	Bryant	Lava Lamp	Robert Edwards Adonis Allison
3 <sup>rd</sup>	Milw.Spanish Immersion	Flooding Issues	Gwen Trollier
<b>6-8 Science</b>			
1 <sup>st</sup>	La Causa	Hydraulic Drlll	Francisco Ramirez
2 <sup>nd</sup>	Golda Meir	Green Insulation Project	Toby W. Morris
3 <sup>rd</sup>	Manitoba	The Stroop Effect: A Prime Example of Your Brain's Deception	lyanna Davis
<b>High-school Science</b>			
1 <sup>st</sup>	Reagan	Effect of Social Pressure on Kindness	Magdalyn Rowley- Lange
2 <sup>nd</sup>	Golda Meir	Social Conformity	Devon Pawlak
3 <sup>rd</sup>	Reagan	Population and the Milwaukee River	Audre Young- Huggins
<b>K-2 Engineering</b>			
1 <sup>st</sup>	Curtin	Helping Dr. Jenny	Lexi Santana Skylar Howard
2 <sup>nd</sup>	Thurston Woods	Jack and the Parachute	My'Asia Burns Aquaveeion Miller
3 <sup>rd</sup>	Cass St.	Cottonball Launcher	Sophie Milan
<b>3-5 Engineering</b>			
1 <sup>st</sup>	Milw. Spanish Immersion	Pick-a-Poop Drone	David Ojeda
2 <sup>nd</sup>	Golda Meir	Natural Hair Helmets	Brie Newell
3 <sup>rd</sup>	Golda Meir	Ways to Reduce Methane in the Environment	Bernadette Carey Henry Martin
<b>6-8 Engineering</b>			
1 <sup>st</sup>	Curtin	Oh, There Go the Crops	Sandra Medina- Chavez Jasleen Braich
2 <sup>nd</sup>	Golda Meir	Keeping You in Suspension	Dineska Soto
3 <sup>rd</sup>	Golda Meir	Earthquake Retaining Walls	Alexa Hernandez
<b>HS Research Study</b>			
1 <sup>st</sup>	Golda Meir	Polystyrene Worms	Gabriela Bastardo
2 <sup>nd</sup>	Marshall	Filter Design of Chemical and Biological Contaminants	Reana Smith
3 <sup>rd</sup>	Marshall	Solar Photoelectrocatalytic Destruction of Methylene	Samari Price Malik Hamilton
<b>Science Spirit Award</b>			
K-5	Golda Meir	Natural Hair Helmets	Brie Newell
6-12	Longfellow	Recyclable Helmet	Vaseline Sixteco

2019 STEM Fair Winners			
	School	Title	Student(s)
Student-created STEM Button Contest			
Winner	Garland		Isabel Bello
Honorable Mention	Bethune		Emily Cha
Honorable Mention	Golda Meir		Anyla King
Honorable Mention	Gaenslen		Ashley Boyce

**Summer Academy Boosts All Students**

Students who read and learn in the summer start stronger in the fall. Summer Academy is for everyone! MPS offers art, music, field trips, science, and more through summer programs. All students living in the city of Milwaukee are eligible. This summer, MPS will offer two sessions for learning: June Session from June 3 to 28, and July Session from July 1 to 26. Students can attend one or both sessions. All city of Milwaukee residents, grades K5 to 12, are eligible and can enroll at select sites.

Both sessions are designed for summer fun and will include science, technology, engineering, art, and math (STEAM), field trips, and more! Summer classes help students strengthen and retain skills so they start strong in the fall. High-school students can earn up to one credit in each session through credit recovery (retaking a course to earn credit), credit acceleration (taking a course for credit the first time), or internships.

Summer Academy sessions are packed with music, art, science, outdoor activities, field trips, and more. The June Session provides learning for students on the early start calendar, since their school year ends in mid-May. The July Session is available for students on both the traditional and early start calendars. Locations, dates, and times can be found on the Summer Academy’s web page.

Families looking for additional options in June are encouraged to look at the variety of summer enrichment camps listed on the Enrichment Camp’s web page. Summer enrichment camps allow students to explore new ideas and to develop new skills. The summer program has many community partners that deliver art, coding, music, theater, outdoor education, STEM, and other offerings. Field trips to local museums and nature centers will allow students to discover their community. Afternoon childcare is provided through the MPS Recreation Department — fees may apply. Summer childcare provides educational activities in a safe environment with caring, trained instructors.

**Update and Report-out on the Collaborative Efforts between the School Communities Located at the Walker Campus and the Pulaski Campus**

During the January 2019 board cycle, the Milwaukee Board of School Directors requested additional information with respect to the sharing of space at the Walker Campus and the Pulaski Campus. After public testimony was provided and discussion took place during this board cycle, it was determined that regular meetings at the campuses would be facilitated in order to strengthen and to develop culture and climate relative to current campus relationships and space utilization. In order to accomplish this, the Administration secured a facilitator for this important work. The facilitator will be present to provide an update on progress during the April 2019 full board meeting.

**Increasing Opportunities for Student Voice**

A shared goal of the Milwaukee Board of School Directors and the Administration is providing increased opportunities for student voice throughout the district and at the monthly board meetings. With that goal in mind, I have continued my listening sessions with students. Through these sessions, I learn a lot about what is important to students, including what makes them most proud about MPS and what their ideas are for increasing student voice in district decision making.

President Sain and I had the opportunity of meeting with students at James Madison Academic Campus (JMAC). We engaged in a thoughtful conversation about what they enjoy about their experience as MPS students, and about what would improve their experience. Students shared that they are proud of the resources available to them, and they provided several ideas for improving their experience.

\* \* \* \* \*

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

The presentation of the Reports and Communications from the Board Clerk/Director, Office of Board Governance, was deferred to the end of the agenda.

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## **REPORTS AND COMMUNICATIONS FROM THE OFFICE OF ACCOUNTABILITY AND EFFICIENCY**

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

#### **Contract Compliance Services (CCS)**

The CCS team, in collaboration with the Administration and with assistance from the Office of Board Governance, will host Milwaukee Public Schools' 3<sup>rd</sup> Annual Business Symposium on April 26, 2019, from 8:00 a.m. until 2:00 p.m. at the Italian Community Center. The collaborative effort provides attendees with resources to enhance, to support, and to navigate public-sector contracting opportunities. Over 250 participants, representing 175 organizations, will have the opportunity to meet one-on-one with departmental and school-based staff for competitive procurement opportunities. Feedback from the event can help inform best practices on doing business with the district.

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

The Board Clerk presented 15 expulsion orders from the Independent Hearing Officers of the Milwaukee Board of School Directors.

Director Miller moved to accept the reports of the Independent Hearing Officers of March 29 and April 2, 4, 8, 9, 10, 11, and 23, 2019. The motion to accept the reports prevailed, the vote being as follows:

Ayes — Directors Baéz, Falk, Harris, Miller, Phillips, Voss, Woodward, and President Sain — 8.  
Noes — None — 0.

\* \* \* \* \*

## **REPORTS OF STANDING COMMITTEES**

Pursuant to Board Rule 1.09(1), which states, "The Board may, at the regular April and July Board meetings, give public hearing on all regular items of business, which shall replace the reports of standing committees...", the Board accepted public testimony on the following Regular Items of Business.

**REGULAR ITEMS OF BUSINESS**

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

**Classified Personnel Transactions**

Code	Name	Position	Salary	Date
New Hires				
2	Rickie Guerin	Accounting Assistant II	\$49,902.34	03/04/2019
2	Davion Brown	Building Service Helper I	\$13.12/hr.	03/11/2019
2	James Cunningham	Building Service Helper I	\$13.12/hr.	03/18/2019
2	Yolanda Turntine	Building Service Helper I	\$13.12/hr.	03/25/2019
2	Devairo Wilson	Building Service Helper I	\$13.12/hr.	03/11/2019
2	Craig Ninham	Boiler Attendant Trainee	\$33,698.08	03/11/2019
5	Valerie Tillman	Children's Health Assistant	\$17,602.22	03/05/2019
4	Carla Hamelin	Food Service Assistant	\$12.94/hr.	03/26/2019
2	Lakesha Sturkey	Food Service Assistant	\$12.94/hr.	03/26/2019
5	Laura Bolling	Para Ed Assistant	\$18,315.98	03/25/2019
2	Mercedes Buck	Para Ed Assistant	\$18,315.98	03/06/2019
5	Robert Doucette	Para Ed Assistant	\$18,315.98	03/11/2019
2	Lillie Jackson	Para Ed Assistant	\$18,315.98	03/11/2019
2	Martina Milton	Para Ed Assistant	\$18,315.98	03/14/2019
2	Cedric Owens	Para Ed Assistant	\$18,315.98	03/13/2019
4	Ibis Pacheco	Para Ed Assistant	\$18,315.98	03/18/2019
2	Jeromy Savage	Para Ed Assistant	\$18,315.98	03/18/2019
5	Amanda Unger	Para Ed Assistant	\$18,315.98	03/28/2019
4	Jessica Aguirre	School Secretary I — 10-month	\$23,795.52	03/06/2019
2	Audreanna Ball	School Secretary I — 11-month	\$26,175.07	03/29/2019
4	Irma Maldonado	Social Work Aide II	\$20,492.70	03/26/2019
Promotions				
2	Wilbert Williams Jr.	Building Service Helper I	\$13.12/hr.	03/25/2019
2	Michael Rhinehart	Building Service Helper II	\$33,826.41	03/04/2019
2	James Tyler	Building Service Helper II	\$33,826.41	03/04/2019
4	Thomas Orosco	Food Service Assistant — In Charge	\$15.01/hr.	03/11/2019
2	Brandy Washington	Human Resources Assistant	\$33,604.00	03/04/2019
5	Jane Janicki	Para Ed Assistant	\$18,318.98	03/18/2019
2	Jermaine McCallister	School Engineer III	\$50,373.21	03/04/2019
2	LaTanya Rushing	Secretary II	\$39,020.47	03/25/2019
2	Michelle Thornton	Secretary II	\$33,998.50	03/13/2019
Rehires				
2	Ganon Coates	Building Service Helper I	\$13.12/hr.	03/25/2019
2	Kenneth Taylor	Para Ed Assistant	\$18,315.98	03/11/2019

**Certificated Appointments**

**Teachers**

Codes	Name	Position	Division	Salary	Start Date
5, r	Ceballos, Caitlin	Gen Elem & K8 — All Grades	B	\$44,313.51	4/1/2019
5, r	Hastert, Caitlin	AMP Art	B	\$42,500.00	3/19/2019
4, r	Melendez, Gabriela	Multicategorical Comp Sen	B	\$42,500.00	2/6/2019
5, r	Meyer, Elizabeth	AMP Art	B	\$42,500.00	\$64,018.98 3/18/2019
5, nr	Taylor, Palmer	AMP HPE	B	\$42,500.00	3/13/2019

**Permit Teachers**

Codes	Name	Position	Division	Salary	Start Date
2, r	Ballard, Latha	Multicategorical Comp Sen	B	\$42,360.01	3/13/2019



**Teachers, Early-start Calendar**

Codes	Name	Position	Division	Salary	Start Date
5, r	Campbell, Kacey	CAT ENG High	B	\$42,500.00	3/18/2019
5, nr	Lauber, Justin	AMP HPE	B	\$42,500.00	4/2/2019
5, nr	Paulson, Tracy	Multicategorical Comp Sen	B	\$68,000.00	4/1/2019

**Permit Teachers, Early-start Calendar**

Codes	Name	Position	Division	Salary	Start Date
5, r	Spade, Carol	Mathematics	B	\$42,360.01	3/11/2019

**Codes and Counts**

- (a) Reappointment without tenure
- (b) Reappointment with tenure
- (nr) Non-Residents
- (r) Residents
- (1) Native American ..... 0
- (2) African American..... 1
- (3) Asian/Oriental/Pacific Islander ..... 0
- (4) Hispanic ..... 1
- (5) White..... 8
- (6) Other ..... 0
- (7) Two or More Ethnic Codes ..... 0
- Males..... 1
- Females ..... 9

**Leaves of Absence**

	Present Assignment	Effective Date
<u>Personal Leave, March 2019</u>		
Cynthia Cuellar-Rodriguez	Central Services	03/13/2019
<u>Personal Leave, August 2019</u>		
Nicole Seiler	Rufus King	08/06/2019
Stephanie Heinen	Hopkins-Lloyd	08/27/2019
<u>Illness Leave, March 2019</u>		
Julia Hill	Central Services	03/06/2019
Lisza Johnson	High School of Arts	03/12/2019
Tanya Airoidi	Roosevelt M.S.	03/18/2019
Robert Hooks	Washington H.S.	03/26/2019
George Weinman	Fifty-Third Street	03/27/2019
Heidi LaButte	Mitchell	03/29/2019
<u>Illness Leave, April 2019</u>		
Fabiola Melendez-Calderon	ALBA	04/01/2019
Mollie Baranowski	Parkside	04/23/2019

**Report on Certificated Resignations and Classified Retirements**

Reason	Yrs Svc	Code	Name	Position	Location	Effective Date
Certificated Resignations						
Personal	2.0	5	Chloe Anderson	Teacher	Holmes	06/14/2019
Personal	3.0	5	Sarah Atkinson	Teacher	ALBA	05/24/2019
Personal	5.0	5	Sydney Bonn	Teacher	Milw Sign Lang	06/14/2019
Retire	34.5	5	Patricia Broderick	Teacher	Jackson	03/29/2019
Personal	5.2	5	Theresa Dobbs	Teacher	Milw School Lang	05/24/2019
Retire	27.8	5	Julie Draeger	Teacher	Clement Ave	06/14/2019
Retire	10.0	5	Jill Eannelli	Teacher	Bradley Tech	05/24/2019

Reason	Yrs Svc	Code	Name	Position	Location	Effective Date
Personal	0.4	2	Mary Edwards	Teacher	Grantosa	02/14/2019
Retire	33.0	5	Linda Eisenzimmer	Teacher	Riverside	05/24/2019
Retire	27.0	5	Cynthia Eldien	Teacher	Audubon	05/24/2019
Personal	4.3	5	Katherine Fex	Teacher	Bethune	06/14/2019
Personal	0.1	5	Autumn Hines	Teacher	53 <sup>rd</sup> Street	03/01/2019
Personal	1.0	5	Arcadia Katzenberger	Teacher	Meir	05/24/2019
Personal	3.7	5	Audra Kresinske	Teacher	Ronald Reagan	06/14/2019
Personal	0.6	5	Lauren Leverty	Teacher	Elm	03/01/2019
Personal	2.5	5	Joshua Linton	Teacher	Rufus King HS	02/22/2019
Retire	21.6	2	Rhenetta Martin	Lib Med Sp	Congress	05/24/2019
Personal	5.6	5	Kristin McCrory	Teacher	Thurston Woods	06/14/2019
Retire	27.5	2	Francine McNeil Harris	Teacher	MacDowell	05/22/2019
Personal	5.9	5	Ashley Michaels	Teacher	Pierce	06/14/2019
Personal	3.5	5	Barry Nelson	Teacher	Milw Sign Lang	02/22/2019
Personal	6.0	5	Melissa Obukowcz	Teacher	Franklin	06/14/2019
Personal	3.1	5	Casey Silkwood	Teacher	Rogers Street	06/14/2019
Retire	20.5	5	Stephen Sinclair	Sch Psych	Elm	06/14/2019
Personal	2.8	5	Kaitlyn Steffenhagen	Teacher	Thoreau	06/14/2019
Personal	1.8	5	Aaron Taylor	Teacher	Riverside	05/31/2019
Personal	1.6	5	Morgan Tonner	Teacher	Carver	03/08/2019
Personal	0.1	5	Ashlee Whitty	Teacher	Victory	02/08/2019
Retire	6.0	5	Gretchen Wick	Teacher	South Division	05/24/2019
Retire	33.9	5	Thomas Wild	Teacher	Riverside	05/25/2019
Retire	21.0	5	Patricia Zbichorski	Teacher	Central Svcs	05/24/2019
Classified Retirements						
Retire	33.0	5	Jeffrey Brauch	Engineer IV	ALBA	03/23/2019
Retire	17.5	2	Mary Brown	CHA	Marshall	03/01/2019
Retire	29.6	5	Glen Edman	Chargeman	F&M	03/01/2019
Retire	12.2	5	Paul Janicki	Para	Central Svcs	03/29/2019
Retire	17.0	2	Runnie Lee	Boiler Att	Roosevelt	03/16/2019
Retire	27.3	5	John Linn	Manager III	F&M	03/01/2019
Retire	33.5	5	Richard Pluta	Engineer III	Parkside	03/02/2019
Retire	5.0	5	Susan Reeseman	Secretary I	Parkside	03/02/2019
Retire	40.8	5	Brian Rolbiecki	Manager III	F&M	03/23/2019
Retire	30.0	5	Timothy Rowe	Painter	F&M	03/09/2019
Retire	20.4	5	Curtis Schell	Dupl Op II	Central Svcs	03/09/2019
Retire	32.4	2	Emma Wright	Safety Asst	School Safety	03/01/2019

### Monthly Affirmative Action Report

The Affirmative Action monthly personnel transaction report for March 2019 has been provided under separate cover. This is an informational report, and no action is required.

### Administration's Recommendation

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

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

Ayes — Directors Falk, Miller, Phillips, Woodward, and President Sain — 5.

Noes — None — 0.

Recused — Director Harrs — 1.

Temporarily Absent — Directors Baéz and Voss — 2.

The gavel was passed to Vice-President Miller at 9:35 PM.

\* \* \* \* \*

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

**Recommended Appointments**

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

Codes	Name	Position	Location	Salary
(5)(r)	Lynn Ruhl	Director II, Financial Planning & Budget	Office of the Chief of Finance	Schedule 03, Range 15A \$112,068
(5)(r)	Renee Dudley	Director I, School Nutrition	Office of the Chief of Finance	Schedule 03, Range 14A \$109,391
(2)(r)	Cheryl Crosby	Assistant Principal III-HS IB, Golda Meir	Office of the Chief of School Administration	Schedule 03, Range 12C \$87,941
(5)(nr)	William Wondrachek	Supervisor II, Maintenance & Repair Projects	Office of the Chief of School Administration	Schedule 03, Range 10A \$86,500
(5)(r)	Angeline Koch	Specialist III, Sustainability Projects	Office of the Chief of School Administration	Schedule 03, Range 10A \$85,166
(5)(nr)	Sean Lees	Employment Relations Specialist III	Office of the Chief of Human Resources	Schedule 03, Range 10A \$85,000
(5)(r)	Katie Seitz	Recreation District Coordinator II	Office of the Chief of Finance	Schedule 03, Range 07A \$78,303
(2)(r)	Danita Tyler	Assistant Principal III-HS IB, MacDowell	Office of the Chief of School Administration	Schedule 03, Range 12C \$76,174
(5)(r)	Troy Clarke	Community Recreation Supervisor II	Office of the Chief of Finance	Schedule 03, Range 10A \$72,115
(2)(r)	Ja'Rahn Leveston	Coordinator I, Turnaround Arts	Office of the Chief of Academics	Schedule 03, Range 06A \$59,553
(2)(r)	Robert Perry	Recreation Supervising Associate II	Office of the Chief of Finance	Schedule 03, Range 04A \$54,705
(5)(r)	Rebecca Smessaert	Dietitian Associate III	Office of the Chief of Finance	Schedule 03, Range 05A \$52,929

**Recommended Reclassification**

The following individual is recommended for appointment to the classification indicated, to be effective upon approval by the Board.

Codes	Name	Position	Location	Salary
(2)(r)	Devona Blount	School Nutrition Training Assistant I	Office of the Chief of Finance	Schedule 03, Range 01A \$42,268

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

Codes	Name	Position	Location	Hourly Wage	Dates
(5)(r)	Grace Thomsen	Principal Collaborative	Office of the Chief of School Administration	\$50.00	02/25/19-06/30/19
(5)(r)	Dare Boling	InSPIRE Grant Manager	Office of the Chief of Academics	\$50.00	01/07/19-06/14/19
(5)(nr)	Brian Spielman	Accountant IV	Office of the Chief of Finance	\$40.63	04/01/19-09/30/19
(2)(r)	Jeri Agee	Educator Effectiveness Implementation Coach	Office of the Chief of Academics	\$40.00	03/01/19-06/30/19
(5)(nr)	Julia D'Amato	Implementer	Office of the Chief of School Administration	\$40.00	02/01/19-07/31/19
(5)(r)	John Linn	Design & Construction Manager	Office of the Chief of School Administration	\$40.00	03/01/19-06/30/19

Codes	Name	Position	Location	Hourly Wage	Dates
(2)(r)	Jamella Acosta	Project AWARE	Office of the Chief of Communications & School Performance	\$30.00	03/01/19-06/30/19
(5)(r)	Tom Beay	School Engineer	Office of the Chief of School Administration	\$30.00	03/18/19-09/18/19
(6)(r)	Adam Carr	Radio Club Advisor	Office of the Chief of School Administration	\$30.00	01/01/19-05/24/19
(5)(r)	David Chilinski	Trade & Tech Teacher	Office of the Chief of School Administration	\$30.00	03/04/19-06/12/19
(2)(r)	Heather Harper	Induction Specialist	Office of the Chief of Human Resources	\$30.00	02/01/19-06/30/19
(2)(nr)	Chiffon King	Project AWARE	Office of the Chief of Communications & School Performance	\$30.00	04/01/19-06/15/19
(5)(r)	Robin Kitzrow	Induction Specialist	Office of the Chief of Human Resources	\$30.00	02/01/19-06/30/19
(5)(r)	Heinrich Kunsman	Piano Coach	Office of the Chief of School Administration	\$30.00	01/03/19-05/24/19
(4)(r)	Sylvia Leal	Induction Specialist	Office of the Chief of Human Resources	\$30.00	02/01/19-06/30/19
(5)(r)	Therese Meurer	Induction Specialist	Office of the Chief of Human Resources	\$30.00	02/01/19-06/30/19
(4)(r)	Lourdes Ocampo-Lewis	Project AWARE	Office of the Chief of Communications & School Performance	\$30.00	03/01/19-06/30/19
(2)(r)	Ronnie Polk	Project AWARE	Office of the Chief of Communications & School Performance	\$30.00	03/01/19-06/30/19
(2)(r)	Henry Pullom	School Engineer	Office of the Chief of School Administration	\$30.00	03/18/19-09/18/19
(2)(r)	Toni Straughter	Independent Hearing Officer	Office of the Chief of School Administration	\$30.00	12/03/18-05/01/19
(6)(nr)	Rochell Williams	Project AWARE	Office of the Chief of Communications & School Performance	\$30.00	03/01/19-06/30/19
(2)(r)	Louise Young-Benson	Project AWARE	Office of the Chief of Communications & School Performance	\$30.00	03/01/19-06/30/19
(5)(r)	Erin Dentice	Agriculture Program Coordinator	Office of the Chief of School Administration	\$28.25	02/28/19-09/12/19
(2)(r)	Ayanna Bost	Smart Spaces Classroom Facilitator	Office of the Chief of Academics	\$25.00	02/01/19-07/31/19
(4)(r)	Blanca Aviles	Special Project Assistant	Office of the Chief of Academics	\$23.90	04/02/19-10/02/19
(2)(r)	Rachel Ramirez	Artistic Director	Office of the Chief of School Administration	\$21.00	01/03/19-05/24/19
(5)(nr)	Anne Kiefer	Secretary	Office of the Chief of School Administration	\$18.11	03/18/19-06/24/19
(5)(r)	Nancy McGrew	K4/K5 Assistant	Office of the Chief of School Administration	\$15.00	07/01/19-12/31/19
(5)(nr)	Zoe Braun	Online Design Student	Office of the Chief of Academics	\$14.00	02/15/19-07/15/19
(6)(r)	Aissatou Lo	French Intern	Office of the Chief of School Administration	\$200.00*	02/06/19-05/24/19

\*Stipend, not hourly

### **Administration's Recommendation**

The Administration recommends that the Board:

1. authorize the individuals to be promoted, reassigned or reclassified; decreases or increases in salary, and appointments to the classifications as indicated, to be effective as indicated; and
2. approve the LTE contracts exceeding 60 days, pursuant to Administrative Policy 6.23 (4)(b), to be effective as indicated.

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

Ayes — Directors Baéz, Falk, Harris, Miller, Phillips, and Woodward — 6.  
 Noes — None — 0.  
 Temporarily Absent — Director Voss and President Sain — 2.

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

**Routine Monthly Reports**

The report on revenues and expenses, the monthly expenditure control report, the report on administrative and school fund transfers, the monthly report on contracts awarded with a value under \$50,000 and cumulative total report, and the report on monthly grant awards have been provided under separate cover. These are informational items, and no action is required.

**Donations**

Location	Donor	Amount	Gift or Purpose
<i>Monetary Donations</i>			
Alliance High School	Brightspark Travel, Inc.	\$1,680.00	General School Supplies
Alliance High School	Julilly W. Kohler	\$500.00	General School Supplies
Alliance High School	Evan R. Schmidt	\$100.00	General School Supplies
Alliance High School	Martin J. Huennekens & Nicholas Lemus	\$100.00	General School Supplies
Alliance High School	Rudolph M. Kluiber	\$100.00	General School Supplies
Alliance High School	Black Health Coalition of Wisconsin	\$600.00	Food for Black History Program
Alliance High School	Stefanovich Insurance Agency	\$150.00	Food For Students ACT Assessment
Alliance High School	Wisconsin Center For Education Research	\$5.00	Survey incentive
Audubon High School	Kingfish Solutions, LLC.	\$203.23	Athletic Donation
Audubon High School	Kingfish Solutions, LLC.	\$294.44	Athletic Donation
Auer Avenue School	Donna M. Seigworth	\$10.00	3 <sup>rd</sup> -grade Field Trip
Auer Avenue School	Nathen A. Kontny	\$20.00	3 <sup>rd</sup> -grade Field Trip
Auer Avenue School	Mark C. Steffke	\$20.00	3 <sup>rd</sup> -grade Field Trip
Auer Avenue School	Donna M. Siegworth	\$25.00	3 <sup>rd</sup> -grade Field Trip
Auer Avenue School	David & Linda J Horne	\$200.00	3 <sup>rd</sup> -grade Field Trip
Auer Avenue School	Hans E. Myklebust & Lisa Myklebust	\$200.00	3 <sup>rd</sup> -grade Field Trip
Auer Avenue School	Barry C. Fies	\$200.00	3 <sup>rd</sup> -grade Field Trip
Auer Avenue School	Jeffery M. & Angela A. Kjolrien	\$25.00	3 <sup>rd</sup> -grade Field Trip

Location	Donor	Amount	Gift or Purpose
Bay View High School	Milwaukee School of Engineering Project	\$500.00	Supplies for Robotics
Bethune Academy	Milwaukee Police Department, District 3	\$102.36	Black History Program
Bradley Trade & Tech	Michael & Helen Jupka Scholarship Fund	\$4,358.00	Scholarship Donation
Burbank School	Sarah & Curley Harris*	\$50.00	PBIS Dance Donation
Cass Street School	Gary Marci Taxman	\$100.00	Field Trip Donation
Clemens School	C P Vending	\$65.00	General School Supplies
Clemens School	Milwaukee Metropolitan Sewerage District	\$109.20	General School Supplies
Douglas School	Milwaukee Interdenominational Sisterhood of Ministers' Wives and Ministers Widows	\$150.00	General School Supplies
Fernwood School	Wisconsin Bowhunters Association	\$300.00	Archery Supplies
French Immersion	Anonymous Donor	\$50.90	5 <sup>th</sup> -grade Field Trip
German Immersion	Your Cause AbbVie*	\$8.24	General School Supplies
Green Bay Avenue School	Educators Credit Union	\$650.00	Field Trip Donation
Gwen T. Jackson School	Northwestern Mutual	\$400.00	Spring and Math Programs
Hamilton High School	Mary C. Fowlkes*	\$100.00	Boys Basketball
Hamilton High School	WePay	\$407.80	Boys Basketball
Hamilton High School	Guthrie & Frey Water Conditioning, LLC	\$150.00	Scholarship Donation
Hamilton High School	Concurrency, Inc.	\$350.00	Scholarship Donation
Hamilton High School	Educators Credit Union	\$250.00	Scholarship Donation
Hamilton High School	Kingfish Solutions, LLC.	\$150.00	Scholarship Donation
Hamilton High School	Nick Elert	\$2,000.00	Wrestling Donation
Hampton School	The Meemic Foundation	\$500.00	Classroom Makeover
Hayes Bilingual School	Target Corporation	\$1,000.00	Target Field Trip Grants
Holmes School	American Cancer Society	\$1,000.00	Healthy Food Choices Donation
Howard Avenue Montessori	GoFundMe	\$512.53	Nature Donation
Kagel School	Josh Evert	\$4,592.88	Art Classroom Donation
Kagel School	United Way	\$1,000.00	My Very Own Library
Keefe Avenue School	Milwaukee Interdenominational Sisterhood of Ministers' Wives and Ministers Widows	\$150.00	General School Supplies
Keefe Avenue School	St. Mark AME Church	\$100.00	PBIS Donation
King High School	Milwaukee Public Schools Foundation, Inc.	\$200.00	PBIS Tennis Donation
Kluge School	General Mills/Box Tops For Education	\$40.70	General School Supplies
Kluge School	Milwaukee Ballaz Elite*	\$120.00	Staff Support Donation
Kluge School	Milwaukee Ballaz Elite*	\$120.00	Staff Recognition Donation
Kluge School	Milwaukee Ballaz Elite*	\$120.00	Staff Support Donation
Lloyd Barbee Montessori	Action for Healthy Kids	\$250.00	General School Supplies
Marshall High School	Remnant Fitness LLC	\$1,000.00	Special Education & General School Use
Meir School	Donors Choose	\$1,200.00	Hamilton tour
Milw High Sch of Arts	Forever Friends	\$1,000.00	Classroom Project Donation
Milw. Sch. Of Languages	Rafael Pavon Lopez	\$25.00	Math Club Donation

Location	Donor	Amount	Gift or Purpose
Morse Middle School	Robert Klein	\$150.00	Volleyball Donation
Parkview School	Roettgers Company, Inc.	\$500.00	Math And Science Donation
Riverside High School	GoFundMe	\$350.00	Costa Rica Field Trip
Riverside High School	Carol Ann Theisen Survivor's Trust	\$20.00	Costa Rica Field Trip
Ronald Reagan High School	Clement Avenue PTO	\$100.00	DJ Club Donation
Ronald Reagan High School	MPS Cooper School	\$50.00	Music Donation
Ronald Reagan High School	Victory & Italian Immersion School	\$125.00	Music Donation
Siefert School	Target Corporation	\$700.00	Target Field Trip Grants
Siefert School	Cream City Foundation	\$612.05	Art Supplies
South Div High School	Sojourner Family Peace Center	\$130.00	Youth Summit Transportation
Stuart School	The Benefit Companies, Inc.	\$230.00	Field Trip Donation
Stuart School	General Mills/Box Tops For Education	\$142.10	General School Supplies
Stuart School	Tamela L. Perushek	\$180.00	Reading Program
Victory School	Jacqueline Lyons	\$800.00	K5 Field Trips
Vincent High School	Pauline Redmond Coggs Foundation	\$500.00	General School Supplies
Washington High School Of I.T.	Gerald Frank	\$100.00	Boys Basketball Donation
Washington High School Of I.T.	Brightspark Travel, Inc.	\$2,700.00	Washington D.C. Field Trip
<i>Total Monetary Donations</i>		<i>\$35,004.43</i>	
<i>Non-Monetary Donations</i>			
ALBA School	Donors Choose	\$923.11	Books
Bryant School	Donors Choose	\$487.23	Learning Materials
Emerson School	H&R Block	\$150.00	General School Supplies
Goodrich School	Donors Choose	\$426.84	Learning Materials
Hampton School	ALDI	\$499.00	School engagement/Parent Workshop
Honey Creek Elementary School	Donors Choose	\$93.95	Indoor Recess Game
King High School	Donors Choose	\$380.00	Classroom Library Supplies
MacDowell Montessori	Donors Choose	\$314.85	Adaptive Seating for Special Education
MacDowell Montessori	Donors Choose	\$246.58	Science Supplies
Meir School	Donors Choose	\$797.46	Weights/ Gym Equipment
Meir School	Donors Choose	\$384.63	Golda's Ground Café
Meir School	Donors Choose	\$659.89	Art Supplies
Meir School	Donors Choose	\$321.74	Books & Clothing
Ronald Reagan High School	Donors Choose	\$2,337.19	Music Supplies
Ronald Reagan High School	Donors Choose	\$2,227.62	Music Supplies
Siefert School	Half Price Books	\$300.00	Books
Thoreau School	Lisa Turner*	\$59.37	Fundraiser Supplies
Vincent High School	Donors Choose	\$527.81	Craft Supplies
Wisconsin	Donors Choose	\$293.11	General School Supplies
Wisconsin	Donors Choose	\$251.39	Hand Sanitizer, Lysol & Tape
<i>Total Non-Monetary Donations</i>		<i>\$11,681.77</i>	
<i>Total Value of Donations for April 2019</i>		<i>\$46,686.20</i>	

**Administration’s Recommendation**

The Administration recommends that the Board accept the donations as listed, with appropriate acknowledgement to be made on behalf of the Board.

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

- Ayes — Directors Baéz, Falk, Harris, Miller, Voss, and Woodward — 6.
- Noes — None — 0.
- Temporarily Absent — Director Phillips and President Sain — 2.

\* \* \* \* \*

**(Item 4) Action on the Award of Professional Services Contracts Related to Transportation**

**Background**

Recommended for the Board's approval at this meeting are professional services contracts with the following vendors for transportation:

- Durham School Services, LP
- First Student, Inc.
- Lakeside Buses of Wisconsin, Inc.
- Lamers Bus Lines, Inc.

RFB 5763 Authorization to Enter into Contracts with Four Contractors for Transportation Services for Summer Programs

The Administration is requesting authorization to enter into contracts with the following contractors for transportation services for summer programs: Durham School Services, LP; First Student, Inc.; Lakeside Buses of Wisconsin, Inc.; and Lamers Bus Lines, Inc.

These contractors were chosen pursuant to RFB 5763. The original contract provided for two one-year options to extend upon mutual agreement. This will be the first extension of this contract. This contract extension will run from June 1, 2019, through May 31, 2020. The total cost of the contract in this extension year will not exceed \$704,500.

The following table provides information on the amount not to exceed for each contract:

Program	Contractor	Amount
Extended School Year (ESY) with Club Recreation Program	First Student, Inc.	\$165,500
	Lamers Bus Lines, Inc.	\$199,500
Club Recreation Field Trips, J- Term Field Trips, Summer Academy Field Trips, Summer Recreation Enrichment Camps Field Trips and Summer Arts Intern Program	Durham School Services, LP	\$15,000
	First Student, Inc.	\$53,000
	Lakeside Buses of Wisconsin, Inc.	\$3,500
Summer Academy Super Site	Lamers Bus Lines, Inc.	\$184,000
Devin Harris Playground	Lamers Bus Lines, Inc.	\$3,000
Summer CLC Excel Program	First Student, Inc.	\$1,000
	Lakeside Buses of Wisconsin, Inc.	\$19,000
Summer Stars Teen Program	Lamers Bus Lines, Inc.	\$52,000
Summer Playground Travelling Adventures	Durham School Services, LP	\$8,000
	First Student, Inc.	\$1,000

Budget Codes:

TPH-0-A-SSE-DW-EPPT.....	\$365,000
CMS-0-0-SUR-DW-EPPT.....	\$220,000
RPW-0-0-PRC-RC-EPPT.....	\$12,000
RSR-0-0-PRC-RC-ECTS.....	\$25,000
RXW-0-0-PRC-DW-ECTS.....	\$9,000
RTW-0-0-MCC-RC-ECTS.....	\$52,000



000-0-0-W2C-RC-ECTS .....	\$20,000
CSV-0-0ETL-RC-ECTS .....	\$1,500

Durham School Services, LP

Prime Contractor Information	
Certified HUB Vendor? .....	No
Total # of Employees .....	NG
Total # of Minorities .....	NG
Total # of Women .....	NG
HUB Participation	
Required.....	5%
Proposed .....	5%
\$ Value.....	TBD
Student Engagement (hours per 12-month contract)	
Paid Student Employment-hour Commitment .....	300
Student Career-awareness Commitment .....	0

First Student, Inc.

Prime Contractor Information	
Certified HUB Vendor? .....	No
Total # of Employees .....	57,000
Total # of Minorities .....	25,372
Total # of Women .....	32,031
HUB Participation	
Required.....	5%
Proposed .....	5%
\$ Value.....	\$830,000
Student Engagement (hours per 12-month contract)	
Paid Student Employment-hour Commitment .....	300
Student Career-awareness Commitment .....	0

Lakeside Buses of Wisconsin, Inc.

Prime Contractor Information	
Certified HUB Vendor? .....	No
Total # of Employees .....	287
Total # of Minorities .....	273
Total # of Women .....	189
HUB Participation	
Required.....	5%
Proposed .....	5%
\$ Value.....	TBD
Student Engagement (hours per 12-month contract)	
Paid Student Employment-hour Commitment .....	300
Student Career-awareness Commitment .....	0

Lamers Bus Lines, Inc.

Prime Contractor Information	
Certified HUB Vendor? .....	No
Total # of Employees .....	186
Total # of Minorities .....	65
Total # of Women .....	68

HUB Participation	
Required.....	5%
Proposed .....	5%
\$ Value.....	TBD
Student Engagement (hours per 12-month contract)	
Paid Student Employment-hour Commitment .....	300
Student Career-awareness Commitment.....	0

**Strategic Plan Compatibility Statement**

Goal 3, Effective and Efficient Operations

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

Administrative Policy 3.09, Purchasing and Bidding Requirements

**Fiscal Impact Statement**

This item authorizes the following expenditures, by budget code, as indicated below and in the attachments provided under separate cover:

Budget Codes	TPH-0-A-SSE-DW-EPPT.....	\$365,000
	CMS-0-0-SUR-DW-EPPT.....	\$220,000
	RPW-0-0-PRC-RC-EPPT .....	\$12,000
	RSR-0-0-PRC-RC-ECTS.....	\$25,000
	RXW-0-0-PRC-DW-ECTS.....	\$9,000
	RTW-0-0-MCC-RC-ECTS .....	\$52,000
	000-0-0-W2C-RC-ECTS .....	\$20,000
	CSV-0-0ETL-RC-ECTS.....	\$1,500

**Implementation and Assessment Plan**

Upon approval by the Board, the contracts will begin as indicated in the attachments provided under separate cover.

**Administration's Recommendation**

The Administration recommends that the Board authorize the professional services contracts as set forth in the attachments provided under separate cover.

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

Ayes — Directors Baéz, Falk, Harris, Miller, Phillips, Voss, Woodward, and President Sain — 8.  
Noes — None — 0.

The gavel was returned to President Sain at 9:48 PM.

\* \* \* \* \*

**(Item 5) Action on the Award of Professional Services Contracts**

**Background**

Recommended for the Board's approval at this meeting are the following professional services contracts:

RFP 1006 Authorization to Contract with SWT Design, Inc., for the Development of an MPS Recreation Maintenance Management Plan

The Administration is requesting authorization to contract with SWT Group, Inc., for the development of a Recreation Maintenance Management Plan for MPS’s Department of Recreation and Community Services (“Recreation Department”). The Recreation Maintenance Management Plan is part of the Recreation Department’s effort to attain accreditation through the Commission for Accreditation of Park and Recreation Agencies (CAPRA).

Maintenance-management planning services include:

- observation of current maintenance operations;
- analysis of task times and recommendations for operational efficiencies;
- review of organizational functionality and structure (e.g., staffing levels, reporting structure) and recommendations for improvement;
- assessment of current inventory and development of equipment-replacement plan; and
- establishment of maintenance goals and objectives

This contract will run from May 1, 2019, through January 31, 2020. The total cost of the contract will not exceed \$188,670.

Budget Code: CSV-0-0-PRC-RC-ECTS (General Recreation — Contract Services).....\$188,670

SWT Design, Inc.

Prime Contractor Information

Certified HUB Vendor? .....	NO
Total # of Employees .....	19
Total # of Minorities .....	2
Total # of Women .....	6

HUB Participation

Required.....	5%
Proposed .....	17%
\$ Value.....	\$28,690

Student Engagement (hours per 12-month contract)

Paid Student Employment-hour Commitment .....	100
Student Career-awareness Commitment .....	10

RFP 929 Authorization to Extend Contract with Achieve 3000, Inc., for Tier 2 and Tier 3 Interventions

The Administration is requesting authorization to extend a contract with Achieve 3000, Inc., to continue to provide evidence-based interventions for Tier 2 and Tier 3 instruction for students in grades K5 through 12 as part of its Response to Intervention (RtI).

Students need to have access to Tier 2 and 3 interventions. The District also needs to provide a second level of intervention if the student does not respond after increased intensity and individualization of the initial intervention.

The intervention will support English reading comprehension for students in grades K5 through 3 (Achieve 3000, Inc.).

This contractor was chosen pursuant to RFP 929. The original contract provided for two one-year options to extend if certain performance metrics were met. The contractor has met the performance metrics codified in the contract; therefore, MPS is exercising the second option year for the contract.

The contract extension will run from May 1, 2019, through April 30, 2020. The total cost of the contract in this extension year will not exceed \$87,000.

Budget Codes: OSC-0-S-1F9-RH-ECTS (Interventions — Contracted Services).....\$87,000

Achieve 3000, Inc.

HUB Participation	
Required.....	0%
Proposed .....	0%
\$ Value.....	N/A
Student Engagement (hours per 12-month contract)	
Paid Student Employment-hour Commitment .....	0
Student Career-awareness Commitment.....	20

RFP 975 Authorization to Contract with Five Vendors for Tier 2 and Tier 3 Interventions

The Administration is requesting authorization to enter into contracts with Curriculum Associates, LL; Edgenuity Inc.; Imagination Station; McGraw-Hill School Education LLC; and MIND Research Institute for Tier 2 and Tier 3 Interventions.

The following computer-based interventions are being purchased as Tier 2 and Tier 3 academic supports to meet requirements of Response to Intervention (“RtI”). The purchase of this software meets the District’s need to meet the Every Student Succeeds Act (“ESSA”) for evidence- and research-based interventions, to align with WI DPI’s vision for RtI, and to support DPI special education corrective action compliance. The software allows students, families, teachers, school administrators, and district administrators to monitor individual student and school use and progress within the software. Interventions, which are based online, are available for students to access during the school’s identified intervention time, as well as at home, in afterschool programs, or in other settings.

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

The contractors were chosen pursuant to RFP 975, which closed on February 28, 2018. The original contracts provided for two one-year options to extend if certain performance metrics were met. The contractors have met the performance metrics codified in the contracts; therefore, MPS is exercising the first option year for the contracts.

The contract extensions will run from July 1, 2019, through June 30, 2020. The total cost of these contracts in this first year will not exceed \$812,600 as itemized below:

Budget Code: OSC-0-S-1F9-RH-ECTS (Interventions — Contract Services).....\$812,600

Contractor	Intervention	Category/Grade Band	Up-to Amount
Curriculum Associates, LLC	i-Ready Math	Math, K-8	\$360,000
	i-Ready Reading/ELA	ELA/Reading, K-8	
Edgenuity Inc.	MyPath ELA	ELA/Reading; 6-12	\$175,000
	Reading MyPath Math	Math; 6-12	
Imagination Station, Inc., d/b/a Istation	Istation	Spanish, K-8	\$39,000
McGraw-Hill School Education LLC	ALEKS	Math, 6-12	\$30,600
MIND Research Institute	ST Math	Math, K-8	\$208,000

Curriculum Associates, LLC

Prime Contractor Information	
Certified HUB Vendor? .....	No
Total # of Employees .....	1,028
Total # of Minorities .....	208
Total # of Women .....	696

HUB Participation	
Required.....	NA
Proposed .....	NA
\$ Value.....	NA
Student Engagement (hours per 12-month contract)	
Paid Student Employment-hour Commitment .....	NA
Student Career-awareness Commitment.....	20
Edgenuity Inc.	
Prime Contractor Information	
Certified HUB Vendor? .....	No
Total # of Employees .....	655
Total # of Minorities .....	152
Total # of Women .....	430
HUB Participation	
Required.....	NA
Proposed .....	NA
\$ Value.....	NA
Student Engagement (hours per 12-month contract)	
Paid Student Employment-hour Commitment .....	NA
Student Career-awareness Commitment.....	20
Imagination Station, Inc., d/b/a Istation	
Prime Contractor Information	
Certified HUB Vendor? .....	No
Total # of Employees .....	NG
Total # of Minorities .....	NG
Total # of Women .....	NG
HUB Participation	
Required.....	NA
Proposed .....	NA
\$ Value.....	NA
Student Engagement (hours per 12-month contract)	
Paid Student Employment-hour Commitment .....	NA
Student Career-awareness Commitment.....	20
McGraw Hill School Education, LLC	
Prime Contractor Information	
Certified HUB Vendor? .....	No
Total # of Employees .....	3,616
Total # of Minorities .....	2,204
Total # of Women .....	687
HUB Participation	
Required.....	NA
Proposed .....	NA
\$ Value.....	NA
Student Engagement (hours per 12-month contract)	
Paid Student Employment-hour Commitment .....	NA
Student Career-awareness Commitment.....	20

MIND Research Institute

Prime Contractor Information	
Certified HUB Vendor? .....	No
Total # of Employees .....	150
Total # of Minorities .....	43
Total # of Women .....	72
HUB Participation	
Required.....	NA
Proposed .....	NA
\$ Value.....	NA
Student Engagement (hours per 12-month contract)	
Paid Student Employment-hour Commitment .....	NA
Student Career-awareness Commitment .....	20

RFP 982 Authorization to Contract with Renaissance Learning, Inc., for Universal Screening Assessment

The Administration is requesting authorization to enter into a contract with Renaissance Learning, Inc., (“Renaissance”) for STAR 360 universal screening for students in K5-12 (optional K4). Renaissance provides assessments in early literacy, reading, and math. Norm-referenced assessments are available in English for early literacy, reading, and math. User-norm assessments are available in Spanish (grades K-8) for early literacy, reading, and math.MPS will be part of a pilot/field test for grades 9-12 Spanish, reading, and math.

All STAR 360 assessments are aligned to the Common Core State Standards. STAR 360 may also be utilized as a progress-monitoring tool for students in Tier 2 interventions at no additional cost. Additionally, Renaissance will provide customer support and up to 20 professional development hours.

Contractor was chosen pursuant to RFP 982, which closed on May 8, 2018. The original contract provided for two one-year options to extend if certain performance metrics were met. The contractor has met the performance metrics codified in its contract; therefore, MPS is exercising the first option year for the contract.

The contract extension will run from July 1, 2019, through June 30, 2020. The total cost of the contract in this first extension year will not exceed \$720,000.

Budget Code	SYS-0-0-AMT-RH-ECTS (Assessment Systemology — Contract Services) .....	\$720,000
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Renaissance Learning, Inc.

Prime Contractor Information	
Certified HUB Contractor? .....	No
Total # of Employees .....	1,000
Total # of Minorities .....	112
Total # of Women .....	603
HUB Participation	
Required.....	N/A
Proposed .....	N/A
\$ Value.....	N/A
Student Engagement (hours per 12-month contract)	
Paid Student Employment-hour Commitment .....	200
Student Career-awareness Commitment .....	10

**Strategic Plan Compatibility Statement**

Goal 3, Effective and Efficient Operations

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

Administrative Policy 3.09, Purchasing and Bidding Requirements

**Fiscal Impact Statement**

This item authorizes expenditures as indicated in the attachments provided under separate cover.

**Implementation and Assessment Plan**

Upon approval by the Board, the contracts will begin as indicated in the attachments provided under separate cover.

**Administration’s Recommendation**

The Administration recommends that the Board authorize the professional services contracts as set forth in the attachments provided under separate cover.

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

Ayes — Directors Baéz, Falk, Harris, Miller, Phillips, Voss, Woodward, and President Sain — 8.  
Noes — None — 0.

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**(Item 6) Action on the Award of Exception-to-Bid Contracts**

**Background**

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

Exception Authorization to Contract with Bicycle Federation of Wisconsin for Bicycle and Walking Safety Programs

The Administration is requesting authorization to contract with Bicycle Federation of Wisconsin in furtherance of a grant obtained from the State of Wisconsin Department of Transportation. Contract coordinator and staff will teach MPS children at MPS sites how to walk and bike safely within the school community. The coordinator will schedule and teach biking and walking units entitled “Walking Wisdom” and “Bike Driver’s Ed,” which include both in-class and outdoor components and rides. The contractor will also coordinate the repair and maintenance of a fleet of used bikes through the Valid Bike Shop Program, currently located inside North Division High School.

Due to high population density, mixed-use zoning, and schools embedded in neighborhoods, Milwaukee has a good environment for increased walking and biking. In addition, the Complete Streets resolution recently passed by the Milwaukee Common Council is designed to make walking and biking safer and thus increase the likelihood of youth needing the education in pedestrian and bike safety.

Since its inception in 2005, more than 25,000 students have participated in the program, which has shown a 14% increase in safety knowledge. There has been an increase in walking and biking by as much as 22% in some neighborhoods.

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

The contract will run from July 1, 2019, through June 30, 2020 (“Initial Term”), with one additional one-year option to extend upon mutual consent.

The total cost of the contract in the initial term will not exceed \$203,940.

Budget Code: CSV-0-S-SA0-OW-ECTS (Fine Arts — Contracted Services) .....\$163,152  
 GN6-0-0-AME-CI-ECTS (Fine Arts — Contracted Services) .....\$40,788

Bicycle Federation of Wisconsin

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

Student Engagement (hours per 12-month contract)  
 Paid Student Employment-hour Commitment .....0  
 Student Career-awareness Commitment.....0

Exception Authorization to Contract with Board of Regents of the University of Wisconsin System on Behalf of Wisconsin Center for Educational Research for Grant-evaluation Services

The Administration is requesting authorization to extend a contract with the Board of Regents of the University of Wisconsin System on behalf of Wisconsin Center for Educational Research (“WCER”) for grant-evaluation services. Contractor will be used to provide and conduct a mixed-method evaluation featuring both qualitative and quantitative analyses by evaluators from the Wisconsin Evaluation Collaborative (WER) in the WCER at the University of Wisconsin-Madison. Services will be provided to Milwaukee Public Schools Office of Academics Department of Curriculum and Instruction.

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis that the services under this contract are required pursuant to the Jacob K. Javit’s Gifted and Talented Students Education Program grant (Administrative Policy 3.09(2)(c)).

The evaluation will be led by Dr. Annalee Good with assistance from a team of evaluators with specific expertise in evaluating advanced learning initiatives as well as best practices in program implementation. The team will provide both formative and summative feedback to the programming team, with the ultimate priority of improving the implementation and impact of the initiative.

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

This Contract extension will run from May 1, 2019, through April 30, 2020. The total cost of the Contract in this extension year will not exceed \$65,000.

Budget Code: GAT-P-S-2R9-CI-ECTS (Gifted and Talented — Contracted Services).....\$65,000

Board of Regents of the University of Wisconsin System

HUB Participation  
 Required..... 0%  
 Proposed ..... NA  
 \$ Value.....NA

Student Engagement (hours per 12-month contract)  
 Paid Student Employment-hour Commitment ..... 100  
 Student Career-awareness Commitment..... 10

Exception Authorization to Purchase Phonological Awareness Literacy Screening from Cooperative Educational Service Agency

The Administration is requesting authorization to issue a purchase order to Cooperative Educational Service Agency (“CESA”) for the Phonological Awareness Literacy Screening (PALS). From 2012 through 2016, the Wisconsin Department of Public Instruction (DPI) required that school districts assess the reading readiness of all students enrolled in four-year-old kindergarten to second grade using PALS. Beginning in the 2016-2017 school year, DPI provided districts the opportunity either to continue using PALS or to select a different assessment of reading readiness.



The exception from the requirement of a competitive procurement process for this purchase has been granted on the basis of continuity of services (Administrative Policy 3.09(7)(e)(1)(b)(iv)). Based on strong positive teacher feedback, the Administration has decided to continue to use PALS due to its usefulness in informing instruction, for continuity purposes, and because of the ability to receive added benefits at no additional charge through CESA. By purchasing from CESA, the District will receive professional development tailored to MPS’s needs. This purchase also includes PALS Español for bilingual students in K5 through second grade. PALS K4 Español is not yet available, but the district has received a waiver from DPI, as the field testing of PALS K4 Español qualifies for the testing requirement.

The DPI’s Office of Assessment has indicated that this purchase will be fully reimbursed if the assessment rate per student is at or below \$8.00 to \$9.00. The Administration is purchasing sufficient assessments to assess 18,657 students at the rate of \$7.25 per student. A total of 158 licenses purchased in 2018-2019 will be rolled over to the 2019-2020 school year.

The total cost of this purchase will not exceed \$135,263.25.

Budget Code: SYS-0-0-AMT-RH-ECTS (Assessment — Contracted Services) .....\$135,263.25

CESA

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

Student Engagement (hours per 12-month contract)	
Paid Student Employment-hour Commitment .....	0
Student Career-awareness Commitment.....	0

Exception Authorization to Issue a Purchase Order to Houghton Mifflin Harcourt Publishing Company for English Curriculum Licenses

The Administration is requesting authorization to issue a purchase order to Houghton Mifflin Harcourt Publishing Company (“HMH”) to purchase licenses for HMH’s Literature eEdition (grades 6-8) and ThinkCentral (K-5) for use throughout the district. These are the digital resources for the current MPSboard-adopted instructional resources. These online digital resources are needed to continue implementation of “Journeys” and “McDougal Littell Literature,” which were previously adopted by MPS and remain part of the classroom curriculum.

The digital resources will allow access to all components of the program by all teachers and students and will allow for specialized use of adaptive technology (e.g., audio text, enlarged or enhanced text). Additionally, students can take online assessments, view digital resources that accompany the program, and have access to all leveled readers. Teachers can use the digital resources for large group settings, use online assessments, and obtain standards-aligned reports indicating student achievement.

The exception from the requirement of a competitive procurement process for this purchase has been granted on the basis of continuity of services (Administrative Policy 3.09(7)(e)(1)(b)(iv)). The agreement must be extended to maintain continued access to resources until a new English language arts adoption can occur.

The licensing period will be from August 1, 2019, through July 31, 2020. The total cost will not exceed \$162,000.

Budget Code: GEN-0-0-INV-DW-ECTS (Curriculum and Instruction — Contract Services) .....\$162,000

Houghton Mifflin Harcourt Publishing Company

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

Student Engagement (hours per 12-month contract)	
Paid Student Employment-hour Commitment .....	0
Student Career-awareness Commitment .....	0

State Contract    Authorization to Purchase Hewlett Packard Enterprise Servers from Paragon Development Systems, Inc.

The Administration is requesting authorization to make a one-time purchase from Paragon Development Systems, Inc., (“PDS”) of 28 Hewlett Packard Enterprise servers. This purchase will be used to replace existing servers housed in district data centers supporting Infinite Campus and various Microsoft Windows Services (Active Directory, DNS, ADFS, SCCM and DHCP), wireless authentication, and security log storage/processing. The equipment that is being replaced varies in age from 5-10 years old, with most servers being eight years old. The existing equipment will no longer run current server operating systems, is out of warranty, and has become unsupported for hardware replacement and support.

In accordance with Administrative Policy 3.09(7)(E)1a, the District has not directly engaged in a formal bid competitive procurement process for these items. Instead, these items will be obtained pursuant to the piggyback agreement #PB-19003 under the state of Wisconsin contract # 505ENT-O16-NASPOCOMPUT-03, which is a participating contract under Hewlett Packard’s Enterprise (HPE) NASPO agreements # MNNVP-134 and MNWNC-115. Milwaukee Public Schools did issue quote requests to seven fulfillment subcontractors available under this state contract. PDS was the lowest respondent.

The total cost of goods purchased will not exceed \$189,752.94.

Budget Code:    TSV-0-0-PSU-DW-EEQ5 (Tech Services — Equipment) .....\$189,752.94

Paragon Development Systems, Inc.

Prime Contractor Information	
Certified HUB Vendor? .....	NO
Total # of Employees .....	284
Total # of Minorities .....	53
Total # of Women .....	86

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

Student Engagement (hours per 12-month contract)	
Paid Student Employment-hour Commitment .....	200
Student Career-awareness Commitment .....	10

Exception    Authorization to Issue a Purchase Order to Learning A-Z, LLC, for Online Resource Licenses

The Administration is requesting authorization to issue a purchase order, on the basis of continuity, to Learning A-Z, LLC, for 3,580 online resource licenses for the following products:

- Reading A-Z
- RAZ-Kids (RAZ Plus)
- Science A-Z; and
- Vocabulary A-Z.

Learning A-Z resources (Reading A-Z, RAZ-Kids [RAZ Plus], Science A-Z, and Vocabulary A-Z) are impactful for a broad range of students, encompass best practices in education, and support key instructional elements such as the Wisconsin Common Core State Standards (CCSS), differentiated instruction, personalized learning, and tiered instruction. Learning A-Z addresses these key instructional resources for the district to save teachers time and to increase students’ performance.

- Reading A-Z provides differentiated reading instruction during all parts of the instructional block to supplement and align to adopted resources; differentiated leveled practice to support

independent work for all learners; differentiated homework practice that motivates and builds better readers and writers; and progress-monitoring tools for teachers to monitor student achievement and plan for explicit small-group instruction.

- Raz-Kids is an award-winning resource that provides a library of differentiated books at 29 levels of difficulty which students use to practice reading in school, at home, or on the go. Digital and mobile access means that students get the personalized reading practice they need anytime, anywhere. With easy-to-use online controls, teachers can quickly manage and track their students' reading progress in a matter of minutes. It provides meaningful online reading practice on computers and mobile devices with hundreds of leveled books and corresponding quizzes offered at 29 levels of reading difficulty. Raz-Kids encourages close reading skills and the reading and writing connection with interactive tools and constructed-response quiz questions. Raz-Kids makes practicing reading fun with the engaging Kids A-Z eLearning environment, which includes built-in motivational rewards and allows parents, students, and teachers to easily track individual and class-wide progress with digital reports.
- Science A-Z provides embedded literacy in the content-area classroom science instruction and provides content-area teachers with differentiated resources to provide instruction and to reinforce literacy skills and strategies that are effective for their subject areas to have students read like subject-area experts.
- Vocabulary A-Z provides differentiated vocabulary and word-work instruction during the small-group teacher-led reading group that aligns to adopted resources and differentiated vocabulary and word work leveled practice for independent work at the vocabulary and word-work literacy work station.

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

The license period will be from July 15, 2019, through July 15, 2020. Included with the cost of the licenses are onsite and webinar trainings, as needed.

The total cost of this purchase will not exceed \$715,642.

Budget Code: GEN-0-0-INV-DW-ENTB (Instructional Resources — Non-textbooks).....\$715,642

Learning A-Z, LLC

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

Exception Authorization to Issue Purchase Orders to the US Postmaster and the US Postal Service for Meter Postage

The Administration is requesting authorization to issue purchase orders to the US Postmaster and the US Postal Service (USPS) for meter postage throughout the 2019-20 fiscal year.

US Postmaster meter postage is used to fund MPS’s permit imprint, which is a preprint that is overlaid on district mailings and referenced at USPS facilities when weighing and delivering. USPS meter postage is used to fund internal mailroom equipment when MPS weighs and meters mail being processed for distribution.

The exception from the requirement of a competitive procurement process for these purchases have been granted on the basis that the goods have no available product alternatives and are one-of-a-kind (Administrative Policy 3.09(7)(e)(1)(b)(i)).

The total cost of goods purchased from USPS will not exceed \$400,000. The total cost of goods purchased from the US Postmaster will not exceed \$221,000.

Budget Code: MAL-00-MAL-MM-EPST (Mailroom — Postage) .....\$621,000

Exception Authorization to Renew Virtual Library Services with Various Vendors

The Administration is requesting authorization to purchase one-year renewal subscriptions for district-wide virtual library services. The exception from the requirement of a competitive procurement process for this contract has been granted on the basis of continuity of services (Administrative Policy 3.09(7)(e)(1)(b)(iv)): The current virtual-library databases, which offer continuity in the District’s overall plan to invest in library staffing and technology, continue to be a core resource for the library skills (research and inquiry) curriculum. Digital resources allow students to engage in research/inquiry, to investigate topics, and to provide experiences for self-directed, real-life investigations.

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

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

Vendor	Products	Subscription Period	Area of Focus	Amount
BrainPOP	BP, JR, ELL, Español, Creative Coding	Sept. 22, 2019 Sept. 21, 2020	K4-12	\$277,937.25
Defined Learning	Defined STEM	July 31, 2019 July 31, 2020	K-12	\$277,860.00
Discovery Education	DE Curriculum Services (Streaming)	July 1, 2019 June 30, 2020	K4-12	\$326,537.50
Flocabulary	Flocabulary	August 1, 2019 August 2, 2020	K4-12	\$121,500.00
Follett	Library Manager	August 30, 2019- August 31, 2020	K4-12	\$151,672.74
Follett	Resource Manager	August 30, 2019 August 31, 2020	K4-12	\$51,302.09
Cengage Learning	Biography in Context	June 30, 2019 June 29, 2020	7-12	\$45,894.92
Cengage Learning	Research in Context/Opposing Viewpoints in Context	June 30, 2019 June 29, 2020	7-12	\$39,300.00
OverDrive	Digital Library, eBooks, Video, and Audio	August 1, 2019 August 1, 2020	K-12	\$70,000.00
Proquest	SIRS Discoverer/SIRS Issues Researcher	August 1, 2019 July 31, 2020	6-12	\$21,084.10
Proquest	Culture Grams Online	July 1, 2019 June 30, 2020	3-12	\$55,208.00
Texthelp, Inc.	Read & Write Google/Snapverter	August 1, 2019 August 1, 2020	K4-12	\$104,689.50
World Book Inc.	Digital Subscription	July 30, 2019 July 1, 2020	K4-12	\$33,406.80
Xello {Career Cruising}	CCSpark	Oct. 1, 2019 Sept. 30, 2020	K-12	\$49,875.00

The subscription renewals (including Follett’s Destiny Library Manager) will be paid for with Common School Funds, and the total cost will not exceed \$1,574,965.81. The renewal for Follett’s Destiny Resource Manager will be paid with textbook funds, and the total cost will not exceed \$51,302.09. The total cost of subscription services will not exceed \$1,626,267.90.

Budget Codes: SLB-0-S-CSF-DW-ESWR (School Library — Non-textbooks) .....\$1,574,965.81  
 GEN-0-0-INV-DW-ESWR (Textbook Funds — Resource Manager) .....\$51,302.09

**Strategic Plan Compatibility Statement**

Goal 3, Effective and Efficient Operations

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

Administrative Policy 3.09, Purchasing and Bidding Requirements

**Fiscal Impact Statement**

This item authorizes expenditures as indicated in the attachments provided under separate cover.

Bicycle Federation of Wisconsin for Bicycle and Walking Safety Programs	
CSV-0-S-SA0-OW-ECTS .....	\$ 163,152
GN6-0-0-AME-CI-ECTS .....	\$ 40,788
Board of Regents (WCER) for Grant Evaluation Services	
GAT-P-S-2R9-CI-ECTS .....	\$ 65,000
Cooperative Educational Service Agency (CESA) for Phonological Awareness	
Literacy Screening	
SYS-0-0-AMT-RH-ECTS .....	\$ 135,263.25
Houghton Mifflin Harcourt Publishing Company for English Curriculum	
Licenses	
GEN-0-0-INV-DW-ECTS .....	\$ 162,000
Paragon Development Systems, Inc. for Hewlett Packard Enterprise Servers	
TSV-0-0-PSU-DW-EEQ5 .....	\$ 189,752.94
Learning A-Z, LLC, for Online Resource Licenses	
GEN-0-0-INV-DW-ENTB .....	\$ 715,642
US Postmaster and the US Postal Service for Meter Postage	
MAL-00-MAL-MM-EPST .....	\$ 621,000
Virtual Library Services:	
BrainPOP .....	\$ 277,937.25
Defined Learning .....	\$ 277,860
Discovery Education .....	\$ 326,537.50
Flocabulary .....	\$ 121,500
Follet Library Manager .....	\$ 151,672.74
Follett Resource Manager .....	\$ 51,302.09
Cengage Learning Biography in Context .....	\$ 45,894.92
Cengage Learning Biography Research in Context .....	\$ 39,300
OverDrive .....	\$ 70,000
ProQuest SIRS .....	\$ 21,084.10
ProQuest Culture Grams .....	\$ 55,208
Texthelp, Inc. ....	\$ 104,689.50
World Book Inc. ....	\$ 33,406.80
Xello {Career Cruising} .....	\$ 49,875
SLB-0-S-CSF-DW-ESWR .....	\$ 1,574,965.81
GEN-0-0-INV-DW-ESWR .....	\$ 51,302.09
Total .....	<u>\$ 1,626,267.90</u>

**Implementation and Assessment Plan**

Upon approval by the Board, the contracts will begin as indicated in the attachments provided under separate cover.

**Administration's Recommendation**

The Administration recommends that the Board authorize the exception-to-bid requests as set forth in the attachments provided under separate cover.

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

Ayes — Directors Baéz, Falk, Harris, Miller, Phillips, Voss, Woodward, and President Sain — 8.  
Noes — None — 0.

\* \* \* \* \*

**(Item 7) Action on Monthly Facilities Matters: FMS Award of Construction Contracts Recommendation**

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

**Construction Contracts**

**Modifications for ADA Accessibility — Hamilton High School**

Prime Contractor

Burkhart Construction Corporation  
P.O. Box 329  
Richfield, WI 53076

Low Bidder, Base Bid of.....\$556,500.00

HUB Participation

Certified HUB Vendor? .....	No
Total # of Employees .....	12
Total # of Minorities .....	1
Total # of Women .....	3
Required.....	10%
Submitted.....	11%
\$ Value.....	\$65,300.00

COIN

Required.....	10%
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Student Engagement

Paid Employment (Required Hours).....	200
Career Education Activity (Required Hours).....	0

Funds are available for the Modifications for ADA Accessibility project from OSHA & Safety Mandate Funds, account code FAR 00 OSM HA ECNC, and from Major Maintenance Funds, account code FAR 00 MM2 HA ECNC (Project No. 5355, Work Order Number 361386). The project start date is scheduled for April 26, 2019, and completion date is July 26, 2019.

**Modifications for ADA Accessibility — Riverside University High School**

Prime Contractor

Burkhart Construction Corporation  
P.O. Box 329  
Richfield, WI 53076

Low Bidder, Base Bid of.....\$72,000.00

HUB Participation

Certified HUB Vendor? .....	No
Total # of Employees .....	12
Total # of Minorities .....	1
Total # of Women .....	3
Required .....	0%
Submitted .....	0%
\$ Value .....	\$0.00

COIN

Required.....	0%
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Student Engagement

Paid Employment (Required Hours).....	0
Career-education Activity (Required Hours).....	0

Funds are available for the Modifications for ADA Accessibility project from OSHA & Safety Mandate Funds, account code FAR 00 OSM RS ECNC, and from Major Remodeling, account count FAR 00 MRP DW ECNC MIS3 (Project No. 5357, Work Order Number 361388). The project start date is scheduled for April 26, 2019, and completion date is July 26, 2019.

**Modifications for ADA Accessibility — Washington High School**

Prime Contractor

Burkhart Construction Corporation  
P.O. Box 329  
Richfield, WI 53076

Low Bidder, Base Bid of.....\$524,100.00

HUB Participation

Certified HUB Vendor? .....	No
Total # of Employees .....	12
Total # of Minorities .....	1
Total # of Women .....	3
Required.....	10%
Submitted .....	10.5%
\$ Value.....	\$59,456.00

COIN

Required.....	10%
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Student Engagement

Paid Employment (Required Hours).....	200
Career-education Activity (Required Hours).....	0

Funds are available for the Modifications for ADA Accessibility project from OSHA & Safety Mandate Funds, account code FAR 00 OSM WA ECNC (Project No. 5358, Work Order Number 361389). The project start date is scheduled for April 26, 2019, and completion date is July 26, 2019.

**Tot Lot Replacement — Westside Academy 1**

Prime Contractor

Bluemel's Maintenance Service, Inc.  
4930 West Loomis Road  
Greenfield, WI 53220

Low Bidder, Base Bid of.....\$159,555.00

HUB Participation	
Certified HUB Vendor? .....	No
Total # of Employees .....	45
Total # of Minorities .....	23
Total # of Women .....	3
Required .....	5%
Submitted .....	9%
\$ Value .....	\$15,775.00
COIN	
Required.....	0%
Student Engagement	
Paid Employment (Required Hours).....	100
Career-education Activity (Required Hours).....	10

Funds are available for the Modifications for the Tot Lot Replacement project from Major Maintenance Construction Funds, account code FAR 00 MM2 W1 ECNC (Project No. 5738, Work Order Number 362886). The project start date is scheduled for April 26, 2019, and completion date is August 23, 2019.

**Strategic Plan Compatibility Statement**

Goal 3, Effective and Efficient Operations

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

Administrative Policy 3.09, Purchasing and Bidding Requirements

**Fiscal Impact Statement**

Total construction contract dollars awarded.....	\$1,312,155.00
Total dollars HUB participation .....	\$140,531.00
% of HUB participation.....	10.71%
% Minority employees within company.....	13.23%
% Women employees within company .....	22.69%

**Implementation and Assessment Plan**

Upon the Board’s approval, the construction contracts, as provided under separate cover, will be executed.

**Administration’s Recommendation**

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

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

Ayes — Directors Baéz, Falk, Harris, Miller, Phillips, Voss, Woodward, and President Sain — 8.  
 Noes — None — 0.

\* \* \* \* \*



**(Item 8) Action on Request to Waive Administrative Policy 3.09(9)(e) and to Extend a Blanket Contract with Paragon Development Systems, Inc., for MS Windows-based Computers**

**Background**

The Administration is requesting authorization to waive the three-year term limits of Administrative Policy 3.09(9)(e) and to extend its blanket agreement with Paragon Development Systems, Inc., to provide MS Windows-based computers to all MPS schools and departments.

This vendor was chosen pursuant to RFB 5600. The original blanket agreement was authorized by the Board in November of 2011 for a five-year initial term, with the option to extend for up to two additional one-year terms, the first of which was authorized by the Board in December of 2016, and the second in December 2017. This extension will run through June 30, 2019, while the Administration finalizes its review of RFP 5769, with an award recommendation anticipated by the end of the fiscal year.

Originally authorized for an estimated spend of \$21 million over all seven possible contract years, the Administration returned to the Board in July of 2013 to request additional funds. At that time, the amount authorized against the blanket agreement was increased to \$33 million. The Administration is not requesting any increase in funds.

This extension term will run from February 13, 2019, through June 30, 2019.

**Strategic Plan Compatibility Statement**

Goal 3, Effective and Efficient Operations

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

Administrative Policy 3.09, Purchasing and Bidding Requirements

**Fiscal Impact Statement**

There shall be no fiscal impact associated with this extension due to funds that were previously approved by the Board remaining on this blanket contract.

Paragon Development Systems, Inc.

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

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

**Implementation and Assessment Plan**

Upon approval by the Board, the extension will begin as indicated in the attachment 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 extension with Paragon Development Systems, Inc., as set forth in the attachment provided under separate cover.

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

Ayes — Directors Baéz, Falk, Harris, Miller, Phillips, Voss, Woodward, and President Sain — 8.  
Noes — None — 0.

\* \* \* \* \*

**(Item 9) Action on Request to Petition the Wisconsin Department of Public Instruction to Transfer an Achievement Gap Reduction (AGR) Program Contract from Andrew S. Douglas School to Elm Creative Arts School**

**Background**

The Achievement Gap Reduction (AGR) Program was established in the 2015-16 school year after being authorized by State legislation (Wisconsin Acts 53 and 71). It fully replaced the Student Achievement Guarantee in Education program (SAGE) at the end of the 2017-18 school year.

Schools in the AGR program have renewable five-year contracts with the state and receive state aid for each third-Friday-countable low-income student in five-year-old kindergarten through third grade. For the 2018-19 school year, the Milwaukee Public Schools' AGR program generated a total of \$24,689,442 in state aid. Currently, MPS has 63 traditional schools and one non-instrumentality charter school participating in the program. These schools leverage instructional coaching and small class, 18:1 or 30:2, in five-year-old kindergarten to close the achievement gap within grades kindergarten through third.

The Wisconsin Department of Public Instruction (DPI) does not have statutory authority to enter into any additional AGR contracts; however, a participating school district may transfer an AGR contract with approval from DPI. In the past, MPS was granted approval to transfer SAGE contracts, when necessary.

In 2019-2020, Andrew S. Douglass will transition to a middle school; thus, an AGR contract is available for transfer. After conducting an analysis of interested and eligible school programs, it was determined that Elm Creative Arts School would receive the remainder of the AGR contract, which expires at the end of the 2020-21 school year.

The 2019-20 AGR projected enrollment for Elm Creative Arts Schools is 168 students within grades five-year-old kindergarten through third grade. The projected low-income percentage is 91%, which would generate an anticipated aid amount of \$382,704.

**Strategic Plan Compatibility Statement**

Goal 1, Academic Achievement

**Fiscal Impact Statement**

The Fall FY19 amended budget will include the AGR funding expected to be generated from the AGR contract's transfer to Elm Creative Arts Schools. AGR aid is distributed three times throughout the school: one-third in November, one-third in February, and one-third in June.

This item does not authorize expenditures beyond the revenue generated by the elementary school.

**Implementation and Assessment Plan**

Upon the Board's approval of this item, the petition will be forwarded to the Wisconsin Department of Public Instruction. Upon authorization, the AGR office will provide advisement to Elm Creative Arts School relative to contractual expectations and requirements.

**Administration's Recommendation**

The Administration recommends that the Board petition the Department of Public Instruction to approve the transfer of the current AGR contract from Andrew S. Douglass to Elm Creative Arts School (900 West Walnut Street) for implementation beginning in 2019-2020.

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

Ayes — Directors Baéz, Falk, Harris, Miller, Phillips, Voss, Woodward, and President Sain — 8.  
Noes — None — 0.

\* \* \* \* \*

**(Item 10) Report with Possible Action on the Achievement Gap Reduction Program's End-of-Semester Report**

The Board received the following report from the Administration.

**Background**

The Student Achievement Guarantee in Education (SAGE) program began in the 1996-1997 school year and was subsequently expanded in 1998-1999 and 2000-2001 due to the successes demonstrated by those schools that had begun the program in 1996. Wisconsin Statutes, Section 118.43, authorized the program, which is administered by the Wisconsin Department of Public Instruction (DPI).

State legislation was passed in 2015 that concluded the SAGE program and authorized the Achievement Gap Reduction program (Wisconsin Acts 53 and 71). School districts were given the option to continue SAGE for an additional year (2015-16). Effective FY17, all schools transitioned to the Achievement Gap Reduction (AGR) program.

MPS has 63 traditional schools and one non-instrumentality charter school that currently participate in the AGR program.

Milwaukee Public Schools leverages the following strategies:

- instructional coaching for teachers provided by a licensed teacher in grades K5 through third; and
- maintenance of 18:1 or 30:2 classroom rations in K5 and provision of professional development in small-group instruction.

The AGR program requires that each school describe its implementation of the program and report its objectives and success in achieving them to the school board every semester. Additional information may be found in the attachments provided under separate cover.

**Strategic Plan Compatibility Statement**

Goal 1, Academic Achievement

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

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

**Fiscal Impact Statement**

Does not authorize expenditures.

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**(Item 11) Report and Possible Action on a District-wide Assessment of Diversification of Workforce**

The Board received the following report from the Office of Accountability and Efficiency.

**Background**

In January 2018, the Milwaukee Board of School Directors adopted Resolution 1718R-011 regarding a district-wide assessment of diversification of workforce.

In January 2019, the Office of Accountability and Efficiency (OAE) presented its report to the Committee on Accountability, Finance, and Personnel, and the Committee directed the OAE to analyze and report back on the comparison of the diversification of school staff to that of the student body in the schools. The comparison for fiscal year 2019 follows:

Distribution of Differences between Staff and Student by School by Demographic in District (FY 2019)			
Demographic	Minimum	Median	Maximum
White	8%	40%	74%
Black	0%	23%	59%
Hispanic	0%	6%	58%
Asian	0%	2%	37%
	Least Difference between Staff and Students by Demographic in District	Median Difference between Staff and Students by Demographic in District	Most Difference between Staff and Students by Demographic in District

Comparing the Demographics of Staff and Students by School (Fiscal Year 2019)										
School Name	% White		% Black		% Hispanic		% Asian		% Other	
	Staff	Student	Staff	Student	Staff	Student	Staff	Student	Staff	Student
Acad of Accelerated Learning	69%	32%	11%	10%	3%	27%	16%	23%		8%
ALBA	27%	1%	12%		61%	99%				
Alcott School	76%	38%	12%	16%	6%	34%	3%	5%	3%	7%
Allen-Field School	41%	3%	8%	8%	41%	87%	2%		7%	2%
Alliance School	60%	15%	24%	67%	4%	14%	4%		8%	3%
Audubon HS	68%	18%	11%	13%	19%	62%		3%	3%	5%
Audubon Tech & Comm Ctr MS	56%	5%	21%	19%	16%	69%		3%	7%	4%
Auer Avenue School	32%	1%	58%	95%	8%	2%			3%	1%
Barbee Montessori School	46%	5%	49%	81%		6%		2%	5%	6%
Barton School	40%	3%	60%	83%		4%		5%		5%
Bay View HS	70%	11%	19%	51%	8%	30%	1%	3%	1%	5%
Bay View Montessori School	74%	66%	11%	2%	4%	22%	4%	1%	7%	8%
Bethune Academy	52%		39%	62%	1%	2%	7%	35%		1%
Bradley Technology and Trade	62%	4%	27%	78%	5%	14%	2%	2%	3%	3%
Brown Street Academy	49%	1%	42%	96%	4%	1%	2%		2%	3%
Browning School	27%	2%	67%	89%	2%	4%		2%	4%	4%
Bruce School	35%	4%	56%	81%	3%	4%	3%	6%	3%	5%
Bryant School	47%	1%	50%	88%		3%	3%	3%		5%
Burbank School	65%	13%	16%	36%	5%	18%	5%	27%	9%	5%
Burdick School	85%	51%	8%	9%	4%	32%	2%	5%		4%
Carson Academy	28%		69%	94%	2%	2%		1%	2%	3%
Carver Academy	38%	1%	54%	95%		3%	2%		6%	2%
Cass Street School	50%	3%	46%	83%		8%	2%	1%	2%	4%
Clarke Street School	35%		57%	95%	2%	2%	2%		4%	3%
Clemens School	49%	1%	43%	91%	3%	3%	3%	2%	3%	4%
Clement Avenue School	86%	38%	5%	9%	5%	39%	2%	2%	2%	13%
Congress School	28%	1%	71%	95%		2%	1%	1%		1%
Cooper School	83%	42%	13%	11%	2%	34%		9%	2%	4%
Craig Montessori School	55%	2%	38%	86%	5%	3%		4%	2%	4%
Curtin Leadership Academy	88%	14%	4%	15%	8%	59%		8%		4%
Doerfler School	36%	4%	12%	11%	45%	79%		2%	7%	4%
Douglas	26%	1%	74%	93%		3%		1%		3%
Eighty-First Street School	56%	5%	40%	70%		8%		5%	4%	10%
Elm Creative Arts School	46%	1%	52%	91%		5%	2%	1%		2%
Emerson School	43%	3%	52%	83%		4%	2%	5%	2%	4%
Engleburg School	45%	3%	49%	85%	2%	5%	2%	3%	2%	3%
Fairview School	70%	44%	12%	10%	9%	36%	4%	4%	5%	6%
Fernwood Montessori School	79%	67%	7%	4%	4%	21%	1%	2%	7%	7%
Fifty-Third Street School	28%	3%	67%	90%	2%	3%	2%		2%	4%
Forest Home Avenue School	46%	5%	8%	17%	42%	75%	1%	1%	2%	2%
Franklin School	41%	1%	51%	90%	2%	2%	2%		5%	6%
Fratney School	25%	11%	19%	24%	52%	63%	2%		2%	3%
Gaenslen School	52%	5%	42%	80%	3%	10%	2%	2%	1%	4%
Garland School	80%	45%	3%	9%	13%	24%		20%	3%	3%
Goodrich School	56%	5%	44%	65%		9%		14%		7%
Grant School	72%	10%	17%	12%	8%	60%		16%	3%	3%

Comparing the Demographics of Staff and Students by School (Fiscal Year 2019)										
	% White		% Black		% Hispanic		% Asian		% Other	
Grantosa Drive School	46%	1%	45%	91%	2%	2%	1%	2%	6%	4%
Green Bay	36%		56%	94%	4%	2%			4%	4%
Greenfield School	34%	2%	11%	5%	53%	91%	1%	1%	1%	1%
Groppi HS	27%	2%	68%	89%		5%		2%	5%	1%
Hamilton HS	58%	11%	17%	36%	14%	43%	6%	7%	5%	3%
Hampton School	62%	1%	26%	85%		5%	6%	5%	6%	4%
Hartford University School	51%	2%	42%	89%	2%	4%	4%	1%	2%	3%
Hawley Environmental School	66%	7%	23%	66%	3%	14%	6%	5%	3%	8%
Hawthorne School	46%	1%	48%	85%		7%		1%	7%	6%
Hayes Bilingual School	21%	2%	9%	1%	65%	97%			5%	
Hi-Mount School	41%	1%	53%	85%		7%	3%	1%	3%	6%
Holmes School	41%	1%	54%	94%	2%	3%			2%	2%
Honey Creek School	76%	34%	15%	15%	2%	40%	2%	3%	4%	9%
Hopkins Lloyd School	22%	1%	74%	93%		1%			4%	5%
Humboldt Park School	78%	27%	9%	10%	5%	19%	5%	42%	2%	2%
I.D.E.A.L.	78%	24%	7%	14%	11%	49%	4%	7%		6%
Jackson School	35%		51%	96%	2%	1%	4%	1%	8%	1%
Kagel School	39%	2%	17%	14%	41%	81%			2%	3%
Keefe Avenue School	24%	1%	72%	96%		3%			3%	
Kilbourn School	46%	1%	54%	90%		3%		3%		3%
King ES	19%	2%	79%	95%		1%			2%	2%
King IB HS	58%	16%	35%	58%	4%	14%		9%	2%	3%
King IB MS	30%		59%	91%	4%	3%		3%	7%	3%
Kluge School	55%	4%	43%	77%		7%		9%	2%	3%
Lafollette School	26%	2%	72%	93%		2%			3%	4%
Lancaster School	38%	1%	56%	86%	3%	6%		4%	3%	3%
Lincoln Avenue School	44%	3%	6%	15%	50%	78%		1%		4%
Lincoln Center of The Arts	49%	2%	44%	71%	6%	23%	1%	2%		3%
Longfellow School	48%	4%	14%	12%	38%	80%		1%		2%
Lowell School	68%	20%	14%	27%	14%	41%	4%	5%		6%
Macdowell Montessori School	69%	25%	23%	54%	1%	11%	2%	2%	5%	8%
Madison Academic HS	42%	1%	52%	91%	1%	4%	4%	2%	1%	2%
Manitoba School	64%	10%	24%	17%	10%	55%		10%	2%	8%
Maple Tree School	41%	3%	46%	83%		3%	7%	6%	5%	5%
Marshall High School	30%	2%	62%	89%	4%	2%	2%	5%	3%	3%
Maryland Av Montessori	77%	60%	13%	17%	5%	8%		6%	5%	10%
Meir School	52%	16%	37%	62%	4%	12%	1%	5%	6%	4%
Metcalfe School	29%	3%	68%	87%		6%	2%			4%
Milw Acad of Chinese Lang	46%	1%	31%	65%	4%	2%	17%	29%	3%	3%
Milw French Immersion School	59%	23%	33%	60%	3%	7%	2%	2%	3%	8%
Milw German Immersion School	83%	58%	15%	27%		6%		2%	2%	7%
Milw HS Arts	59%	11%	34%	56%	4%	19%		10%	3%	4%
Milw Parkside School	74%	25%	15%	15%	7%	43%	2%	9%	3%	7%
Milw School of Languages	57%	25%	25%	50%	10%	15%	4%	6%	4%	4%
Milw Sign Language School	68%	3%	25%	81%	4%	9%		5%	4%	3%
Milw Spanish Immersion School	35%	10%	6%	27%	58%	60%	1%			3%
Mitchell School	35%	3%	15%	12%	43%	79%	1%	2%	5%	4%
Morgandale School	67%	8%	9%	10%	19%	77%	2%	5%	4%	1%
Morse Middle School	27%	3%	61%	79%	7%	5%		9%	5%	4%
Neeskara School	55%	4%	32%	76%	2%	9%	2%	5%	9%	6%
Ninety-Fifth Street School	65%	16%	35%	54%		11%		8%		10%
North HS	26%		67%	96%	6%	2%			2%	1%
Parkview School	43%	2%	34%	53%	2%	4%	14%	37%	7%	4%
Pratt Elementary	34%	1%	66%	92%		4%				3%
Project Stay HS	35%	3%	35%	79%	22%	17%	9%			1%
Pulaski HS	53%	6%	22%	34%	18%	46%	3%	12%	4%	2%
Reagan HS	71%	31%	7%	8%	13%	53%	2%	6%	6%	2%

Comparing the Demographics of Staff and Students by School (Fiscal Year 2019)										
	% White		% Black		% Hispanic		% Asian		% Other	
Riley School	37%	7%	12%	10%	45%	80%	2%	1%	4%	2%
River Trail School	36%	1%	53%	75%	4%	10%	4%	7%	4%	6%
Riverside University HS	50%	3%	35%	67%	9%	19%	4%	10%	1%	2%
Riverwest Elementary	48%	3%	40%	74%	8%	17%	5%			5%
Rogers Street Academy	52%	4%	11%	9%	36%	86%			2%	2%
Roosevelt MS	15%	1%	77%	93%		3%			8%	2%
School of Career & Tech Ed	33%	2%	59%	93%	2%	3%		1%	6%	2%
Sherman School	46%		44%	94%	2%	3%			8%	3%
Siefert School	44%	2%	44%	94%	8%	4%	3%		3%	1%
South ACC Academy	67%	5%		51%		39%		3%	33%	2%
South Division HS	42%	4%	19%	28%	32%	50%	3%	15%	4%	2%
Starms Discovery School	21%	1%	71%	95%	5%	4%			2%	1%
Starms Early Childhood	57%	1%	43%	88%		5%		2%		4%
Story School	50%	3%	44%	70%		3%	6%	22%		2%
Stuart School	43%	4%	51%	66%	3%	3%		21%	3%	5%
Thoreau School	37%	1%	56%	90%	2%	4%		2%	6%	3%
Thurston Woods School	27%	1%	63%	93%		3%	4%		6%	3%
Townsend Street School	28%	1%	70%	93%		3%			3%	3%
Transition HS	19%	2%	75%	94%		2%		1%	6%	1%
Trowbridge School	86%	28%	6%	21%	3%	41%	3%	1%	3%	9%
Victory School	85%	27%	3%	15%	7%	32%	3%	23%	2%	3%
Vieau School	39%	2%	8%	1%	52%	96%			1%	
Vincent ACC Academy	20%		80%	94%		3%		3%		
Vincent HS	34%	1%	61%	90%	3%	4%	1%	2%	2%	3%
Washington HS of Info Tech	27%	1%	62%	91%	4%	2%	1%	4%	5%	1%
Webster	27%	3%	60%	84%		5%		2%	13%	6%
Wedgewood Park School	64%	15%	11%	20%	20%	56%	1%	5%	3%	3%
Westside Academy	37%		51%	90%	2%	3%		3%	10%	4%
Whitman School	79%	34%	14%	19%	2%	36%		4%	5%	7%
Whittier School	80%	46%	5%	8%	5%	31%	5%	7%	5%	8%
Wis Conservatory Lifelong Lrng	38%	1%	57%	91%	1%	4%	1%	2%	3%	3%
Zablocki School	61%	13%	10%	12%	14%	64%	8%	7%	6%	5%
District-wide	50%	11%	34%	52%	11%	27%	2%	7%	3%	3%

In summary, the report finds that, when comparing the demographic difference between school staff and students, variation is observed among both demographic groups and schools.

**Strategic Plan Compatibility Statement**

Goal 3, Effective and Efficient Operations

\* \* \* \* \*

**(Item 12) Update with Possible Action Regarding Progress on the Resolution Agreement with the Office for Civil Rights (OCR)**

The Board received the following informational item from the Administration.

**Background**

In 2014-15, the 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 U.S. Department of Education Office for Civil Rights (OCR) to fulfill ten agreed upon action items to ensure the equity of discipline measures within the District and in compliance with the Title VI of the Civil Rights Act of 1964, 42 U.S.C. 2000d (Title VI), and its implementing regulation, 34 C.F.R. Part 100, which prohibit discrimination based on race, color, or national origin by a recipient of Federal financial assistance.

To date, the District has met five of these ten items. The following reflects the steps which the District has taken to meet those five items and an update on the five remaining items that are currently in progress. The Administration will continue to revise these documents as the ten items are met.

### **Progress Update of OCR Resolution Agreement #05-14-5003**

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#### **1. Designation of Responsible Employee**

By February 1, 2018, the District will designate an employee to serve as the District's Discipline Supervisor and will publish this individual's name and/or title, office address, e-mail address, and telephone number on its website, in all school publications regarding discipline, and in any notices about discipline that the District sends to parents annually.

##### **Progress Update — *MET***

- a. Approved the District Discipline Manager position
- b. Designated Patrick Chapman to the role of District Discipline Manager (currently being underfilled by Jon Jagemann)
- c. Updated the 18-19 Parent Student Handbook on Rights, Responsibilities, and Discipline to reflect the name of the discipline manager.

##### **Next Steps**

- July 1, 2019 — Update the district website with the name of the District Discipline Manager
- July 1, 2019 — Add the name of the District Discipline Manager to administrative discipline documents (Central Service Conference Booklet)

#### **2. Early Identification of Students At-risk for Behavioral Difficulties and Early Intervention**

By March 16, 2018, the District will ensure that all school staff employ a range of corrective measures before referring a student to disciplinary authorities, unless it can be documented that the safety of students and/or staff is threatened or the behavior in question is such that the disruption to the educational environment can only be remedied by such a referral. To that end, the District will assess staffing levels of guidance counselors, social workers, school safety officers, and other mental health workers to determine if there is sufficient availability at each school. The District will also assess class size and student-to-teacher ratio to determine if class size has an effect on discipline referrals.

By March 30, 2018, the District will develop a plan to effectively tailor school-based services that are supportive of the needs of students in order to decrease behavioral difficulties that manifest in school and to increase students' ability to benefit from the learning environment. The plan will describe the following:

- a. the process for identifying students who are at-risk for behavioral difficulties due to their experiences in and outside of school;
- b. school-based interventions for students who are identified as at-risk for behavioral difficulties;
- c. support for school staff to meet the needs of the at-risk students; and
- d. any timeframes to hire, if needed, more guidance counselors, social workers, school safety officers, and/or other mental health workers.

##### **Progress Update — *IN PROGRESS***

- a. Introduced Power BI as the early identification to school leaders.
- b. Trained principals on how to use the early-interventions system Power BI.

##### **Next Steps**

- August 2019-May 2020 — Schools will use the early-interventions system (Power BI) to support students with increased behavioral difficulties that disrupt the learning environment.
- July 1, 2019 — Need to assess and/or modify appropriate staffing levels to provide support and intervention at the school level for the identified students that are having behavioral difficulties.

### 3. Student Discipline Committees

By February 16, 2018, the District will establish student committees at the District's middle schools and high schools to discuss matters concerning the equitable treatment of students in the implementation of the District's discipline policies, practices, and procedures and to identify steps that the students believe the District could take to improve student behavior and cause students to be more engaged in the educational program.

#### Progress Update — *MET*

- a. Established a Student Discipline Committee in all 30 of the high-school and middle-school buildings.
- b. Collected suggestions and recommendations from each committee and submitted them to the Superintendent in June 2018.
- c. Student Discipline Committees attended part one of the 2019 Student Leadership Summit to learn how to gather student voice and make recommendations/suggestions for improving school and district culture.
- d. Committees are working on their presentations for part two of the Student Leadership Summit.

#### Next Steps

- TBD — Present recommendations at the Milwaukee Board of School Directors' regular May meeting.
- June 15, 2019 — Develop a district/school response to the recommendations made by the Student Discipline Committees.
- August 31, 2019 — Plan for 2019-20 Student Leadership Summits.

### 4. Discipline Workgroups

By February 16, 2018, the District will establish a working group at each District school, consisting of school personnel — including teachers, administrators, and other school staff who are involved in making discipline referrals and imposing disciplinary sanctions — parents of school students, and community leaders.

#### Progress Update — *IN PROGRESS*

- a. Discipline Workgroups have been established in all traditional MPS schools.
- b. Recommendations and suggestions for improving school and district culture were compiled and sent to the Superintendent.
- c. Teams are currently meeting to make more recommendations and will be submitted by April 30.

#### Next Steps

- TBD — Present recommendations at the May and June regular meetings of the Milwaukee Board of School Directors.
- June 15, 2019 — Develop a district/school response to the recommendations made by the school Discipline Workgroups.

### 5. Parent Informational Meetings

The District, in collaboration with the working groups described above, will develop and provide informational programs for parents or guardians of students at all district schools (parent programs) that will explain the disciplinary policies of the District in an easily understood manner, what is expected of students under those policies, and the District's efforts to ensure the equitable discipline of students.

#### Progress Update — *MET*

- a. Spring 2018 — Hosted Community Conversations to inform parents and the community about the resolution and to gather feedback.
- b. Spring 2018 — The discipline team hosted Lunchroom Conversations at each of the high schools to gather feedback from students around disciplinary concerns.
- c. Fall 2018 — Hosted another round of Community Conversations to gather additional feedback from parents and the community.

#### Next Steps

- July 1, 2019 — To create a series (10 total) of 2019-20 parent informational meetings (Semester 1 & 2 — five each)



- August 2019-May 2020 — District will continue to use all channels of communication (mail, social media, traditional media) to increase parental and community participation

## 6. Policies, Practices and Procedures

The District will ensure that it has revised its student disciplinary policies, practices, and procedures to eliminate redundancies and vague or subjective language.

### Progress Update — *IN PROGRESS*

- a. Revised the 18-19 Code of Conduct to remove vague and subjective language.
- b. Revised Administrative Policies 8.23, 8.32., and 8.28 to reflect changes made to the Code of Conduct.
- c. Will be reconvening the Citywide Discipline Committee to review the Code of Conduct for the 19-20 school year.

### Next Steps

- April 2 & 4, 2019 — Reconvene Citywide Discipline Committee to revise the Code of Conduct to address OCR'd interim monitoring letter.
- June 30, 2019 — Convene an administrative committee to address and to create criteria for use of action levels in the Code of Conduct.

## 7. Staff Training

By February 28, 2018, and by September 30 annually thereafter through the 2019-20 school year, the District will provide effective training programs to all district teachers, administrators, school aides, and any other district personnel charged with supervising students, making disciplinary referrals, or imposing disciplinary sanctions

### Progress Update — *MET*

- a. Implemented the train-the-trainer model by having each school identify a Discipline Champion.
- b. Conducted two district -wide trainings for all employees on the Code of Conduct and when to write referrals vs when to utilize PLP notes.

### Next Steps

- July & August 2019 — Implement ongoing district-wide training for all staff at the beginning of the 2019-20 school year.
- July 2019-May 2020 — Implement Implicit Bias and Culturally Responsive Teaching for identified first-tier cohort schools.

## 8. Data Collection

District will collect and analyze data regarding referrals for student discipline and the imposition of disciplinary sanctions at all district schools, including tracking disciplinary referrals that do not result in discipline of students.

### Progress Update — *MET*

Used Power BI and the district dashboard for data analysis at both the district and school levels.

### Next Steps

- August 2019-May 2020 — Continue the school-based training for data analysis for both administration and behavioral intervention teams to best target early interventions for students having difficulties in the learning environment
- July 2019 — Develop monthly school-level responses to data analysis and recommendations made for how the school will address and support disproportionality and climate concerns in the School Improvement Plan (SIP)

## 9. Data Collection and Monitoring

Beginning in March 2018, the District will evaluate on an ongoing basis, but at least at the end of each school year, the data referenced in item 8 to assess whether the District is implementing its student-discipline policies, practices, and procedures in a non-discriminatory manner at each school.

**Progress Update — *IN PROGRESS***

The District has used Power BI and the district data dashboard to continue to monitor disproportionality in PLP notes, referrals, and suspensions in relationship to the District’s policies and procedures.

**Next Steps**

August 2019-May 2020 — Use Power BI and the district data dashboard’s 2018-19 student-discipline data collection to create school-level interventions and supports that will be in place on day 1 of the 2019-20 school year.

**10. Response to Data**

If the data suggest such disproportion, the meetings will explore possible causes for the disproportion and consider steps that can be taken to eliminate the disproportion to the maximum extent possible.

**Progress Update — *IN PROGRESS***

- a. The District has created a reporting system that identifies disproportionality at every school within an identified region. This is sent to the Regional Superintendents and the Instructional Leadership Directors to assist in addressing disproportionality in all schools.
- b. Schools have used their school-based behavioral interventions and tier-one discipline teams to create supports and interventions for students having behavioral difficulties in the learning environment.

**Next Steps**

- July 1, 2019 — Currently developing a district-wide professional development plan to address implicit bias and culturally-responsive teaching.
- July 1, 2019 — Working to align district resources and professional development for restorative practices for identified tier-one cohort schools and additional behavioral supports for students with behavioral difficulties.
- July 1, 2019 — Create a Climate Leadership Institute for the 2019-20 school year to support school leaders with implementing best practices and student-focused interventions with fidelity.
- August 2019-May 2020 — Continue to solicit student voice and recommendations from the Student Discipline Committees to address and authentically improve school-based practices.

**Timeline**

A timeline, from January 15, 2018 to July 1, 2020, for implementation of OCR Resolution Agreement #05-14-5003 has been provided under separate cover.

**Strategic Plan Compatibility Statement**

Goal 3, Effective and Efficient Operations

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

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

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**(Item 13) Reports of the Board's Delegates**

The Board received the monthly reports from its delegates to the Title I District Advisory Committee (DAC), to the MPS Head Start Policy Council, and to CESA #1.

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**(Item 14) Monthly Report of the President of the Milwaukee Board of School Directors**

President Sain updated the Board on his activities on behalf of the Board during the month of April 2019.

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**ITEMS DEFERRED**

Having considered the last item on the agenda, the Board returned to the Reports and Communications from the Board Clerk/Director, Office of Board Governance, which previously had been deferred.

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

The Joint Committee on Finance held agency briefings and public listening sessions across the state during the month of April. Increasing funding for K-12 education and specific support for the Governor's budget in that area remained at the forefront of those sessions. Updates on that testimony and reaction to it will be provided.

In addition, results from the Marquette Law School Poll continue to show extremely strong support for a large increase in funding for students with disabilities, with 74% endorsing the proposal. State funding for students with disabilities has been frozen for ten years. Under state law, students with disabilities in private schools receive a minimum 90% reimbursement, while students with disabilities in public schools receive a reimbursement of less than 25%.

The Board received the report, for which no action was required.

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The President asked the Secretary to introduce the next two items together:

**(Item 2) Action on a Request to Retire to Executive Session Pursuant to Sections 19.85(1)(f) and 19.85(1)(g) of the Wisconsin Statutes****Background**

The Board Clerk is requesting that the Board retire to executive session pursuant to:

- Wisconsin Statutes, Section 19.85(1)(f), 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; and
- Wisconsin Statutes, Section 19.85(1)(g), to confer with legal counsel who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved.

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

**Recommendation**

The Office of Board Governance recommends that the Board determine what action it wishes to take with regard to this matter.

Director Miller moved to retire to executive session pursuant to Wisconsin Statutes, §§19.85(1)(f), 19.85(1)(g), and 19.85(1)(c). The motion passed, the vote being as follows:

Ayes — Directors Baéz, Falk, Harris, Miller, Phillips, Voss, Woodward, and President Sain — 8.  
Noes — None — 0.

\* \* \* \* \*

**(Item 3) Consideration of and Possible Action on Employment, Compensation, and Performance-evaluation Data Relative to the Terms of an Employment Agreement with the Superintendent of Schools**

**Background**

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

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

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

**Recommendation**

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

Director Baéz moved to retire to executive session pursuant to Wisconsin Statutes, §§19.85(1)(f), 19.85(1)(g), and 19.85(1)(c) and to consider Items 2 and 3 in the same closed session. The motion passed, the vote being as follows:

Ayes — Directors Baéz, Falk, Harris, Miller, Phillips, Voss, Woodward, and President Sain — 8.  
Noes — None — 0.

The Board retired to executive session at 10:49 PM.

The Board adjourned from executive session at 1:00 AM.

JACQUELINE M. MANN, Ph.D.  
Board Clerk