

**PLEASE REVIEW PRIOR TO THE NOVEMBER 21,
2019, BOARD MEETING**

**Minutes for Approval at the November 21, 2019,
Regular Meeting of the Milwaukee Board of School
Directors**

	<u>Pages</u>
October 10, 2019, Special Board Meeting	323-328
October 29, 2019, Special Board Meeting	329-330
October 29, 2019, Special Board Meeting	331-334
October 31, 2019, Regular Board Meeting	335-383

**BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
OCTOBER 10, 2019**

Special meeting of the Board of School Directors called to order by President Miller at 6:30 p.m.

Present — Directors Báez, Herndon, O'Halloran, Peterson, Phillips (6:32 p.m.), Siemsen, Taylor
(7:07 p.m.), Woodward, and President Miller — 9.
Absent — None — 0.

The Board Clerk read the following call of the meeting:

October 3, 2019

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Larry Miller, the following meeting is scheduled to take place in the Auditorium of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the consideration of the following item of business:

Special Board Meeting
6:30 p.m., Thursday, October 10, 2019

(or immediately following the meeting of the Committee on Student Achievement and School Innovation scheduled to begin at 5:30 p.m.)

1. Update with Possible Action Regarding Preliminary Survey Data and Action on the Charge of the Community Task Force Associated with Resolution 1920R-004 on Schools Our Students Deserve

Executive Session Notice

In regard to Item 2, below, the Board may retire to closed session pursuant to Wisconsin Statutes, §19.85(1)(b), which allows a governing body to go into a closed session for the purpose of dismissal, demotion, licensing or discipline of any public employee or person licensed by a board or commission or the investigation of charges against such person, or considering the grant or denial of tenure for a university faculty member, and the taking of formal action on any such matter; provided that the faculty member or other public employee or person licensed is given actual notice of any evidentiary hearing which may be held prior to final action being taken and of any meeting at which final action may be taken and pursuant to Wisconsin Statutes, §19.85(1)(f), which allows a governing body to go into closed session for the purpose of considering financial, medical, social or personal histories or disciplinary data of specific persons, preliminary consideration of specific personnel problems or the investigation of charges against specific persons which, if discussed in public, would be likely to have a substantial adverse effect upon the reputation of any person referred to in such histories or data, or involved in such problems or investigations.

The Board may reconvene in open session to take action on matters discussed in closed session; otherwise, the Board will adjourn from executive session.

2. Action on a Request to Retire to Executive Session For the Purpose of Preliminary Consideration of Specific MPS Personnel Matters, and to Consider the Investigation of Charges Against Specific Persons, Which, if Discussed in Public, Would be Likely to Have a Substantial Adverse Effect Upon Their Reputations.

JACQUELINE M. MANN, Ph.D.
Board Clerk

(Item 1) Update with Possible Action Regarding Preliminary Survey Data and Action on the Charge of the Community Task Force Associated with Resolution 1920R-004 on Schools Our Students Deserve

Background

At its meeting on May 30, 2019, the Milwaukee Board of School Directors referred Resolution 1920R-004 by Director Peterson to the Committee on Student Achievement and School Innovation. At its meeting on June 27, 2019, the Milwaukee Board of School Directors adopted the resolution and directed the Administration to develop and present a plan to engage stakeholders and to gather their feedback regarding important education topics to strengthen our students’ MPS experience.

In August and September 2019, the Administration presented updates to the Committee on Student Achievement and School Innovation on its efforts to implement the Board’s action. These efforts included a district survey that was launched in August 2019 and remains open and feedback sessions that took place during September. The survey was designed to seek the input of students, families, educators, staff, and all community members. It was translated into Arabic, Burmese, Hmong, Karen, Rohingya, Somali, and Spanish and can be accessed at www.mpsmke.com/survey. At the time this item currently before the Board was submitted, approximately 25,000 individuals had taken the survey. Preliminary results of the survey are summarized below:

How Survey Respondents Primarily identified

I am a student.....	43.2%
I am a member of the MPS Staff.....	20.1%
I am a parent / guardian of a current MPS student.....	16.0%
I am a community member.....	8.4%
I am a parent / guardian of a former MPS student.....	4.7%
Other:	3.9%
I am a parent / guardian of a school-aged child who does not attend an MPS school.....	1.6%
I am a parent/ guardian of a potential MPS student.....	11.3%
I am a business leader in the Milwaukee community.....	10.8%

Essential Elements for a Quality K-12 Education

% of Survey Respondents that Somewhat to Strongly Agree

Library, Art, Music, Physical Education.....	86.0%
Certified Teachers and Support Staff.....	85.5%
Counselors, Psychologists, Social Workers, Nurses.....	84.8%
Comprehensive Career and Technical Education.....	83.5%
Continuing Education for Staff.....	31.0%
World Language, Bilingual, and Immersion Programs.....	77.2%
Small Class Size.....	75.8%
Program Specific (IB/AP, Montessori).....	74.0%
Three-year-old Opportunities.....	65.2%

The four listening sessions to discuss the results of the survey and gather additional feedback took place at the following locations and were well-attended:

- September 19, 2019, at Wisconsin Conservatory of Lifelong Learning (WCLL)
- September 21, 2019, at Reagan High School
- September 23, 2019, at North Division High School
- September 25, 2019, at Vincent High School

At its September meeting, the Board took action to direct the Administration to build on the results of the community survey and the feedback meetings by:

1. creating a community-based taskforce to continue the examination of the needs of MPS students and to assess the potential of increasing funding through a referendum on April 7, 2020. The taskforce is to make recommendations to the Board before January 1, 2020, on how best to meet our students’ needs; and
2. taking the necessary steps to ensure all appropriate requirements are being met for a possible referendum.

To begin to address the Board's action, the Administration worked in collaboration with the Donovan Group to draft the for the Board's consideration the following proposed charge to the community task force once formed:

DRAFT Board's Charge to Community Task Force ***DRAFT***

On behalf of the Milwaukee Board of School Directors, we want to thank you for your participation in the Community Task Force. The purpose of this document is to present a formal charge for the Task Force.

The Community Task Force shall consider the Milwaukee Public Schools' financial situation and work as a committee to develop a written report that details a solution or a set of solutions for the Milwaukee Board of School Directors to consider within the context of the parameters detailed below.

The report shall be presented to the Milwaukee Board of School Directors for review and possible action. The Board must note that establishing this Task Force does not bind it to accept the Task Force's suggested solution(s).

1. Specific Duties

The Community Task Force shall present the Board a solution (or set of solutions) that:

- provides long-term financial stability and sustainability
- does not risk financial jeopardy to the district and represents a multi-year plan
- ensures the district's ability to achieve its vision
- takes into consideration the impact on local taxpayers
- does not propose to materially alter the current structure/program offerings
- is consistent with the Board's focus on continuous improvement and reflects the realization that the district must ensure that its graduates are able to be successful in an increasingly complex economy and society
- accounts for state and federal law
- protects the district's assets and ensures these are adequately maintained
- ensures the district's ability to develop, to attract, and to recruit highly-skilled teachers and staff.

2. Reporting Responsibilities

The chairs of the Community Task Force are specifically charged with the following duties:

- running the meetings and keeping the process moving
- seeking consensus among the Task Force's members on all decisions
- keeping the Board's representative apprised of problems encountered by the Task Force in the course of its work.

3. Membership

The Community Task Force shall consist of 16-30 voting members. While members of the Milwaukee Board of School Directors may desire the option of attending task force meetings, Board members will neither actively participate in the meetings nor vote on the findings. Because Board members may attend meetings, all task force meetings will be posted as open meetings; this means the public may attend, but not participate in these meetings.

4. Staff Support

The district will provide support for the work of the Task Force.

If you have any questions about this document, please call Jennifer Mims-Howell at 414-438-3648 or email mimshjn@milwaukee.k12.wi.us.

DRAFT

Recommendation

The Administration recommends that the Board decide how it wishes to proceed relative to the charge of the Community Task Force associated with Resolution 1920R-004 regarding schools that our students deserve.

Director Peterson moved adoption of the charge of the Community Task Force associated with Resolution 1920R-004 on schools our students deserve, with the following language to be added to the charge:

- The Task Force reflect on the MPS survey and feedback results
- That the make-up of the Task Force be a diverse group, reflective of the MPS student population and consistent with Board Governance Policy 2.10, Board Advisory Committees

The motion passed, the vote being as follows:

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

Noes — None — 0.

Temporarily Absent — Director Taylor — 1.

* * * * *

(Item 2) Action on a Request to Retire to Executive Session For the Purpose of Preliminary Consideration of Specific MPS Personnel Matters and to Consider the Investigation of Charges Against Specific Persons, Which, if Discussed in Public, Would be Likely to Have a Substantial Adverse Effect upon Their Reputations

Background

At the request of President Larry Miller, a special meeting of the Board of School Directors will be held at 6:30 P.M on Thursday, October 10, 2019, in the Auditorium of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of preliminary consideration of specific MPS personnel matters and to consider the investigation of charges against specific persons, which, if discussed in public, would be likely to have an substantial adverse effect upon their reputations.

The Board may retire to closed session pursuant to:

- Wisconsin Statutes, §19.85(1)(b), which allows a governing body to go into a closed session for the purpose of considering dismissal, demotion, licensing or discipline of any public employee or person licensed by a board or commission or the investigation of charges against such person, or considering the grant or denial of tenure for a university faculty member, and the taking of formal action on any such matter; provided that the faculty member or other public employee or person licensed is given actual notice of any evidentiary hearing which may be held prior to final action being taken and of any meeting at which final action may be taken;
- Wisconsin Statutes, §19.85(1)(f), which allows a governing body to go into closed session for the purpose of considering financial, medical, social or personal histories or disciplinary data of specific persons, preliminary consideration of specific personnel problems or the investigation of charges against specific persons which, if discussed in public, would be likely to have a substantial adverse effect upon the reputation of any person referred to in such histories or data, or involved in such problems or investigations.

The Board may reconvene in open session to take action on matters discussed in closed session; otherwise, the Board will adjourn from executive session.

Recommendation

That the Board determine how it wishes to proceed.

* * * * *

Director Báez moved to retire to Executive session, pursuant to Wisconsin Statutes, §19.85(1)(b). The motion passed, the vote being as follows:

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

Noes — None — 0.

Temporarily Absent — Director Taylor — 1.

The Board retired to executive session at 6:54 p.m.

The Board adjourned from executive session at 8:38 p.m.

JACQUELINE M. MANN, Ph.D.
Board Clerk

**BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
OCTOBER 29, 2019**

Special meeting of the Board of School Directors called to order by President Miller at 5:32 p.m.

Present — Directors Báez, Herndon, O'Halloran, Peterson, Phillips (6:01 p.m.), Siemsen (5:56 p.m.),
Taylor, Woodward (5:36 p.m.), and President Miller — 9.
Absent — None — 0.

The Board Clerk read the following call of the meeting:

October 25, 2019

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Larry Miller, a special meeting of the Board of School Directors will be held at 5:30 p.m. on Tuesday, October 29, 2019, in the Auditorium of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of conferring with legal counsel and receiving oral or written advice concerning strategy to be adopted by the Board with respect to litigation in which it is or is likely to become involved.

The Board may retire to closed session pursuant to Wisconsin Statutes, §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; otherwise, the Board will adjourn from executive session.

JACQUELINE M. MANN, Ph.D.
Board Clerk

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

Ayes— Directors Báez, Herndon, O'Halloran, Peterson, Woodward, and President Miller — 6.
Noes — None — 0.
Temporarily Absent — Directors Phillips, Siemsen, and Taylor — 3.

The Board retired to executive session at 5:39 p.m.

The Board adjourned from executive session at 6:30 p.m.

JACQUELINE M. MANN, Ph.D.
Board Clerk

**BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
OCTOBER 29, 2019**

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

Present — Directors Báez, Herndon, O'Halloran, Peterson, Phillips, Siemsen, Taylor (6:41 p.m.),
Woodward, and President Miller — 9.
Absent — None — 0.

The Board Clerk read the following call of the meeting:

October 25, 2019

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Larry Miller, a special meeting of the Board of School Directors will be held at 6:30 p.m. on Tuesday, October 29, 2019, (or immediately following the special board meeting scheduled to begin at 5:30 p.m.) in the Auditorium of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of considering and taking action on proposed amendments to the adopted 2019-20 (FY20) budgets for School Operations, Construction, and Extension Funds.

JACQUELINE M. MANN, Ph.D.
Board Clerk

(Item 1) Action on a Request to Approve the 2019-20 (FY20) Proposed Fall Budget Adjustments to the Adopted FY20 Budget and Recommended Organizational Adjustments

Background

The Wisconsin Department of Public Instruction (DPI) certified school districts' aid amounts and updated the district's revenue-limit worksheet on October 15, 2019. Since the institution of revenue limits, it has been routine to amend the district's annual budget at this point in the fiscal year in order to adjust projections to actual revenue and enrollment. These changes require adjustments to revenues and expenditures, as well as technical adjustments to the proposed 2019-20 budget as adopted by the Milwaukee Board of School Directors (Board) on May 30, 2019.

Attachment 1, provided under separate cover, summarizes the recommended fall changes to the budget adopted in May 2019, based on current data and the priorities established in the Board's three goals of academic achievement; student, family and community engagement; and effective and efficient operations.

Fiscal Impact Statement

Approval of the proposed fall budget changes as outlined in Attachment 1 will result in a total budget, including estimated categorical grants, of \$1,216,369,764, based upon current law and revenue-limit calculations.

In accordance with Board Rule 1.14(3), "A recorded affirmative vote of two-thirds of the Board membership shall be necessary to...request tax funds or the sale of bonds for the purpose of school construction."

Recommendation

The Administration recommends the Board adopt the fall budget changes and organizational adjustments [provided under separate cover] as proposed and that the annual budgetary resolutions be adopted as amended below:

School Operations Fund

RESOLVED, That, pursuant to the provisions of Section 119.46, Wisconsin Statutes, relating to the School Operations Fund, the Board of School Directors hereby advises the Common Council that the amount of ~~\$997,360,200~~ ~~\$999,616,200~~ \$1,002,787,560 will be required for the operation of the Milwaukee Public Schools, for the repair and keeping in order of school buildings and equipment, and the making of material improvements to school property during the 2020 Fiscal Year. In addition, pursuant to action taken by the Board of School Directors at its regular meeting on September 22, 2011, the Board of School Directors is required to advise the Common Council that ~~{AMOUNT TO BE DETERMINED}~~ \$31,797,312 will be required for the operation of the Milwaukee Parental Choice Program; and that ~~{AMOUNT TO BE DETERMINED}~~ \$236,151,371 will be required for the operations of the Milwaukee Public Schools and that a total of ~~{AMOUNT TO BE DETERMINED}~~ \$267,948,683 thereof is to be raised by a tax levy on all real and personal property in the City of Milwaukee subject to taxation for Milwaukee Public School purposes in 2020, pursuant to the provisions of Section 65.07(1)(e), Wisconsin Statutes, said amount to be raised by tax levy being in addition of the money to be received from state aids, shared taxes, and from other miscellaneous sources.

Construction Fund

RESOLVED, That, pursuant to the provisions of Section 119.48, Wisconsin Statutes, the Board of School Directors hereby advises the Common Council that the amount of \$2,637,203 will be required for the 2020 Fiscal Year Construction Fund budget purposes and that it is to provide, in accordance with Section 65.07(1)(f), Wisconsin Statutes, \$1,511,274 by a tax levy on all real and personal property in the City of Milwaukee subject to taxation for Milwaukee Public School purposes in 2020, said amount to be in addition to the money received from other miscellaneous sources.

Extension Fund

RESOLVED, That, pursuant to the provisions of Section 119.47, Wisconsin Statutes, relating to the Extension Fund, the Board of School Directors hereby advises the Common Council that the amount of ~~\$31,780,659~~ \$32,708,590 will be required for the maintenance of playgrounds, recreation centers, and similar activities during the 2020 Fiscal Year, and that ~~\$24,297,069~~ \$25,225,000 thereof is to be raised by a tax levy on all real and personal property in the City of Milwaukee subject to taxation for Milwaukee Public School purposes in 2020, pursuant to the provisions of Section 65.07(1)(g), Wisconsin Statutes, said amount being required in addition to other miscellaneous sources.

Director Báez moved to:

1. adopt the proposed fall budget adjustments as provided under separate cover;
2. that the organizational adjustments proposed in Attachment #2 of this item (provided under separate cover) be brought to the Board through the appropriate committee; and
3. that an analysis for consideration of the proposed organizational adjustments be brought to the Board no later than the December 2019 Board cycle.

Director Phillips moved to adopt the fall budget changes and organizational adjustments as provided under separate cover and that the annual budgetary resolutions as amended below be adopted:

School Operations Fund

RESOLVED, That, pursuant to the provisions of Section 119.46, Wisconsin Statutes, relating to the School Operations Fund, the Board of School Directors hereby advises the Common Council that the amount of ~~\$997,360,200~~ ~~\$999,616,200~~ \$1,002,787,560 will be required for the operation of the Milwaukee Public Schools, for the repair and keeping in order of school buildings and

equipment, and the making of material improvements to school property during the 2020 Fiscal Year. In addition, pursuant to action taken by the Board of School Directors at its regular meeting on September 22, 2011, the Board of School Directors is required to advise the Common Council that ~~[AMOUNT TO BE DETERMINED]~~ \$31,797,312 will be required for the operation of the Milwaukee Parental Choice Program; and that ~~[AMOUNT TO BE DETERMINED]~~ \$236,151,371 will be required for the operations of the Milwaukee Public Schools and that a total of ~~[AMOUNT TO BE DETERMINED]~~ \$267,948,683 thereof is to be raised by a tax levy on all real and personal property in the City of Milwaukee subject to taxation for Milwaukee Public School purposes in 2020, pursuant to the provisions of Section 65.07(1)(e), Wisconsin Statutes, said amount to be raised by tax levy being in addition of the money to be received from state aids, shared taxes, and from other miscellaneous sources.

Construction Fund

RESOLVED, That, pursuant to the provisions of Section 119.48, Wisconsin Statutes, the Board of School Directors hereby advises the Common Council that the amount of \$2,637,203 will be required for the 2020 Fiscal Year Construction Fund budget purposes and that it is to provide, in accordance with Section 65.07(1)(f), Wisconsin Statutes, \$1,511,274 by a tax levy on all real and personal property in the City of Milwaukee subject to taxation for Milwaukee Public School purposes in 2020, said amount to be in addition to the money received from other miscellaneous sources.

Extension Fund

RESOLVED, That, pursuant to the provisions of Section 119.47, Wisconsin Statutes, relating to the Extension Fund, the Board of School Directors hereby advises the Common Council that the amount of ~~\$31,780,659~~ \$32,708,590 will be required for the maintenance of playgrounds, recreation centers, and similar activities during the 2020 Fiscal Year, and that ~~\$24,297,069~~ \$25,225,000 thereof is to be raised by a tax levy on all real and personal property in the City of Milwaukee subject to taxation for Milwaukee Public School purposes in 2020, pursuant to the provisions of Section 65.07(1)(g), Wisconsin Statutes, said amount being required in addition to other miscellaneous sources.

The motion passed, the vote being as follows:

Ayes — Directors O'Halloran, Phillips, Siemsen, Taylor, and Woodward — 5
Noes — Directors Báez, Herndon, Peterson, and President Miller — 4.

The Board adjourned at 9:08 p.m.

JACQUELINE M. MANN, Ph.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS MILWAUKEE, WISCONSIN OCTOBER 31, 2019

Regular meeting of the Board of School Directors called to order by President Miller at 6:33 p.m.

Present — Directors Báez, Herndon, O'Halloran, Peterson, Phillips (6:49 p.m.), Siemsen, Taylor, Woodward (left 9:15 p.m.), and President Miller — 9.
Absent — None — 0.

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

- Mary Moring, a retired MPS teacher at Fratney School, who passed away on October 12, 2019;
- Mary Fair Johnson, a retired MPS research analyst for Student Information Services, who passed away on October 14, 2019;
- Dr. Terry Ehiorobo, a former MPS Director of Specialized Services, who passed away on October 24, 2019;
- A'Lisa Gee, a student at Auer Avenue, who passed away on October 24, 2019; and
- Amea Gee, a student at Auer Avenue, who passed away on October 29, 2019.

AWARDS AND COMMENDATIONS

(Item 1) Excellence in Education Award — Washington High School's Special Education Department

Background

Each month, the Milwaukee Board of School Directors recognizes an outstanding school, student, staff member, parent, or community member for a display of excellence, achievement, and innovation that may serve as an example to our school district and the entire Milwaukee community. This month, the Milwaukee Board of School Directors is pleased to present the "Excellence in Education Award" to:

Washington High School's Special Education Department

Milwaukee Public Schools recognizes Washington High School's Special Education Department for their dedication to providing MPS students with an exceptional learning experience — the MPS districtwide prom for students with significant disabilities. This prom, which Washington High School has hosted for 18 years, began as a collaboration among MPS high-school special education teachers who wanted to create an event where their students could practice social skills in a safe, welcoming environment while also allowing for a full high-school experience. Students help prepare for the prom while learning "soft" and life skills along the way. Since its inception, Mike Rein, a paraprofessional at Washington High School, had worked tirelessly to create a Disney-like event for some really special students. Although Mike passed away in 2017, his magic is still very much alive as we move forward to celebrating our 19th annual prom.

The prom has grown into a wonderful collaboration among multiple high schools, parents, community partners, generous donors, and the district. Last year, over 200 students, friends, family members, Special Olympics athletes, and MPS alumni from more than 14 schools attended. Students and staff from multiple high schools helped prepare decorations for the event.

The day of prom, over 60 volunteers — comprising National Honor Society students, MATC Educators Club, and Black Student Union (BSU) members, teachers, administrators, MPS Central Services staff, and community members such as Earl Ingram — used these spectacular decorations to transform the high school’s cafeteria into an elegant, magical venue. Mr. Ingram has been one of the prom’s biggest community supporters and cheerleaders for its success.

Upon checking in, prom guests received a swag bag and had the option of visiting the Glam Room. Here students could find donated dresses, shoes, shirts, suits, and ties, or they could just add to their own spectacular outfits by choosing makeup or other accessories provided by volunteers from the MPS Office of Finance. After dressing up and accessorizing, students could dance or have fun taking glamour shots in the photo booth.

New last year, thanks to MPS’s Office of Specialized Services, door-to-door transportation was offered to 30 prom goers. Parents were also able to take advantage of the transportation so that they could attend the First Annual Transition Community Resource Fair. Representatives from Independence First, Milwaukee Recreation, DWD-Department of Vocational Rehabilitation (DVR), MPS’s School-to-Work Transition Program (STWTP), and Milwaukee Area Technical College (MATC) were on hand to answer questions and to address any concerns that parents and students might have had about transition and what’s available after high school.

The Milwaukee Board of School Directors recognizes and honors the Washington High School’s Special Education Department for their dedication, outstanding leadership, and commitment to excellence on behalf of the students with significant disabilities of the Milwaukee Public Schools.

APPROVAL OF MINUTES

The minutes of the special and regular board meetings of September 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 remain a priority and serve as an excellent mechanism for gathering feedback to support the district’s improvement efforts. This month, I had the opportunity to visit Andrew Douglas Elementary, Cass Street, Manitoba, Marvin Pratt Elementary, Milwaukee Spanish Immersion, Morse Middle School, Reagan High School, North Division High School, and Vincent High School. I also celebrated National School Lunch Program week with students at Allen-Field and Fratney elementary schools.

Events, Programs, and Announcements

The Art Start Portrait Project's Gallery Opening in Milwaukee for Boys and Men of Color Week 2019

MPS students, the MPS Department of Black and Latino Male Achievement, and Art Start hosted an opening reception at Inova Gallery in commemoration of Boys and Men of Color Week. The Art Start Portrait Project 2019 is a multimedia platform for Milwaukee's boys and young men of color to portray the complex narratives about their identities, asking the world to see them for how they choose to be seen.

In 2019, Art Start, continuing in partnership with MPS's Black and Latino Male Achievement Department, asked participating youth to complete the statement "See Me Because..." During more than nine months of Art Start's creative workshops, mentoring, oral history interviews and photo-shoots, participants explored their personal identities and envisioned their lives beyond stereotype. With the collaboration of world-class photographers, stylists, and oral historians, those visions will come to life through a multimedia gallery exhibition and public campaign, #SeeMeBecause, this fall in Milwaukee, offering a platform for self-determination, representation, and liberation. The Art Start Portrait Project challenges the belief that the future will simply be a continuation of the past, or that stereotypes, statistics, and circumstance determine our youths' existence.

Cass Street School Opens New STEM Center

Students cheered as the ribbon was cut to open the new STEM Center at Cass Street School. After several months of planning, painting, organizing, and installing, the space was completed and ready to help students sharpen their science, technology, engineering, and math (STEM) skills.

The STEM Center would not have been possible without a generous grant of \$130,000 from local partner Rockwell Automation. Rockwell has partnered with Cass Street for the past five years, providing mentorship, event support, and volunteers in the school and frequently offering its expertise in STEM fields.

Curriculum in the new STEM Center will be based in Project Lead The Way (PLTW) modules. PLTW is a nationally recognized service provider offering hands-on learning for students in the areas of engineering, robotics, biomedical science, computer science, and interdisciplinary science exploration. The STEM Center includes updated technology equipment such as tablets, projectors, 3D printers, supplies, consumables, and VEX (a robotics platform) equipment for middle-school PLTW modules.

Boys & Girls Clubs of Greater Milwaukee has helped drive programming for the project and will support after-school use of the STEM Center for students and families. The new facility will have a positive impact on the Milwaukee community beyond the walls of Cass Street School.

Vincent High School Hosts an Annual Gala Showcasing Agriculture Program

The goats, chickens, horse, and other animals at Vincent High School were on their best behavior to greet guests for the school's annual Farm-to-Table Fundraiser. Visitors toured barns, met the animals, and chatted with students about the work involved in caring for animals. Guests then toured the school's greenhouse, classrooms, and café.

Vincent's culinary students were kept busy preparing appetizers and other treats for visitors. Attendees enjoyed brats, chicken, eggs, potatoes, tomatoes, and more. Culinary students also had candles, lip balm, and lotions made from aloe and beeswax produced right at the school for sale.

Students also offered a silent auction that included plants grown in the greenhouse, cooking items, a monthly basket of lettuce, and a processed lamb that was raised for the State Fair.

Vincent High School has the only agriculture program in Milwaukee County. Students have access to Advanced Placement courses and can select classes focused on aquaponics, biology, botany, culinary arts, food science, greenhouse techniques, landscape and design, marketing, technology, urban agriculture, urban gardening/horticulture, and veterinary science.

Playfield Revitalization Project

Milwaukee Recreation broke ground on the Clovernook Playfield's and Franklin Square Playfield's revitalization projects. This follows the completed renovations made at Columbia Playfield and Custer Playfield in the previous two months.

Clovernook Playfield (6594 N. Landers St.) will now feature upgraded, age-appropriate playground equipment, a splash pad, basketball courts, shade structures, and a multi-purpose field. New and upgraded site amenities will also be added, including lighting, benches, and trash receptacles.

Franklin Square Playfield (2643 N. 13th St.) will include basketball courts, age-appropriate playground equipment, a splash pad, shade structures, a multi-purpose field, and its own obstacle course.

Mentoring Sessions and Programs Support MPS's Black and Latino Youth

The Black & Latino Male Achievement (BLMA) Department kicked off its monthly mentoring program this month at the Fiserv Forum. Nearly 250 young men from seven MPS high schools were present along with dozens of volunteer mentors from around the community. Mayor Tom Barrett was in attendance to offer his thanks for this program that supports our youth.

Black and Latino male students in MPS will have opportunities to enjoy lunch with Black and Latino male mentors throughout the school year to allow them to converse about topics to help them succeed academically, socially, and emotionally. Now in its third year, the First-Thursday Mentor Luncheon program started with two schools and 60 students; this year, it grows to seven sites and nearly 250 students.

Conversations in the past two years have been rich and diverse, and boys have expressed appreciation for hearing how men have overcome obstacles and achieved success. Topics have included:

- perspectives on authority and power and the appropriate and inappropriate use of both
- discussions on the importance of self-esteem and self-care for manhood
- employment and careers and understanding how public-school education is a starting point to an ongoing road to success.

The Department of Black & Latino Male Achievement works collaboratively to create the systems, structures, and spaces that guarantee success for all Black and Latino boys and young men in Milwaukee Public Schools.

MFD Provides Thousands of Winter Coats to Milwaukee Children

For the eighth year in a row, Milwaukee firefighters are protecting local children by providing warm coats so students can travel safely to school in winter. At Manitoba school on October 8, the Milwaukee Fire Department (MFD) celebrated the distribution of its 40,000th coat.

In collaboration with national nonprofit Operation Warm, Milwaukee firefighters engaged in fundraising throughout the year to be able to purchase as many coats as possible. Fundraisers included the Fill the Boot campaign in June and the Hero's Haul Firetruck Pull in September.

This year, the MFD purchased 6,000 coats, bringing the eight-year total to 40,000 coats. Students in 19 schools have received coats this week, preparing them for the winter weather season.

The MFD credits the assistance of the MFD Warm Up Winter Committee, Great Lakes Distillery, Operation Warm, Milwaukee Radio Group B93.3, and the generosity of all those who dropped money in the boot this past summer when MFD ran its Fill the Boot campaign.

Operation Warm accepts donations for winter coats throughout the year. If you'd like to host a fundraiser or make a gift to purchase coats for Milwaukee children, visit the Operation Warm page for MPS and make a selection.

- \$20 puts a brand-new coat on an MPS student
- \$500 will provide coats for an entire classroom
- \$2,500 helps a busload of students keep warm

Fall Student Leadership Summit Convenes

The most important voices in Milwaukee Public Schools are those of our students, and this month, the fall Student Leadership Summit engaged more than 300 students from 31 schools. The gathering of middle- and high-school students allowed attendees to take part in training and in focus groups designed to enable and empower them to lead conversations and to gather input from their peers.

At the Summit, which was held at American Serb Hall, attendees listened to district leaders, including members of the Milwaukee Board of School Directors. Students also broke into groups to learn how to engage their peers and to accurately report their opinions. This year's Student Leadership Summits are focusing specifically on discipline policies and procedures.

Students will reconvene in May to present their recommendations regarding district policies and procedures.

Awards and Recognition

MPS Alumni Honored at MPS Foundation's Gala

MPS alumni are doing great work in the Milwaukee community and were honored by the MPS Foundation. Eight individuals and community partners were recognized for their support of Milwaukee Public Schools and outstanding achievement.

Hosted at Discovery World, attendees enjoyed a delicious dinner and were treated to a sampling of students' finest work. A silent auction included nine artworks by MPS students, and beautiful table centerpieces were designed by students from Vincent High School. Entertainment was also provided by MPS students and included Vincent High School cheerleaders, DJ Bizzon and his DJ Club students, and Milwaukee High School of the Arts Jazz Band. A dessert tasting that was prepared by Bay View High School culinary arts students capped off the evening.

Please help us congratulate the MPS Alumni honorees for 2019.

- Start, Stay, Succeed Champions..... Rick and Laura Polk
- Young Alumni Award..... Sarina James
- Emerging Alumni..... Angie Swan
- Service Award..... Joaquin Altoro
- Corporate Partner Milwaukee Bucks and Milwaukee Bucks Foundation
- Lifetime Achievement..... Bruce Weber

Superintendent's Student Advisory Council (SSAC)

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 students' voice in the district's decision making.

This month, I would like to introduce the Superintendent's Student Advisory Council (SSAC) for the 2019-2020 school year.

* * * * *

(Item 2) Report with Possible Action Regarding Development of an MPS Music Policy

Background

At its meeting on August 29, 2019, the Milwaukee Board of School Directors referred Communication 1920C-001, regarding a proposed music education policy drafted by MPS music educators and the Milwaukee Teachers' Education Association (MTEA), to the Administration for follow up.

At its meeting on September 26, 2019, the Board directed the Administration to convene an advisory committee made up of members of the MPS Administration, the Office of Board Governance, the Office of Accountability and Efficiency, MPS music teachers, the Milwaukee Teachers' Education Association, music providers, and two representatives of the Milwaukee Board of School Directors.

The advisory committee met on October 4 and October 11, 2019. The objectives of the collaborative meetings included discussing and implementing edits to the proposed music policy as suggested by the Office of the City Attorney and reviewing the five-year implementation plan, fiscal impacts, and next steps. The advisory committee has completed the proposed music education policy for the Board's consideration. The plan is included on this agenda as an item of new business for referral to a future meeting of the Committee on Legislation, Rules, and Policies (LRP).

The advisory committee will continue to meet to discuss the five-year implementation plan and to support the collaboration, expansion, and development of music programming in MPS.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

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

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

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(Item 3) Action on a Request to Authorize the Office of the City Attorney to Enter into a Contract with Quarles and Brady as Outside Legal Counsel to Assist with the Preparation of a Possible Referendum

Background

At its meeting on May 30, 2019, the Milwaukee Board of School Directors referred Resolution 1920R-004 by Director Peterson to the Committee on Student Achievement and School Innovation.

WHEREAS, Many people who testified during the hearings for the 2019-2020 Milwaukee Public Schools budget forcefully described areas of need for our students, families and staff; and

WHEREAS, There is growing unity in our community that the students of MPS need and deserve smaller class sizes, additional social workers, psychologists, nurses and guidance counselors, full time librarians, full time art, music; and physical education teachers in all of our schools, quality professional development on matters such as restorative practices and culturally responsive teaching, bilingual education and Science, Technology, Engineering, Art, and Math (STEAM); and expanded three-year old kindergarten opportunities; and

WHEREAS, All our students, no matter their special needs or the neighborhoods in which they live, deserve high-quality, certified teachers and support staff who stay with and are committed to MPS; and

WHEREAS, Several surrounding school districts have the financial capacity to provide the abovementioned resources and staff to students in their communities; and

WHEREAS, To obtain additional funding and to allocate all revenue in the most efficient way, it would be useful for the Board of School Directors to have an accurate and complete analysis of how much money is necessary to provide the schools that MPS students deserve; and

WHEREAS, Community groups, the Milwaukee Teachers' Education Association (MTEA), and MPS's administrators in the recent past have created templates of "The Schools Our Children Deserve" and "Standards of Care," and yet a corresponding estimate of what each would cost has never been done; now, therefore, be it

RESOLVED, That the Administration is hereby directed to develop a plan to engage stakeholders, including student, parent, civic, community, religious, and labor (including all MPS unions) organizations, in creating a robust outline of a vision of what it would take to ensure that all students get the public schools that they deserve; and, be it

FURTHER RESOLVED, That after stakeholder input has been received and synthesized, a financial analysis be done to accurately cost out the components of this vision of the schools our students deserve; and, be it

FURTHER RESOLVED, That the Administration is to present its plan for engaging stakeholders in the next Board cycle.

At its meeting on June 27, 2019, the Milwaukee Board of School Directors adopted the resolution and directed the Administration to develop and to present a plan to engage stakeholders and to gather their feedback regarding important education topics to strengthen our students' MPS experience.

At its September meeting, the Board took action to direct the Administration to build on the results of the community survey and the feedback meetings associated with the engagement process by:

1. creating a community-based taskforce to continue the examination of the needs of MPS students and to assess the potential of increasing funding through a referendum on April 7, 2020. The taskforce will make recommendations to the Board before January 1, 2020, on how best to fulfill our students' needs; and
2. taking the necessary steps to ensure all appropriate requirements are being met for a possible referendum.

To assist with ensuring that all appropriate requirements are being met for a possible referendum, the Office of the City Attorney proposes entering into a contract with Quarles & Brady to provide legal expertise relative to the preparation for a possible referendum. The proposed contract has been provided under separate cover.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Board Rule, or Administrative Policy Statement

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

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

This will be determined based on the manner in which the Board decides to proceed regarding this item.

Recommendation

The Administration recommends that Board decide how it wishes to proceed with this item.

Director Peterson moved approval to authorize the Office of the City Attorney to enter into a contract with Quarles and Brady as outside legal counsel to assist with the preparation of a possible referendum. The motion passed, the vote being as follows:

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

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The Board recessed at 7:22.

The Board reconvened at 7:27 p.m.

**REPORTS AND COMMUNICATIONS FROM THE BOARD CLERK/DIRECTOR,
OFFICE OF BOARD GOVERNANCE****(Item 1) Action on the Adoption of the Adjusted 2019-20 (FY20) Budget for the Construction Fund****Background**

At its special meeting on October 29, 2019, the Board adopted adjustments to the adopted FY20 budget as well as recommended organizational adjustments. Since the institution of revenue limits, it has been routine to amend the district's annual budget at this point in the fiscal year in order to adjust projections to actual revenue and enrollment.

The Board's action, which passed on a 5-4 vote, included adjustments to the School Operations, Extension, and Construction Funds. Board Rule 1.14(3)(g), however, states that a recorded affirmative vote of two-thirds of the Board's membership (six of the nine members) shall be necessary to request tax funds or the sale of bonds for the purpose of school construction.

The Chief Officer of the Office of Board Governance is bringing the resolution regarding the Construction Fund's budget forward at this time to seek the required approval of two-thirds of the Board's membership.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Board Rule, or Administrative Policy Statement

Board Rule 1.14, Voting Methods

Implementation and Assessment Plan

Upon the adoption of the resolution regarding the Construction Fund's budget by an affirmative vote of at least two-thirds of the Board, the Office of Board Governance will transmit the budget resolutions to the Common Council of the City of Milwaukee for adoption as prescribed by State Statutes 119.46 and 119.48, prior to the adoption of the City's budget in November 2019.

Recommendation

That the Board adopt the FY20 Construction Fund, as presented below.

CONSTRUCTION FUND

RESOLVED, That, pursuant to the provisions of Section 119.48, Wisconsin Statutes, the Board of School Directors hereby advises the Common Council that the amount of \$2,637,203 will be required for the 2020 Fiscal Year Construction Fund budget purposes and that it is to provide, in accordance with Section 65.07(1)(f), Wisconsin Statutes, \$1,511,274 by a tax levy on all real and personal property in the City of Milwaukee subject to taxation for Milwaukee Public School purposes in 2020, said amount to be in addition to the money received from other miscellaneous sources.

Director Peterson moved to rescind the Board's action of October 29, 2019, relative to the budget resolutions for the School Operations, Extension, and Construction Funds. The motion passed, the vote being as follows:

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

Noes — None — 0.

Director Peterson moved to approve the School Operations and Extension funds resolutions:

School Operations Fund

RESOLVED, That, pursuant to the provisions of Section 119.46, Wisconsin Statutes, relating to the School Operations Fund, the Board of School Directors hereby advises the Common Council that the amount of \$1,002,787,560 will be required for the operation of the Milwaukee Public Schools, for the repair and keeping in order of school buildings and equipment, and the making of material improvements to school property during the 2020 Fiscal Year. In addition, pursuant to action taken by the Board of School Directors at its regular meeting on September 22, 2011, the Board of School Directors is required to advise the Common Council that \$31,797,312 will be required for the operation of the Milwaukee Parental Choice Program; and that \$204,354,059 will be required for the operations of the Milwaukee Public Schools and that a total of \$236,151,371 thereof is to be raised by a tax levy on all real and personal property in the City of Milwaukee subject to taxation for Milwaukee Public School purposes in 2020, pursuant to the provisions of Section 65.07(1)(e), Wisconsin Statutes, said amount to be raised by tax levy being in addition of the money to be received from state aids, shared taxes, and from other miscellaneous sources.

Extension Fund

RESOLVED, That, pursuant to the provisions of Section 119.47, Wisconsin Statutes, relating to the Extension Fund, the Board of School Directors hereby advises the Common Council that the amount of \$32,708,590 will be required for

the maintenance of playgrounds, recreation centers, and similar activities during the 2020 Fiscal Year, and that \$25,225,000 thereof is to be raised by a tax levy on all real and personal property in the City of Milwaukee subject to taxation for Milwaukee Public School purposes in 2020, pursuant to the provisions of Section 65.07(1)(g), Wisconsin Statutes, said amount being required in addition to other miscellaneous sources.

The motion passed, the vote being as follows:

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

Director Báez moved to approve the Construction fund resolution:

Construction Fund

RESOLVED, That, pursuant to the provisions of Section 119.48, Wisconsin Statutes, the Board of School Directors hereby advises the Common Council that the amount of \$2,637,203 will be required for the 2020 Fiscal Year Construction Fund budget purposes and that it is to provide, in accordance with Section 65.07(1)(f), Wisconsin Statutes, \$1,511,274 by a tax levy on all real and personal property in the City of Milwaukee subject to taxation for Milwaukee Public School purposes in 2020, said amount to be in addition to the money received from other miscellaneous sources.

The motion passed, the vote being as follows:

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

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(Item 2) Monthly Report, with Possible Action, on Legislative Activities Affecting MPS

Background

On October 3, the Wisconsin Senate's and Assembly's Education Committees held a joint hearing on a number of bills, including SB408 and AB465, which, for purposes of state aid and revenue-limit authority, would fully count students attending full-day four-year-old kindergarten programs. Children at the 4K level are currently counted at only 60%.

The Senate's Education Committee later voted to approve SB408 by an 8-to-1 margin. (The Assembly's Committee has yet to vote on the bill.) Despite passage within the Senate's Committee, however, it is unclear whether SB408 will be taken up for a vote before the full Senate.

The Department of Public Instruction released a number of pieces of financial information on October 15, including the district-by-district tax-levy-impact number related to the Special Needs Scholarship Program, which is often referred to as the Special Needs Voucher Program. In Milwaukee, the tax-levy impact of the program has increased by 39.4%, from \$4,383,143 in 2018-19 to \$6,109,265 in 2019-20.

In addition, based on information collected by MPS support staff, including psychologists, social workers, nurses, therapists and others, MPS employees have provided 7,435 hours of support services to students in private schools, at a cost of \$474,961.

Strategic Plan Compatibility Statement

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

Goal 3, Effective and Efficient Operations

Statute, Board Rule, or Administrative Policy Statement

Board Governance Policy BG 2.13, Board Legislation Program

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

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

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REPORTS AND COMMUNICATIONS FROM THE OFFICE OF ACCOUNTABILITY AND EFFICIENCY

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

Background

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

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

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

As of October 1, 2019, the process moved into phase two — strategic alignment. More specifically, during the month of October, a strategic-alignment tool was developed to analyze strengths, weaknesses, opportunities, and threats as they relate to seven alignment elements. This work will be completed by the end of 2019, with findings to be reported to the Board in a later monthly report. These findings will then be used to inform the development of an annual work plan.

Accountability and Efficiency Services

This month, Accountability and Efficiency Services completed the onboarding of one new staff member, consistent with the structuring and staffing portion of the strategic-planning process.

Additionally, between September 18, 2019, and October 23, 2019, the service area fulfilled three constituent inquiries, five information requests, seven requests for process-improvement support, and one request for data analysis.

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

Contract Compliance Services

On October 21, Johnson Controls International hosted its annual Control Products Distribution meeting in Milwaukee. To promote this year's conference theme, "Tomorrow Needs You," small groups of control-products distributors visited seven MPS high schools (North Division, South Division, Madison Academic Campus, Pulaski, Bay View, Obama SCTE, and Bradley Tech), meeting motivated students at each school to discuss STEM careers and employment requirements in the industry linked to MPS's

Communities in Need (COIN) program and to encourage participation in job-readiness training sponsored through the Department of Contract Compliance Services. More than 30 industry representatives and more than 60 MPS students took part in the visits.

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

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Board Rule, or Administrative Policy Statement

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

* * * * *

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

The Board Clerk presented 14 expulsion orders from the Independent Hearing Officers of the Milwaukee Board of School Directors.

Director Peterson moved to accept the reports of the Independent Hearing Officers of October 2, 3, 7, 8, 10, 11, and 15, 2019.

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

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

* * * * *

Separate consideration was requested of the following items:

From the report of the Committee on Accountability, Finance, and Personnel:

- Item Three, Action on a Request to Waive Administrative Policy 3.09(9)(e) and to Enter into a Contract with ADANI Systems, Inc., for Provision of X-Ray Machines and Maintenance Services, has been set aside as it has been reported to the Board without recommendation.
- Item Six, Action on the FY20 Phase-Two Salary Step Schedules, has been set aside as your Committee had directed the Administration to bring to the full Board, prior to its meeting, information on retroactive pay for permit teachers, with the five-year forecast to be included.

From the Report of the Committee on Student Achievement and School Innovation:

- Item 1, Report with Possible Action on Wisconsin Student Assessment System Data, was set aside by President Miller.

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

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

REPORT OF THE COMMITTEE ON ACCOUNTABILITY, FINANCE, AND PERSONNEL

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

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

Classified Personnel Transactions

Code	Name	Position	Salary	Date
<i>New Hires</i>				
2	Curtis Benson	Building Service Helper I	\$13.12/hr.	09/09/2019
2	Kenneth Bland	Building Service Helper I	\$13.12/hr.	09/16/2019
2	Nasif Bowie	Building Service Helper I	\$13.12/hr.	09/30/2019
2	Quaveion Brown	Building Service Helper I	\$13.12/hr.	09/23/2019
2	Allen Cousins	Building Service Helper I	\$13.12/hr.	08/26/2019
5	Richard Desjardin	Building Service Helper I	\$13.12/hr.	09/09/2019
2	Darrell Houser	Building Service Helper I	\$13.12/hr.	09/09/2019
2	Latasha Lee	Building Service Helper I	\$13.12/hr.	09/09/2019
2	Tresa McBeath	Building Service Helper I	\$13.12/hr.	09/16/2019
5	Erin Norton	Building Service Helper I	\$13.12/hr.	09/16/2019
2	Keonta Randall	Building Service Helper I	\$13.12/hr.	09/09/2019
2	Tatyana Wheeler	Building Service Helper I	\$13.12/hr.	09/23/2019
4	Zyad Selim	Boiler Attendant Trainee	\$34,520.32	09/16/2019
4	Melissa Gould	Children's Health Assistant	\$17,599.68	09/09/2019
2	Nakeya Hackett Harris	Children's Health Assistant	\$17,599.68	08/28/2019
2	Mary Hamilton	Children's Health Assistant	\$17,599.68	08/26/2019
2	Joynear Jones	Children's Health Assistant	\$17,599.68	08/29/2019
2	Kiera Lee	Children's Health Assistant	\$17,599.68	08/26/2019
2	Angelica Lewis	Children's Health Assistant	\$17,599.68	08/26/2019
2	Willie Little	Children's Health Assistant	\$17,599.68	09/23/2019
2	Shakeela Matthews	Children's Health Assistant	\$17,599.68	08/26/2019
2	Kizzy Phoenix	Children's Health Assistant	\$17,599.68	09/03/2019
2	Erika Scott	Children's Health Assistant	\$17,599.68	08/26/2019
2	Quencia Stewart	Children's Health Assistant	\$17,599.68	08/27/2019
5	Katelyn Suszek	Children's Health Assistant	\$17,599.68	09/03/2019
2	Jevona Turner	Children's Health Assistant	\$17,599.68	08/26/2019
4	Nicolasa Valdez Reyes	Children's Health Assistant	\$17,599.68	09/03/2019
2	Monica Washington	Children's Health Assistant	\$17,599.68	09/16/2019
5	Justine Alioto	Food Service Assistant	\$12.94/hr.	09/03/2019
2	Iceis Banks	Food Service Assistant	\$12.94/hr.	09/03/2019
2	Kathryn Beamon	Food Service Assistant	\$12.94/hr.	09/16/2019
2	Janeen Campbell	Food Service Assistant	\$12.94/hr.	09/18/2019
2	Galacia Carter	Food Service Assistant	\$12.94/hr.	09/03/2019
2	Jasmine Casper	Food Service Assistant	\$12.94/hr.	09/10/2019
2	Khareal Clayvon	Food Service Assistant	\$12.94/hr.	09/16/2019
2	Anastasia Clincy	Food Service Assistant	\$12.94/hr.	09/03/2019
4	Jonathan Coll	Food Service Assistant	\$12.94/hr.	08/26/2019

Code	Name	Position	Salary	Date
2	Shakirra Cook	Food Service Assistant	\$12.94/hr.	09/03/2019
2	Domonique Gillespie	Food Service Assistant	\$12.94/hr.	08/26/2019
2	Mary Gomillia	Food Service Assistant	\$12.94/hr.	08/28/2019
2	Dawn Gozet	Food Service Assistant	\$12.94/hr.	09/16/2019
2	Gloria Hemphill	Food Service Assistant	\$12.94/hr.	09/03/2019
2	Maria Hodges	Food Service Assistant	\$12.94/hr.	09/18/2019
2	Lendraia Hughlett	Food Service Assistant	\$12.94/hr.	09/16/2019
2	Carmen Jones	Food Service Assistant	\$12.94/hr.	09/10/2019
2	Chastity King	Food Service Assistant	\$12.94/hr.	09/30/2019
5	Kathy Krenz	Food Service Assistant	\$12.94/hr.	09/16/2019
5	Joan Kurer	Food Service Assistant	\$12.94/hr.	09/03/2019
2	Angela Lawrence Harris	Food Service Assistant	\$12.94/hr.	09/03/2019
2	Nicole Love	Food Service Assistant	\$12.94/hr.	09/03/2019
4	Maria Magna	Food Service Assistant	\$12.94/hr.	08/27/2019
3	Arjean Manalili	Food Service Assistant	\$12.94/hr.	09/16/2019
4	Maria Meza	Food Service Assistant	\$12.94/hr.	09/30/2019
4	Pamela Montalvo Caez	Food Service Assistant	\$12.94/hr.	09/16/2019
2	Dominique Mooneey	Food Service Assistant	\$12.94/hr.	09/03/2019
5	Amber Moore	Food Service Assistant	\$12.94/hr.	09/03/2019
2	Mona Moore	Food Service Assistant	\$12.94/hr.	09/30/2019
4	Andy Nazario Valdez	Food Service Assistant	\$12.94/hr.	09/12/2019
2	Shealitha Nizer	Food Service Assistant	\$12.94/hr.	09/18/2019
2	Theresa Pelmore	Food Service Assistant	\$12.94/hr.	08/28/2019
2	Latasha Pryor	Food Service Assistant	\$12.94/hr.	08/27/2019
2	Sean Reaves	Food Service Assistant	\$12.94/hr.	09/12/2019
2	Natasha Reed	Food Service Assistant	\$12.94/hr.	09/16/2019
5	Patrick Renier	Food Service Assistant	\$12.94/hr.	09/16/2019
2	Marilyn Reynolds	Food Service Assistant	\$12.94/hr.	09/03/2019
4	Diana Romo	Food Service Assistant	\$12.94/hr.	09/05/2019
4	Leydi Sanchez Payano	Food Service Assistant	\$12.94/hr.	09/13/2019
2	Natalie Sanders	Food Service Assistant	\$12.94/hr.	09/30/2019
4	Carmen Santiago	Food Service Assistant	\$12.94/hr.	09/03/2019
2	Alesha Smith	Food Service Assistant	\$12.94/hr.	09/03/2019
2	Rishon Tharp	Food Service Assistant	\$12.94/hr.	09/03/2019
2	Miketrela Thomas	Food Service Assistant	\$12.94/hr.	09/23/2019
2	Edrea Turner	Food Service Assistant	\$12.94/hr.	09/03/2019
4	Steven Valentin	Food Service Assistant	\$12.94/hr.	09/09/2019
5	Casie Wangwa	Food Service Assistant	\$12.94/hr.	09/03/2019
2	Janice Warne	Food Service Assistant	\$12.94/hr.	09/03/2019
2	Tyiona Washington	Food Service Assistant	\$12.94/hr.	09/03/2019
5	Brendan Whalen	Food Service Assistant	\$12.94/hr.	09/30/2019
2	Megan Garrett	Human Resources Assistant	\$44,262.40	09/30/2019
5	Brandon Radke	Interpreter	\$29,593.41	08/26/2019
5	Allegra Rowland	Interpreter	\$29,593.41	08/26/2019
2	Bama Grice	Para — Parent Involvement	\$21,979.18	08/26/2019
2	Valerie Guerin	Para — Parent Involvement	\$18,311.04	08/26/2019
2	Lorenzo Moody	Para — Parent Involvement	\$18,311.04	08/27/2019
2	Kenya Powell	Para — Parent Involvement	\$18,311.04	08/26/2019
2	Kenysha Washington	Para — Parent Involvement	\$23,457.28	09/16/2019
2	Demetric Adams	Para Ed Assistant	\$18,311.04	09/16/2019
5	Marcia Ahsmann Trotchie	Para Ed Assistant	\$21,455.87	08/26/2019
4	Estefany Allende Alfonso	Para Ed Assistant	\$18,311.04	09/26/2019
4	Karina Arechiga	Para Ed Assistant	\$18,311.04	09/09/2019
2	Dontre Atkins	Para Ed Assistant	\$18,311.04	09/03/2019
4	Maria Avila	Para Ed Assistant	\$18,311.04	09/23/2019
4	Karen Aviles	Para Ed Assistant	\$18,311.04	08/26/2019
5	Brianna Bellinger	Para Ed Assistant	\$18,311.04	09/23/2019
2	Ethan Bender	Para Ed Assistant	\$18,311.04	09/17/2019
2	Rosaline Blackwell	Para Ed Assistant	\$18,311.04	08/26/2019
5	Audrey Brooks	Para Ed Assistant	\$18,311.04	09/06/2019
5	Josiah Bruns	Para Ed Assistant	\$18,311.04	08/26/2019

Code	Name	Position	Salary	Date
4	Janet Carranza	Para Ed Assistant	\$18,311.04	08/26/2019
2	Adrianna Carter	Para Ed Assistant	\$18,311.04	09/03/2019
4	Maria Castillo	Para Ed Assistant	\$18,311.04	08/26/2019
4	Jose Chamorro	Para Ed Assistant	\$18,311.04	09/17/2019
3	Swathi Chitumulla	Para Ed Assistant	\$18,311.04	08/26/2019
5	Mariella Ciadini	Para Ed Assistant	\$20,779.44	08/26/2019
2	Carma Clark	Para Ed Assistant	\$18,311.04	08/26/2019
5	Samantha Cone	Para Ed Assistant	\$18,311.04	08/26/2019
2	Brittany Criss	Para Ed Assistant	\$18,311.04	09/04/2019
4	Ariel Cruz	Para Ed Assistant	\$18,311.04	09/11/2019
4	Cynthia Cruz	Para Ed Assistant	\$18,311.04	09/26/2019
2	Shameia Cullin	Para Ed Assistant	\$18,311.04	09/30/2019
2	Evelyn Daniels	Para Ed Assistant	\$18,311.04	09/23/2019
4	Valerie Deal	Para Ed Assistant	\$18,311.04	09/16/2019
2	Alexis Diggs	Para Ed Assistant	\$18,311.04	09/04/2019
5	Angelica Doughy	Para Ed Assistant	\$18,311.04	08/29/2019
5	Liam Duax	Para Ed Assistant	\$18,311.04	09/04/2019
2	Johnessa Ellis	Para Ed Assistant	\$18,311.04	08/26/2019
5	Emily Ernest	Para Ed Assistant	\$18,311.04	09/16/2019
2	Alisha Eubanks	Para Ed Assistant	\$18,311.04	08/26/2019
2	Kelsey Eubanks	Para Ed Assistant	\$18,311.04	09/03/2019
2	Ijeoma Ezemba	Para Ed Assistant	\$18,311.04	09/23/2019
5	Jason Flock	Para Ed Assistant	\$18,311.04	08/26/2019
4	Maria Flores	Para Ed Assistant	\$18,311.04	08/26/2019
2	Kylah Gage	Para Ed Assistant	\$18,311.04	09/05/2019
5	Piero Gasparri	Para Ed Assistant	\$18,311.04	08/26/2019
5	Audrey Geissel	Para Ed Assistant	\$18,311.04	08/26/2019
4	Gladis Gomez Penate	Para Ed Assistant	\$18,311.04	08/26/2019
4	Maika Gonzalez	Para Ed Assistant	\$18,311.04	09/09/2019
5	Kyle Govan	Para Ed Assistant	\$18,311.04	09/13/2019
2	Johnell Graham	Para Ed Assistant	\$20,409.24	08/26/2019
2	Kellesha Gray	Para Ed Assistant	\$18,311.04	08/26/2019
2	Yusef Gray	Para Ed Assistant	\$18,311.04	09/16/2019
2	Danita Green	Para Ed Assistant	\$18,311.04	08/26/2019
2	Kericka Green	Para Ed Assistant	\$18,311.04	09/30/2019
2	Shevette Green	Para Ed Assistant	\$18,311.04	09/18/2019
4	Judith Guarniz Cabell	Para Ed Assistant	\$18,311.04	09/19/2019
4	Genevieve Gutierrez	Para Ed Assistant	\$18,311.04	09/25/2019
4	Idalis Guzman	Para Ed Assistant	\$18,311.04	08/26/2019
2	Cindy Hammond	Para Ed Assistant	\$18,311.04	08/27/2019
2	Arlene Hardy	Para Ed Assistant	\$18,311.04	08/26/2019
4	JaMetrius Hatchett Stringer	Para Ed Assistant	\$18,311.04	09/30/2019
3	Pa Her	Para Ed Assistant	\$18,311.04	09/05/2019
5	Angela Hill	Para Ed Assistant	\$18,311.04	09/11/2019
5	Abigail Hulen	Para Ed Assistant	\$18,311.04	09/18/2019
2	Yvette Hutchins	Para Ed Assistant	\$18,311.04	09/23/2019
2	Deshayla Hutchinson	Para Ed Assistant	\$18,311.04	09/03/2019
5	Jenna Irish Stanley	Para Ed Assistant	\$18,311.04	08/26/2019
2	CaSandra Johnson	Para Ed Assistant	\$18,311.04	08/26/2019
5	Michael Johnson	Para Ed Assistant	\$18,311.04	08/26/2019
5	Kathryn Jonas	Para Ed Assistant	\$18,838.38	08/26/2019
2	Zakea Jones	Para Ed Assistant	\$18,311.04	08/26/2019
2	Queen Jude Blunt	Para Ed Assistant	\$18,311.04	08/26/2019
5	Amanda Kalla	Para Ed Assistant	\$20,409.18	08/26/2019
5	Liam Kellogg	Para Ed Assistant	\$18,311.04	08/26/2019
2	Natasha King	Para Ed Assistant	\$18,311.04	09/16/2019
2	Shamika King	Para Ed Assistant	\$18,311.04	09/05/2019
5	Megan Klein	Para Ed Assistant	\$18,311.04	09/09/2019
5	Ashley Koenig	Para Ed Assistant	\$18,311.04	08/26/2019
4	Kimberly Kramer	Para Ed Assistant	\$18,311.04	09/26/2019
5	Jamie Krutsch	Para Ed Assistant	\$18,838.38	08/27/2019

Code	Name	Position	Salary	Date
5	Kathleen Lekie	Para Ed Assistant	\$18,311.04	09/09/2019
2	Deja Lentz	Para Ed Assistant	\$20,409.18	08/26/2019
2	Tyrone Lewis	Para Ed Assistant	\$18,311.04	09/03/2019
2	Tina Long	Para Ed Assistant	\$20,779.44	09/09/2019
2	Latasha Love	Para Ed Assistant	\$18,311.04	08/26/2019
2	Stephanie Lumpkins	Para Ed Assistant	\$18,311.04	09/16/2019
5	Juana Luna	Para Ed Assistant	\$18,311.04	09/24/2019
5	Jeffrey Lyman	Para Ed Assistant	\$18,311.04	09/16/2019
4	Jomarie Maldonado	Para Ed Assistant	\$18,311.04	08/26/2019
5	Chloe Mann	Para Ed Assistant	\$18,311.04	08/26/2019
4	Laura Marin	Para Ed Assistant	\$18,311.04	08/26/2019
4	Sonia Marquina	Para Ed Assistant	\$18,311.04	09/09/2019
4	Gustavo Martinez C	Para Ed Assistant	\$18,311.04	08/26/2019
2	Van Mayes	Para Ed Assistant	\$18,311.04	09/12/2019
5	Patrick McCoy	Para Ed Assistant	\$18,311.04	08/26/2019
2	Alicia McDade	Para Ed Assistant	\$18,311.04	08/29/2019
2	Ashley McGhee	Para Ed Assistant	\$18,311.04	08/26/2019
5	Kerry Mc Nerney	Para Ed Assistant	\$20,779.44	09/16/2019
2	Brooksie McWilliams	Para Ed Assistant	\$18,311.04	09/03/2019
4	Marielys Mendez	Para Ed Assistant	\$18,311.04	08/26/2019
5	Eric Michalski	Para Ed Assistant	\$18,311.04	08/26/2019
5	Casey Moehlenbrock	Para Ed Assistant	\$18,311.04	09/09/2019
2	Pamela Moore	Para Ed Assistant	\$18,311.04	08/29/2019
2	Christian Morrison	Para Ed Assistant	\$18,311.04	08/26/2019
2	Starrtrice Nash	Para Ed Assistant	\$18,311.04	08/26/2019
2	LaToya Neal	Para Ed Assistant	\$18,311.04	08/26/2019
2	Josephine Obi	Para Ed Assistant	\$18,311.04	09/26/2019
2	Ijeoma Odunna	Para Ed Assistant	\$18,311.04	09/23/2019
2	Tyler Oneal	Para Ed Assistant	\$18,311.04	08/26/2019
5	Kelly Paek	Para Ed Assistant	\$18,311.04	08/26/2019
4	Jessica Pagan	Para Ed Assistant	\$18,311.04	09/03/2019
5	Jennifer Paprocki	Para Ed Assistant	\$18,311.04	08/26/2019
2	Casey Perine	Para Ed Assistant	\$18,311.04	08/26/2019
5	Melissa Peterson	Para Ed Assistant	\$18,311.04	09/16/2019
4	Melitza Peterson	Para Ed Assistant	\$18,311.04	08/26/2019
4	Delia Pravia	Para Ed Assistant	\$18,311.04	09/26/2019
2	Dekeedra Quarles	Para Ed Assistant	\$18,311.04	08/26/2019
2	Quiana Randolph	Para Ed Assistant	\$18,311.04	08/26/2019
2	Mariama Rashaed	Para Ed Assistant	\$18,311.04	08/26/2019
2	Yvette Reeves	Para Ed Assistant	\$18,311.04	08/26/2019
2	Tammy Rhymes Beck	Para Ed Assistant	\$18,311.04	09/16/2019
2	Lamar Riser Whitler	Para Ed Assistant	\$18,311.04	09/20/2019
4	Dalila Rivera	Para Ed Assistant	\$18,311.04	08/26/2019
4	Flor Rivera	Para Ed Assistant	\$18,311.04	08/26/2019
5	Karen Rivera	Para Ed Assistant	\$18,311.04	08/28/2019
4	July Rivera de Garay	Para Ed Assistant	\$18,311.04	08/26/2019
4	Roberto Rivera Padro	Para Ed Assistant	\$18,311.04	08/26/2019
2	Brittney Roberts	Para Ed Assistant	\$18,311.04	09/23/2019
2	Dawn Robertson	Para Ed Assistant	\$18,311.04	08/26/2019
2	Duzzie Robinson	Para Ed Assistant	\$18,311.04	09/23/2019
5	Laura Rostermundt	Para Ed Assistant	\$18,311.04	08/26/2019
2	Tamika Ruffin	Para Ed Assistant	\$18,311.04	08/26/2019
2	Mervyn Rutley	Para Ed Assistant	\$18,311.04	08/26/2019
5	Megan Salia	Para Ed Assistant	\$18,311.04	08/26/2019
4	Melinda Salgado	Para Ed Assistant	\$18,311.04	09/23/2019
2	Quinton Sampson Wood	Para Ed Assistant	\$18,311.04	08/26/2019
2	Alyssa Sanchez	Para Ed Assistant	\$18,311.04	08/26/2019
3	Phonethip Sangsay	Para Ed Assistant	\$18,311.04	08/26/2019
5	Dawn Santiago	Para Ed Assistant	\$18,311.04	09/16/2019
5	Grace Schimmel	Para Ed Assistant	\$18,311.04	08/26/2019
5	Patrick Schinner	Para Ed Assistant	\$18,311.04	08/26/2019

Code	Name	Position	Salary	Date
5	Madeline Schluesche	Para Ed Assistant	\$18,311.04	09/13/2019
5	Karen Schoen	Para Ed Assistant	\$22,125.84	09/23/2019
5	Canna Seidl	Para Ed Assistant	\$18,311.04	09/09/2019
2	Dorothy Smith	Para Ed Assistant	\$18,311.04	08/26/2019
2	Yvonne Smith	Para Ed Assistant	\$18,311.04	09/04/2019
2	Erika Stanley	Para Ed Assistant	\$18,839.30	08/26/2019
5	Cierra Starck	Para Ed Assistant	\$18,311.04	09/30/2019
2	Arionna Suttle	Para Ed Assistant	\$18,311.04	09/16/2019
2	Shakayla Telford	Para Ed Assistant	\$18,311.04	09/09/2019
2	Kristin Tinsley	Para Ed Assistant	\$18,311.04	08/29/2019
5	Jordan Tokarski	Para Ed Assistant	\$18,311.04	08/26/2019
4	Octavio Toloza Pabon	Para Ed Assistant	\$18,311.04	08/26/2019
5	Alec Treacy	Para Ed Assistant	\$18,311.04	08/26/2019
5	Carrie Van Gorder	Para Ed Assistant	\$18,311.04	09/17/2019
5	Allison Vincent	Para Ed Assistant	\$18,311.04	09/18/2019
2	Jaden Washington	Para Ed Assistant	\$18,311.04	09/06/2019
2	Danyelle Watts	Para Ed Assistant	\$18,311.04	09/24/2019
5	Ashley Watzig	Para Ed Assistant	\$18,311.04	08/26/2019
5	Laurel Weber	Para Ed Assistant	\$20,409.24	08/26/2019
5	Samuel Welk	Para Ed Assistant	\$18,311.04	09/09/2019
2	Nicole White	Para Ed Assistant	\$18,311.04	08/26/2019
2	Lashone Wierer	Para Ed Assistant	\$18,311.04	09/16/2019
2	Deona Williams	Para Ed Assistant	\$18,311.04	09/16/2019
2	Larry Williams	Para Ed Assistant	\$18,311.04	08/26/2019
2	Precious Williams	Para Ed Assistant	\$18,311.04	08/26/2019
2	Latasha Wood	Para Ed Assistant	\$18,311.04	08/28/2019
3	Pajai Yang	Para Ed Assistant	\$18,311.04	09/24/2019
5	Shelly Jurena	School Nursing Associate	\$35,721.00	08/26/2019
4	Nairobys Caraballo	School Safety Assistant	\$22,819.92	09/09/2019
2	Neosha Carr	School Safety Assistant	\$22,819.92	09/09/2019
2	Jahnari Fayne	School Safety Assistant	\$22,819.92	09/09/2019
2	Jadaya McCoy	School Safety Assistant	\$22,819.92	09/09/2019
2	Dominique McCullum	School Safety Assistant	\$22,819.92	09/09/2019
2	Devonte Norman	School Safety Assistant	\$22,819.92	09/09/2019
2	Dreshawn Samuel	School Safety Assistant	\$22,819.92	09/09/2019
2	Brandi Womack	School Safety Assistant	\$22,819.92	09/09/2019
2	Veonquanette Allen	School Secretary I — 10-month	\$24,400.00	09/04/2019
4	Norexys Mallo	School Secretary I — 10-month	\$24,400.00	09/30/2019
4	Corina Muniz	School Secretary I — 10-month	\$24,400.00	09/04/2019
4	Paola Zuno	School Secretary I — 10-month	\$24,400.00	09/10/2019
2	Nyree Dollhopf	School Secretary I — 11-month	\$26,840.00	08/28/2019
2	Lora Lee	School Secretary I — 11-month	\$26,840.00	08/28/2019
4	Carmel Soto	School Secretary I — 11-month	\$26,840.00	09/23/2019
5	Kesiah Hepp	School Secretary I — 12-month	\$30,160.00	09/16/2019
2	Laquisia Montgomery Wright	School Secretary I — 12-month	\$39,536.55	09/09/2019
5	David Galaszewski	School Kitchen Manager Trainee	\$17.44/hr.	09/09/2019
5	Timothy Marks	School Kitchen Manager Trainee	\$18.44/hr.	09/23/2019
2	Jazmine Winters Crawford	School Kitchen Manager Trainee	\$13.44/hr.	08/26/2019
4	Juan Perez	Sheet Metal Registered Apprentice	\$21.76/hr.	09/23/2019
4	Emily Rodriguez	Social Work Aide II	\$17,082.45	08/26/2019
2	Rodney Peet	Steamfitter	\$45.52/hr.	09/16/2019
<i>Promotions</i>				
4	Torian Ramirez	Building Service Helper I	\$13.12/hr.	09/23/2019
2	Laquana Beverly Fitzgerald	Boiler Attendant Trainee	\$35,931.15	08/26/2019
2	Kenturah Edwards	Boiler Attendant Trainee	\$34,520.32	09/09/2019
2	Theresa Lewis	Boiler Attendant Trainee	\$35,931.15	08/26/2019
2	Jimika Martin	Boiler Attendant Trainee	\$35,931.15	08/26/2019
2	Jeromy Savage	Boiler Attendant Trainee	\$34,520.32	09/09/2019
2	Dorothy Phifer	Children's Health Assistant	\$17,559.68	08/26/2019
2	Antoinette Wade	Food Service Assistant	\$15.00/hr.	08/26/2019
2	Ava Holdmann	Para Ed Assistant - Hourly	\$16.32/hr.	08/26/2019

Code	Name	Position	Salary	Date
2	Cavonna Assigbley	Para Ed Assistant	\$18,839.30	08/26/2019
2	Malina Gray	Para Ed Assistant	\$18,311.04	08/26/2019
2	Latisha Wilson	Para Ed Assistant	\$18,311.04	08/26/2019
1	Joleen Lewis	School Safety Assistant	\$22,819.92	09/09/2019
2	Pamela Blake	School Engineer I	\$50,508.53	09/09/2019
2	Micah Cooper	School Engineer I	\$43,628.55	09/09/2019
2	Carlos Eiland	School Engineer I	\$43,628.55	09/09/2019
1	Dawn Calvin	School Engineer II	\$47,565.24	09/09/2019
2	Anthony Davis	School Engineer II	\$47,565.24	09/09/2019
2	Algenon Kendrick	School Engineer II	\$47,565.24	09/09/2019
4	Roberto Rodriguez	School Engineer II	\$49,272.66	09/09/2019
2	Michael Williams	School Engineer IV	\$59,864.20	09/23/2019
5	Diane Titschler	School Kitchen Manager II	\$28,459.00	08/26/2019
5	Christopher Domack	School Kitchen Manager III	\$33,157.60	08/26/2019
2	Loreal Frier	School Kitchen Manager III	\$28,344.40	08/26/2019
2	Lisa Parker	School Kitchen Manager III	\$33,959.80	08/26/2019
5	Shelly Godoy	School Kitchen Manager Trainee	\$17.94/hr.	09/09/2019
4	Orlando Gonzalez Rivera	School Kitchen Manager Trainee	\$13.92/hr.	08/26/2019
4	Iliana Hernandez	School Kitchen Manager Trainee	\$16.44/hr.	09/09/2019
2	Loretta Thomas	School Kitchen Manager Trainee	\$18.44/hr.	08/26/2019
<i>Rehires</i>				
2	Gabrielle Bey	Building Service Helper I	\$13.12/hr.	09/23/2019
2	Aqeeda Miller	Building Service Helper I	\$13.12/hr.	09/23/2019
2	Kyann Washington	Building Service Helper I	\$13.12/hr.	09/16/2019
2	Megan Cullin	Food Service Assistant	\$12.94/hr.	09/10/2019
2	Angel Israel	Food Service Assistant	\$12.94/hr.	09/09/2019
2	Whitney Jackson	Food Service Assistant	\$12.94/hr.	09/12/2019
2	Rochel Johnson	Food Service Assistant	\$12.94/hr.	09/30/2019
5	Debra Morris	Food Service Assistant	\$12.94/hr.	09/27/2019
2	Jenise Vinson	Food Service Assistant	\$12.94/hr.	09/23/2019
2	Linda Williams	Food Service Assistant	\$12.94/hr.	09/03/2019
2	Patricia Alaka	Human Resources Assistant	\$44,262.40	09/30/2019
2	Leesa Robinson	Para — Parent Involvement	\$25,013.12	09/03/2019
5	Jeannette Bree	Para Ed Assistant	\$20,409.24	08/26/2019
2	Niela Collins	Para Ed Assistant	\$19,433.04	09/25/2019
2	Tasha Davis	Para Ed Assistant	\$18,311.04	09/23/2019
2	Lorraine Ewing	Para Ed Assistant	\$18,311.04	08/26/2019
5	David Helm	Para Ed Assistant	\$18,311.04	08/26/2019
5	Amelia Hirsch	Para Ed Assistant	\$18,311.04	08/26/2019
2	Annette Jones	Para Ed Assistant	\$18,311.04	09/03/2019
5	Samuel Kacala	Para Ed Assistant	\$20,106.24	09/04/2019
2	Shantale Kimber	Para Ed Assistant	\$18,311.04	09/12/2019
5	Danielle Kowalski	Para Ed Assistant	\$22,125.84	09/13/2019
2	Raymont McElroy	Para Ed Assistant	\$18,311.04	08/26/2019
2	Christopher McHenry	Para Ed Assistant	\$18,759.84	09/30/2019
2	John Patterson	Para Ed Assistant	\$20,106.24	09/20/2019
2	Marlon Pernell	Para Ed Assistant	\$20,779.44	09/30/2019
2	Irvan Pridgeon	Para Ed Assistant	\$20,409.24	08/26/2019
2	Qudasha Robinson	Para Ed Assistant	\$18,311.04	08/27/2019
5	Fatma Ruffin	Para Ed Assistant	\$18,311.04	08/29/2019
5	Jenna Sims Gray	Para Ed Assistant	\$20,409.18	08/26/2019
2	Jonquetta Siner	Para Ed Assistant	\$18,311.04	08/26/2019
2	Ebony Staples	Para Ed Assistant	\$18,839.30	08/26/2019
5	Marilyn Wellman	Para Ed Assistant	\$19,433.04	09/16/2019
2	Dorcas Wheeler	Para Ed Assistant	\$18,839.30	09/11/2019
2	Jamar Wills	Para Ed Assistant	\$19,362.61	09/06/2019
5	Vadrian Zagar	Para Ed Assistant	\$19,362.61	08/26/2019
5	Jared Utzinger	School Nursing Associate	\$35,806.05	09/09/2019
4	Rosa Salem	School Secretary I — 11-month	\$28,881.00	09/23/2019
2	Pamela Timms	Social Work Aide II	\$21,789.90	09/12/2019/

Certificated Appointments**Teachers**

Codes	Name	Position	Salary	Start Date
2,r	Alexander, Junay	Gen'l Elem & K8 — All Grades	\$43,537.00	8/26/2019
4,r	Alvarado, Maria G	Bilingual Education	\$65,507.84	8/26/2019
4,r	Alvarado, Maria T	Bilingual Education	\$65,507.84	8/26/2019
5,nr	Anderson, Rylee	SAGE	\$43,537.00	9/6/2019
2,nr	Bottum, David	AMP HPE	\$65,507.84	10/1/2019
5,nr	Bryant, Denise	English as a Second Language	\$49,106.56	8/26/2019
2,r	Buchanan, Cepia Grace	Gen'l Elem & K8 — All Grades	\$65,507.84	8/26/2019
5,r	Chappelle, Raeven	Gen'l Elem & K8 — All Grades	\$43,537.00	8/26/2019
4,r	Chavez Lopez, Juan	Bilingual Education	\$52,872.78	8/26/2019
5,nr	Clark, Sean	Gen'l Elem & K8 — All Grades	\$58,590.54	9/12/2019
5,nr	Craig, Michelle	Gen'l Elem & K8 — All Grades	\$43,537.00	8/26/2019
5,nr	Crespin, Laura	Gen'l Elem & K8 — All Grades	\$64,018.98	8/26/2019
4,nr	De Jesus Rivera, Angelita	Early Childhood Special Ed	\$43,537.00	8/26/2019
5,r	Gabor, Kathryn	Gen'l Elem & K8 — All Grades	\$56,263.36	8/26/2019
5,r	Garnon, Bridy	AMP HPE	\$47,520.00	8/29/2019
2,r	Hale, Jacquis	AMP Art	\$43,537.00	9/24/2019
3,r	Her, Yeu Sonia	SAGE	\$65,507.84	8/29/2019
5,nr	Kizior, Bryan	Special Ed Multicategorical	\$71,826.40	8/27/2019
2,r	Knox, Daryl	Gen'l Elem & K8 — All Grades	\$61,300.00	9/16/2019
6,nr	Korsi, Donna	Gen'l Elem & K8 — All Grades	\$54,452.64	8/27/2019
5,nr	Landherr, Victoria	AMP HPE	\$50,326.23	9/3/2019
2,r	Landry, Chelan	Health & Phy Ed	\$43,537.00	10/2/2019
5,nr	Lewis, Katherine	Gen'l Elem & K8 — All Grades	\$67,007.84	8/27/2019
5,nr	Marron, Season	General Operations	\$53,976.94	9/16/2019
4,nr	Marti Espinet, Georgina	Bilingual Education	\$65,507.84	8/26/2019
4,r	Martinez Hurtado, Carmen	Special Ed Multicategorical	\$52,872.78	8/26/2019
5,r	McCrary, Kristin	Federal Head Start — EC	\$47,608.88	9/16/2019
5,r	Narvaez, Yarinelly	Bilingual Education	\$43,537.00	8/26/2019
4,r	Orozco, Maria	Special Ed Multicategorical	\$43,537.00	8/26/2019
5,r	Pareja Vizcaino, Tamara	Bilingual Education	\$62,507.84	8/26/2019
4,r	Pinon, Marta	Bilingual Education	\$63,101.94	10/1/2019
5,r	Rajchel, Angela	Multicategorical Comp Sen	\$43,537.00	9/30/2019
5,nr	Scarpace, Logan	Kindergarten (4 YR Olds)	\$43,537.00	8/26/2019
5,nr	Schwarz, Joeleen	Federal Head Start — EC	\$43,537.00	9/4/2019
5,r	Sullivan, Sarah	Gen'l Elem & K8 — All Grades	\$43,537.00	8/26/2019
5,nr	Taylor, Michelle	Early Childhood Special Ed	\$62,507.84	9/16/2019
4,r	Torres, Elsa	Music	\$65,507.84	9/16/2019
5,nr	Trevorrow, Korissa	Federal Head Start — EC	\$43,537.00	8/26/2019
3,nr	Vang-Strath, Yeng	Math	\$52,294.75	9/10/2019
5,nr	Weber, Jasonn	English as a Second Language	\$68,507.84	9/26/2019
5,r	Weis, Caley	SAGE	\$43,537.00	9/9/2019
3,nr	Wong Woessner, Nancy	Early Childhood Special Ed	\$62,507.84	9/16/2019

Permit Teachers

Codes	Name	Position	Salary	Start Date
4,r	Agosto, Jessica	Special Ed Multicategorical	\$43,537.00	9/5/2019
4,r	Antimo Perez, Christopher	Gen'l Elem & K8 — All Grades	\$43,537.00	9/3/2019
5,nr	Barbeau, Emily	Special Ed Multicategorical	\$43,537.00	8/27/2019
4,r	Barroso, Araceli	SAGE	\$43,537.00	8/26/2019
6,nr	Best, Venetia	Special Ed Multicategorical	\$52,872.78	8/29/2019
2,r	Bostick, Akeisla	AMP Art	\$43,537.00	9/24/2019
5,nr	Burt, Haleigh	Special Ed Multicategorical	\$43,537.00	9/16/2019
4,r	Calixto, Wilson	Gen'l Elem & K8 — All Grades	\$43,537.00	8/26/2019
5,nr	Cerfus, Randy	Gen'l Elem & K8 — All Grades	\$43,537.00	8/26/2019
2,r	Curtis, Devon	Gen'l Elem & K8 — All Grades	\$43,537.00	9/23/2019
5,r	Dary, Lindsey	SAGE	\$43,537.00	8/26/2019
7,r	Drummer, Sarena	Gen'l Elem & K8 — All Grades	\$43,537.00	9/9/2019

Codes	Name	Position	Salary	Start Date
6,r	Dryden, Gabrielle	English as a Second Language	\$43,537.00	9/20/2019
2,r	Ewing, Lorraine	Special Ed Multicategorical	\$43,537.00	9/4/2019
2,r	Ferguson, Chequetta	Gen'l Elem & K8 — All Grades	\$62,507.84	9/3/2019
4,r	Gardner, Nunciata	Multicategorical Comp Sen	\$43,537.00	9/16/2019
4,nr	Gonzalez Malave, Keila	Bilingual Education	\$50,976.94	8/26/2019
4,r	Graterol, Marlene	Federal Head Start — General	\$43,537.00	8/26/2019
2,r	Green, LaQecia	Special Ed Multicategorical	\$43,537.00	8/26/2019
2,r	Hale, Brandon	Special Ed Multicategorical	\$43,537.00	9/27/2019
2,r	Hall, Luther	AMP Art	\$43,537.00	8/26/2019
4,nr	Hernandez, Monica	SAGE	\$43,537.00	8/28/2019
2,r	Isom, Elliott	Multicategorical Comp Sen	\$43,537.00	9/9/2019
2,r	Jackson, Mona	Special Ed Multicategorical	\$43,537.00	9/16/2019
2,nr	King, Derrick	Special Ed Multicategorical	\$43,537.00	9/24/2019
2,r	Kyles, Sharmayne	Multicategorical Comp Sen	\$43,537.00	8/26/2019
5,r	Marshall, Jill	Special Ed Multicategorical	\$43,537.00	8/26/2019
2,nr	Matthews, James	Special Ed Multicategorical	\$43,537.00	8/26/2019
2,r	Morgan, Cheryl	Special Ed Multicategorical	\$43,537.00	8/26/2019
4,nr	Murguia, Nora	Gen'l Elem & K8 — All Grades	\$43,537.00	8/27/2019
5,r	Nailen, Kristina	Special Ed Multicategorical	\$43,537.00	9/11/2019
2,r	Napoleon, Niah	Multicategorical Comp Sen	\$43,537.00	8/26/2019
4,nr	Neumann, Liz	Gen'l Elem & K8 — All Grades	\$43,537.00	8/26/2019
2,nr	Okoronkwo, Cecilia	Special Ed Multicategorical	\$43,537.00	8/26/2019
2,r	Phillips, Jordan	Health & Phy Ed	\$43,537.00	8/26/2019
2,r	Price, LaTonya	Special Ed Multicategorical	\$43,537.00	9/9/2019
2,r	Ragland, Jarvis	Multicategorical Comp Sen	\$43,537.00	8/26/2019
4,r	Rauda de Godinez, Tania	Bilingual Education	\$43,537.00	8/26/2019
6,r	Retnani, Kamel	Special Ed Multicategorical	\$43,537.00	9/5/2019
5,nr	Schefus, Mark	Reg (five-year-old) Kindergarten	\$43,537.00	9/12/2019
2,nr	Scott, Althea	Multicategorical Comp Sen	\$49,291.75	9/10/2019
5,r	Sims, Yvette	Special Ed Multicategorical	\$43,537.00	8/26/2019
2,nr	Slaughter, Shavodka	Special Ed Multicategorical	\$43,537.00	9/4/2019
5,nr	Sorbo, Devorah	Special Ed Multicategorical	\$43,537.00	9/10/2019
4,nr	Soto, Lisbeth	Special Ed Multicategorical	\$43,537.00	9/10/2019
5,r	Ungerer, Teah	Gen'l Elem & K8 — All Grades	\$43,537.00	8/26/2019
4,r	Villegas, Mahaly	Reg (five-year-old) Kindergarten	\$43,537.00	9/3/2019
2,r	Ward, Nicole	Reg (five-year-old) Kindergarten	\$43,537.00	8/28/2019
2,nr	Wesley, Darrel	Special Ed Multicategorical	\$43,537.00	8/28/2019
2,nr	Wilson, Dario	Early Childhood — Spec Ed	\$43,537.00	9/9/2019
4,r	Zamora, Mayra	Special Ed Multicategorical	\$43,537.00	9/9/2019

School Counselors

Codes	Name	Position	Salary	Start Date
4,nr	Benitez, Breanna	Guidance	\$49,000.00	8/26/2019

Speech Pathologists

Codes	Name	Position	Salary	Start Date
5,r	Haumschild, Lindsay	Speech Pathology	\$49,894.76	9/12/2019
5,r	Schram, Rachel	Speech Pathology	\$51,394.76	9/13/2019
5,r	Scurr, Callen	Speech Pathology	\$46,537.00	8/28/2019

Literacy Intervention Teachers

Codes	Name	Position	Salary	Start Date
6,nr	Topczewski, Kali	Grants — Milw Partnership Foundation	\$67,000.00	9/11/2019

Occupational Therapists

Codes	Name	Position	Salary	Start Date
5,nr	Newberry, Heather	Therapist —Occupational	\$46,920.22	9/17/2019

Teachers, Early Start

Codes	Name	Position	Salary	Start Date
4,r	Aldape, Eliza	High School — General	\$45,394.76	8/29/2019
7,r	Campbell, Talesha	Multicategorical Comp Sen	\$50,446.84	9/9/2019
1,nr	Frome, Jodi	Science	\$43,537.00	8/27/2019
2,r	Jackson, Leroy	Social Studies	\$62,507.84	9/16/2019
2,r	Johnson, Latricia	Trade & Tech Ed	\$75,204.00	9/16/2019
2,nr	Lewis, Amanda	Gen'l Elem & K8 — All Grades	\$43,537.00	9/9/2019
5,nr	Ludwig Franitza, Lynn	Math	\$65,507.84	9/6/2019
5,r	Markowiak, Ashley	AMP HPE	\$43,537.00	8/28/2019
2,r	Moore, Theresa	Science	\$43,537.00	9/18/2019
2,r	Selkridge, Angelina	Gen'l Elem & K8 — All Grades	\$43,537.00	8/26/2019
5,r	Spottek, Jason	AMP Music	\$43,537.00	8/26/2019
5,nr	Thimke, Brenda	Social Studies	\$65,368.33	9/23/2019
2,nr	Underwood, Jamilah	Social Studies	\$65,507.84	9/30/2019
2,r	Washington, DePaul	Foreign Language	\$43,537.00	9/23/2019
2,r	Williams, Kimberly	Specialty Program	\$70,000.00	9/30/2019

Permit Teachers, Early Start

Codes	Name	Position	Salary	Start Date
4,r	Arechavala, Diamond	Art	\$43,537.00	9/11/2019
2,r	Blackmon Jr, Maurice	Special Ed Multicategorical	\$43,537.00	8/28/2019
6,r	Boulanour, Ghali	Special Ed Multicategorical	\$43,537.00	9/30/2019
4,nr	Briones, Benjamin	Multicategorical Comp Sen	\$47,446.84	9/5/2019
5,r	Harvie, John	Special Ed Multicategorical	\$43,537.00	9/16/2019
2,r	Haygood, Sheila	Special Ed Multicategorical	\$43,537.00	9/9/2019
2,r	Hollingsworth, Tina	Health & Phy Ed	\$43,537.00	8/30/2019
2,r	Onukwugha, Amanze	Health & Phy Ed	\$43,537.00	9/3/2019
4,r	Ramirez, Erica	Special Ed Multicategorical	\$43,537.00	9/4/2019
2,r	Robinson Jr, Charles	English	\$43,537.00	9/13/2019
5,r	Schauble, Katherine	Special Ed Multicategorical	\$43,537.00	9/16/2019
5,nr	Schmidt, Pierre	Art	\$43,537.00	9/9/2019
2,r	Smith, Fredasharron	Science	\$43,537.00	9/16/2019
2,r	Smith, Samantha	Science	\$43,537.00	8/26/2019

Physical Therapists

Codes	Name	Position	Salary	Start Date
5,nr	Piontek, Sarah	Therapist — Physical	\$66,602.20	9/25/2019

Codes		Counts				
		Teachers	SSW	Psychologists	Other	Total
1	Native American	1	0	0	0	1
2	African American	44	0	0	0	44
3	Asian/Oriental/Pacific Islander	3	0	0	0	3
4	Hispanic	27	0	0	1	28
5	White	40	0	0	j	45
6	Other	6	0	0	0	16
7	Two or More Ethnic Codes	2	0	0	0	2
	Male	32	0	0	0	32
	Female	91	0	0	6	97
nr	Non-Residents					
r	Residents					

Leaves of Absence

	<u>Present Assignment</u>	<u>Effective From</u>
Illness Leave, August 2019		
April Mackey	Elm	08/26/2019

Illness Leave, September 2019

Kathleen Daly	Hamilton HS	09/09/2019
Rosa Gallardo	ALBA	09/09/2019
Johnny Parker	Starms	09/10/2019
Gloria Loeding	Cass	09/12/2019
Melinda Gladney	Metcalfe	09/17/2019
Joyce Whitaker	Grantosa	09/25/2019

Illness Leave, January 2020

Nashira Pearl	ALBA	01/21/2020
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Personal Leave, September 2019

Ashley Smith	Jackson	09/24/2019
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Personal Leave, October 2019

Aurelia Schumacher-Casey	Milw. School of Languages	10/14/2019
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Personal Leave, December 2019

Wilson Calixto	Spanish Immersion	12/19/2019
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Personal Leave, January 2020

Vincent Goldstein	Riverside	01/8/2020
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Personal Leave, February 2020

Nashira Pearl	ALBA	02/28/2020
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Report on Certificated Resignations and Classified Retirements

Reason	Years Svc	Ethnic Code	Name	Position	Location	Effective Date
<i>Certificated Resignations</i>						
Personal	0.1	5	David Ahola	Teacher	Hamilton	09/20/2019
Other Work	7.7	4	Faviola Alaniz Martinez	Spec Ed Sup	Central Svcs	10/02/2019
Personal	4.1	5	Sara Arthur	SLP	Goodrich	10/18/2019
Personal	0.1	2	Urbain Boudjou	Teacher	Central Svcs	09/06/2019
Retire	34.0	2	Teresa Brown	Teacher	North Division	05/22/2020
Personal	0.1	5	Tami Carpenter Olney	Teacher	Morse	08/18/2019
Personal	0.1	2	Paula Dixson	Teacher	Rufus King MS	08/16/2019
Other Work	30.7	5	Michael Fendry	Innov Coach	Central Svcs	08/23/2019
Personal	3.9	2	Ursula Hall	Teacher	Roosevelt	08/18/2019
Personal	0.1	2	Darnisha Harper	Teacher	Elm	08/26/2019
Personal	22.5	4	Martin Hernandez	Teacher	Morgandale	08/30/2019
Personal	0.1	5	Austin Hurst	Teacher	Longfellow	09/19/2019
Personal	11.0	2	Dartanyan Kirkendoll	Teacher	Townsend	08/15/2019
Retire	30.0	5	Raymond Klammer	Teacher	German Imm	06/12/2020
Personal	5.0	5	Ashley Knudson	Teacher	German Imm	08/13/2019
Other Work	3.5	5	Erin Kunte	Teacher	Stuart	08/22/2019
Personal	3.0	5	Cassandra Kwiatkowski	Teacher	Mitchell	08/19/2019
Personal	6.5	5	Jeffrey Lemmer	Teacher	Bradley Tech	08/05/2019
Personal	0.1	5	Thomas Littlefair	Teacher	Grantosa	09/05/2019
Other Work	2.0	5	Shannon Manzke	Teacher	Craig	08/26/2019
Personal	0.1	5	Crystal Mazur	Teacher	Craig	09/10/2019
Other Work	19.0	2	Michael McCrary	Teacher	Stuart	08/27/2019
Personal	0.1	5	Patrick McNamer	Teacher	Marshall	09/16/2019
Personal	0.1	5	Katie Miller	Teacher	Pratt	08/22/2019
Retire	30.4	2	Ruth Miller	Teacher	Lancaster	10/14/2019
Other Work	10.0	2	Micheal Moore	AP	Bradley Tech	09/12/2019
Other Work	1.9	7	Kenya O'Neill	Teacher	Hopkins Lloyd	08/13/2019
Personal	0.1	5	Jason Patzfahl	Teacher	Manitoba	10/01/2019
Personal	0.1	5	Lara Peterson	Teacher	Franklin	09/20/2019
Retire	20.0	5	Paula Pike	Teacher	Gaenslen	10/11/2019
Personal	6.7	4	Alberto Reyes	Teacher	Greenfield	08/26/2019
Personal	0.1	5	Christophor Rick	Teacher	Alliance	08/28/2019
Other Work	29.0	5	Colleen Rosengarten	Teacher	Greenfield	09/20/2019
Personal	0.1	5	Nicole Sauer	Teacher	Pratt	08/14/2019
Personal	3.0	5	Carol Spade	Teacher	Riverside	08/05/2019

Reason	Years Svc	Ethnic Code	Name	Position	Location	Effective Date
Retire	34.0	5	Sandra Stommel	AP	Burbank	06/18/2020
Personal	0.1	2	Shamiah Tanner	Teacher	Carver	09/13/2019
Personal	23.0	5	Becky Trochinski	Teacher	Bradley Tech	09/23/2019
Personal	0.1	5	Alissa Viste	Teacher	Starms	08/25/2019
Personal	1.0	2	Shanel Vrontez	Teacher	LaFollette	08/19/2019
Personal	3.9	6	Patience Wade	Tch In Chg	South Acc Acad	10/03/2019
Personal	18.0	5	Colleen Wekwert	Teacher	Lincoln Ave	08/16/2019
Personal	1.0	4	Rosa Wesenberg	Teacher	Kagel	09/13/2019
Personal	0.1	7	Jasmine Wright	Teacher	Hartford	09/20/2019
<i>Classified Retirements</i>						
Retire	20.3	5	Jerome Danks	Electrician	Electric Shop	08/31/2019
Retire	26.2	5	Gabriel Heim	BSH II	South Division	09/23/2019
Retire	30.1	2	Carla Jackson	Supervisor	Safety	09/28/2019
Retire	28.7	2	Kenneth Jackson	Safety Asst	Safety	09/21/2019
Retire	25.6	2	Lajoyce Lewis	SWA II	Vincent	09/08/2019
Retire	24.8	2	Mark Moore	Boiler Att	Central Svcs	10/01/2019
Retire	29.4	5	Snezana Ognjanovic	Gen Ed Asst	Neeskara	10/01/2019

Affirmative Action Report

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

Fiscal Impact Statement

Authorized expenditures were previously approved in the FY20 budget.

Committee’s Recommendation

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

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

* * * * *

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

Recommended Appointments

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

Codes	Name	Position	Location	Salary		
				Sched	Range	Amount
(5)(r)	Lisa Loomis	Coordinator II, School Improvement	Office of the Chief of Academics	03	07C	\$73,722
(5)(nr)	Jamie Wimberly	Senior Program Analyst I	Office of the Chief of Human Resources	03	05A	\$73,685
(5)(nr)	Sally Kellman	Non Public Education Service Coordinator II	Office of the Chief of Finance	03	07A	\$72,560
(2)(r)	Dalisha Moody	Dean of Students, Lincoln Middle School	Office of the Chief of School Administration	03	06C	\$72,000
(5)(r)	Laura White	Webmaster	Office of the Chief of Communications & School Performance	03	08A	\$67,071
(2)(r)	Jacqueline Jolly	Coordinator II, School Improvement	Office of the Chief of Academics	03	07C	\$62,069

Codes	Name	Position	Location	Salary		
				Sched	Range	Amount
(2)(r)	Eulalia Wright	Financial Planning & Budget Analyst I	Office of the Chief of Finance	03	05A	\$60,764
(5)(nr)	Kristy Olson	Procurement Associate II	Office of the Chief of Finance	03	04A	\$51,395
(2)(r)	Jason Blocker	Recreation Supervising Associate II	Office of the Chief of Finance	03	04A	\$50,387
(2)(r)	Anthony Hagge	Recreation Supervising Associate II	Office of the Chief of Finance	03	04A	\$50,387
(2)(r)	Alexandria Poole	Recreation Supervising Associate II	Office of the Chief of Finance	03	04A	\$50,387
(4)(r)	Wendy Cantoral-Argueta	Planning Assistant II	Office of the of School Administration	03	02A	\$44,972

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

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

Codes	Name	Position	Location	Dates	Salary
(5)(r)	Carol Arendt	School Nurse	Office of the Chief of Academics	08/29/19-12/20/19	\$40.00
(2)(r)	Kathy Bonds	Principal Support	Office of the Chief of School Administration	09/01/19-12/31/19	\$40.00
(3)(nr)	Sudong Lee	Systems Administrator	Office of the Chief of Human Resources	08/19/19-02/19/20	\$40.00
(5)(r)	Ellen Miller	School Nurse	Office of the Chief of Academics	08/29/19-12/20/19	\$40.00
(5)(r)	Margaret Peters	IEP Team School Social Worker	Office of the Chief of Academics	08/05/19-12/20/19	\$40.00
(5)(r)	Elizabeth Sandman	Advanced Academics	Office of the Chief of Academics	08/01/19-02/01/20	\$40.00
(5)(r)	Patricia Schmeling	School Nurse	Office of the Chief of Academics	08/29/19-12/20/19	\$40.00
(5)(r)	Carol Stein	IB Support Teacher	Office of the Chief of Academics	08/01/19-02/01/20	\$40.00
(5)(r)	Janice Kosanke	ServSafe Proctor/Instructor	Office of the Chief of Academics	09/03/19-03/03/20	\$39.50
(5)(r)	Phyllis Keener	Montessori Teacher Mentor	Office of the Chief of School Administration	09/03/19-12/20/19	\$32.55
(4)(r)	Ruth Aviles	Induction Specialist	Office of the Chief of Academics	10/01/19-04/01/20	\$30.00
(5)(r)	Sue Beay	School Engineer	Office of the Chief of School Administration	09/26/19-03/26/20	\$30.00
(5)(r)	Tom Beay	School Engineer	Office of the Chief of School Administration	09/18/19-03/18/20	\$30.00
(2)(r)	Kathy Bonds	Independent Hearing Officer	Office of the Chief of School Administration	08/12/19-02/12/20	\$30.00
(5)(r)	Julie Clark	Induction Specialist	Office of the Chief of Academics	10/01/19-04/01/20	\$30.00
(2)(r)	Jackie Day	Regional Attendance Support Liaison	Office of the Chief of School Administration	09/03/19-12/20/19	\$30.00
(2)(r)	Portia Ewing-Lipsey	Independent Hearing Officer	Office of the Chief of School Administration	08/12/19-02/12/20	\$30.00
(5)(nr)	Margaret Foerg	Induction Specialist	Office of the Chief of Academics	10/01/19-04/01/20	\$30.00
(5)(r)	Deon Haith	Induction Specialist	Office of the Chief of Academics	10/01/19-04/01/20	\$30.00
(5)(r)	Linda Hake	Induction Specialist	Office of the Chief of Academics	10/01/19-04/01/20	\$30.00

Codes	Name	Position	Location	Dates	Salary
(5)(r)	Therese Meurer	Induction Specialist	Office of the Chief of Academics	10/01/19-04/01/20	\$30.00
(5)(r)	James Raasch	Induction Specialist	Office of the Chief of Academics	10/01/19-04/01/20	\$30.00
(2)(r)	Brenda Robinson	Induction Specialist	Office of the Chief of Academics	10/01/19-04/01/20	\$30.00
(5)(r)	Cynthia Shields	Induction Specialist	Office of the Chief of Academics	10/01/19-04/01/20	\$30.00
(2)(r)	Janice Smith	Regional Attendance Support Liaison	Office of the Chief of School Administration	09/03/19-12/20/19	\$30.00
(5)(r)	Clara Tracey	Orchestra Coach	Office of the Chief of School Administration	08/12/19-02/12/20	\$30.00
(5)(r)	Lauren Vey	Induction Specialist	Office of the Chief of Academics	10/01/19-04/01/20	\$30.00
(5)(r)	Heidi Wylie	Vocal Music Support	Office of the Chief of School Administration	08/05/19-12/23/19	\$30.00
(5)(r)	Grace Moone	Student Advisor	Office of the Chief of Academics	08/01/19-02/01/20	\$25.00
(2)(r)	Rachel Ramirez	Media Coordinator	Office of the Chief of School Administration	08/01/19-02/01/20	\$25.00
(5)(r)	Colleen Schmitt	SEE US! Grant Secretary	Office of the Chief of Academics	10/01/19-03/31/20	\$23.54
(2)(r)	Nathaniel Gillon	Smart Spaces Classroom Facilitator	Office of the Chief of Academics	08/12/19-01/12/20	\$20.00
(2)(r)	Jennifer Thomas	Library Assistant	Office of the Chief of School Administration	09/03/19-12/20/19	\$20.00
(5)(r)	Valerie Pogue	Piano Accompaniment & Vocal Coach	Office of the Chief of School Administration	08/12/19-12/20/19	\$17.06
(2)(r)	Hilda Allen	Secretary II	Office of the Chief of School Administration	08/26/19-10/01/19	\$13.00
(5)(r)	Micah Hall	Wisconsin Improvement Program (WIP) Associate	Office of the Chief of Communications & School Performance	08/13/19-12/20/19	\$4,500*

* Stipend

Codes

- 1 Native American
- 2 African American
- 3 Asian/Oriental/Pacific Islander
- 4 Hispanic
- 5 White
- 6 Other
- r Resident
- nr Non-resident

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

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(Item 3) Action on a Request to Waive Administrative Policy 3.09(9)(e) and to Enter into a Contract with ADANI Systems, Inc., for Provision of X-Ray Machines and Maintenance Services

Background

The Administration is committed to maximizing safety and security for students, staff, and visitors at MPS schools. Based on this, the Administration is requesting authorization to waive the three-year term limit of Administrative Policy 3.09(9)(e) and to enter into a contract with ADANI Systems, Inc., (“ADANI”) to provide X-ray machines and yearly maintenance services. The current process of using X-ray machines to

scan bags and other items is not new. X-ray machines have proven to be more efficient and effective and less intrusive than is physically searching a bag.

Board funds will not be used to purchase the X-ray machines. The X-ray machines will replace current units that are old and nearing their expiration dates.

Contractor was chosen pursuant to RFB 5779, which closed on July 18, 2019. The contract will run from November 1, 2019, through October 31, 2020, (the "Initial Term") with four additional one-year options to extend upon mutual agreement.

The total cost of the contract in the Initial Term will not exceed \$217,600.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Board Rule, or Administrative Policy Statement

Administrative Policy 3.09, Purchasing and Bidding Requirements

Fiscal Impact Statement

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

Budget code:	OGA-0-S-WK0-SA-ECTS	\$217,600
ADANI Systems, Inc.		
Prime Contractor Information		
	Certified HUB Contractor?	No
	Total # of Employees	18
	Total # of Minorities	3
	Total # of Women	3
HUB Participation		
	Required.....	0%
	Proposed	0%
	\$ Value.....	0
Student Engagement (hours per 12-month contract)		
	Paid Student Employment-Hour Commitment	300
	Student Career-awareness Commitment.....	10

Implementation and Assessment Plan

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

Committee's Recommendation

The Administration had recommended that the Board authorize the waiver of Administrative Policy 3.09(9)(e) and approve the contract with ADANI Systems, Inc., as set forth in the attachments to the minutes of your Committee's meeting.

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

The gavel was passed to Director Báez at 8:02 p.m.

Director Miller moved that:

1. MPS use the \$217,600 Department of Justice Safe Schools grant, previously designated for a contract with ADANI systems, to be divided among 12 schools (at approximately \$18,000 each) for implementing safe-school policies; and

2. at each of these 12 schools a school-wide safety committee be established and composed of students, parents, and staff, including, but not limited to, safety assistants, teachers, and administration; and
3. this school-based safety committee shall establish and implement a school safety plan and shall use the expenditure allocated within the guidelines of the Department of Justice's Safe Schools grant; and
4. a review of safety policies and the training of staff and students shall be conducted throughout the year, with regular reports to be made to the Board.

The motion failed, the vote being as follows:

Ayes — Directors Báez, Herndon, Peterson, and President Miller — 4.
 Noes — Directors O'Halloran, Phillips, Siemsen, Taylor, and Woodward — 5.

The gavel was returned to President Miller at 8:46 p.m.

* * * * *

(Item 4) Action on Resolution 1920R-002 by Director Phillips and Director Baéz Regarding Equitable Nutrition Opportunities for all students

Background

At its meeting on May 30, 2019, the Milwaukee Board of School Directors referred Resolution 1920R-002 by Director Phillips and Baéz to the Committee on Accountability, Finance and Personnel.

WHEREAS, It should not matter which MPS school a child attends in whether or not that child has access to a healthful school meal; and

WHEREAS, The national benchmark for a school district's providing access to breakfast is 70% of children who eat free or reduced-priced (F/R) lunch; and

WHEREAS, Milwaukee Public Schools has the largest breakfast gap (i.e., the difference between the number of low-income children who eat school breakfast and the number of low-income children who eat school lunch) in the county: There are more than 35 schools in the district with breakfast gaps of at least 50 kids — If all of these schools were to reach the 70% national standard, over 4,500 additional kids would be provided access to school breakfast; and

WHEREAS, MPS Administrative Policy 4.07 states, "School nutrition programs are proven to improve student performance and assist in closing the achievement gap. Foods offered to students in addition to meals will be of optimal nutrition quality. District food service dietitians are charged with maintaining school meal nutritional standards per USDA requirements and will work to improve healthful, fresh menu choices for students"; and

WHEREAS, MPS Administrative Policy 4.05 states, "The district recognizes that proper nutrition and academic achievement are inextricably bound and will therefore advocate for universal free meals for breakfast and lunch. In addition, the Board will advocate for federal funding for supper programs for after school programs. The major objective of the school lunch program shall be to safeguard and improve the health and well-being of school children. The lunchroom should be considered an educational facility for teaching good dietary practices through the serving of nutritional adequate and attractive meals"; and

WHEREAS; It is vital for MPS teachers, administrators, nutrition professionals, students, and parents to work together to ensure equal access to school meals for all MPS students; and

WHEREAS, When breakfast is served early, before the school-day begins, it may be difficult for students to arrive at school in time for breakfast; and

WHEREAS, Children, especially older children, who are very conscious of what their peers think of them, may skip the free breakfast, even if they're hungry, rather than been seen as "the poor kids"; and

WHEREAS, Providing a breakfast after the bell across all MPS schools helps to ensure equitable nutrition for all students while eliminating barriers exacerbated by such racial and economic inequalities s transportation and food insecurity; now, therefore, be it

RESOLVED, That the Milwaukee Board of School Directors directs that:

1. the Superintendent or designee require every MPS school in which 70% or more of its students are eligible for free or reduced-price meals under the National School Lunch Program or the federal School Breakfast Program to establish a school “breakfast after the bell” program; and
2. no later than the last day of school for the 2018-19 school year, MPS Nutrition shall present a Nutrition Equity Plan for establishment of a “breakfast after the bell” (BATB) program for all grades at each school in the district that is required to establish such a program, the Plan to include:
 - a. a list of available breakfast grants in order for schools to maximize participation in school breakfast;
 - b. a plan to notify and train MPS employees in advance of the BATB’s implementation;
 - c. promotion and notification of BATB to parents/guardians and to students in advance of the start date and regularly until the participation goal is met;
 - d. input from MPS educators, administrators, food service staff, parents and students, and community partners prior to full implementation;
3. no later than the first full school year following the passage of the MPS Nutrition Equity Plan, MPS shall establish a “breakfast after the bell” program in each of its schools which are subject to the requirements of this resolution; and
4. each year thereafter, prior to the regular July meeting of the Board, the Department of Nutrition shall submit to the Board the name of each MPS school within MPS that falls short of the national benchmark of 70% of children who eat free or reduced-priced (F/R) lunch and also receive school breakfast so that the Board may monitor compliance with this policy.

This was followed by public testimony at the Committee’s meeting on August 20, 2019. Additional information was presented at the Committee’s meeting on September 17, 2019, as part of the Department of Nutrition Services’ quarterly report.

The Administration is in agreement with the resolution and is recommending its adoption by the Board with the minor adjustments to better align with Milwaukee Public School’s progress and accomplishments in the area of nutrition services.

The resolution is closely aligned to the Administration’s current work underway, such as recognizing the goal of 70% breakfast participation for schools with a Free and Reduced Application Management (FRAM) exceeding 70%, which the district achieved in 2018-19 for MPS schools (excluding non-instrumentality charter and partnership schools).

Even with having achieved the overall breakfast participation goal of 70% for MPS schools, the Administration continues to revise and expand its breakfast after the bell options, with the goal of ensuring all students have access to breakfast. In addition, the Department of Nutrition Services continues to expand communications. This includes training for kitchen staff as well as principals and teachers on expanded breakfast options. This also includes working with principals to share information with families. The district also has established a breakfast hotline.

Statute, Board Rule, or Administrative Policy Statement

Administrative Policy 4.05, School Nutrition Management

Fiscal Impact Statement

The Department of Nutrition Services will cover costs through its operating budget and applied surplus.

Implementation and Assessment Plan

Upon approval by the Board, the Administration will continue its current efforts to implement the resolution.

Committee’s Recommendation

Your Committee recommends that the Board approve Resolution 1920R-002, with the third Whereas clause to be amended as below:

WHEREAS, Milwaukee Public School ~~has the largest breakfast gap (i.e., is ranked 29th in the country of large urban school districts for the difference between the number of low-income children who eat school breakfast and the number of low-income children who eat school lunch.) in the county. There are more than 35 schools in the district with breakfast gaps of at least 50 kids — If all of these schools were to reach the 70% national standard, over 4,500 additional kids would be provided access to school breakfast Milwaukee Public Schools, with a free and reduced rate exceeding 70%, meet the national goal of 70% breakfast...~~

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

* * * * *

(Item 5) Action on a Request to Approve the Reconciliation of Student Full-time-equivalent (FTE) Seats at Carmen High School of Science and Technology, South, for students served in the 2018-2019 School Year

Background

Carmen High School of Science and Technology, South, (Carmen South) was established as a non-instrumentality charter school in fall 2007 and is located at 1712 South 32nd Street. Carmen's mission is to graduate all students as critical thinkers and self-directed learners who are prepared for success in college, meaningful careers, community involvement, and family life.

Milwaukee Public Schools has received a request from Carmen for reconciliation of, and payment for, full-time-equivalent (FTE) seats to reflect 390.5 FTEs served (the actual number of students served at Carmen, South, during the 2018-2019 school year). The total of FTEs served was derived by averaging the amount of total countable pupils from the September and January state-count dates.

Strategic Plan Compatibility Statement

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

Statute, Board Rule, or Administrative Policy Statement

Administrative Policy 9.12, Charter Schools

Fiscal Impact Statement

Pending approval of this item, payment will be made to Carmen High School of Science and Technology, Inc., in the amount of \$260,250.71. (Budget Code: GOEINICCW-ECTV)

Implementation and Assessment Plan

Pending approval of this item, MPS will make payment to Carmen High School of Science and Technology, Inc., for the reconciled student FTE seat amount.

Committee's Recommendation

Your Committee recommends that the Board:

1. approve the reconciliation of student full-time-equivalent (FTE) seats at Carmen High School of Science and Technology, South, for students served in the 2018-2019 School Year; and
2. direct the Administration to inform the school that it is not to exceed the seat limit at each campus.

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

* * * * *

(Item 6) Action on the FY20 Phase-Two Salary Step Schedules

Background

The Administration and the Milwaukee Teachers' Education Association (MTEA), through the meet-and-confer process, have agreed to the following salary-step schedule for the teachers' bargaining unit's members:

Steps	BA	MA	Phys Ther	OccTher	SLP	Interpreters	Nurses	SSW	Trav Music
0	\$43,537.00	\$46,537.00	\$50,102.20	\$46,671.67	\$49,000.00	\$32,000.00	\$50,000.00	\$54,650.00	\$21.86
1	\$45,137.00	\$48,287.00	\$51,852.20	\$48,421.67	\$50,750.00	\$33,300.00	\$51,750.00	\$56,400.00	\$22.77
2	\$46,737.00	\$50,037.00	\$53,602.20	\$50,171.67	\$52,500.00	\$34,600.00	\$53,500.00	\$58,150.00	\$23.68
3	\$48,337.00	\$51,787.00	\$55,352.20	\$51,921.67	\$54,250.00	\$35,900.00	\$55,250.00	\$59,900.00	\$24.59
4	\$49,937.00	\$53,537.00	\$57,102.20	\$53,671.67	\$56,000.00	\$37,200.00	\$57,000.00	\$61,650.00	\$25.50
5	\$51,537.00	\$55,287.00	\$58,852.20	\$55,421.67	\$57,750.00	\$38,500.00	\$58,750.00	\$63,400.00	\$26.41
6	\$53,137.00	\$57,037.00	\$60,602.20	\$57,171.67	\$59,500.00	\$39,800.00	\$60,500.00	\$65,150.00	\$27.32
7	\$54,737.00	\$58,787.00	\$62,352.20	\$58,921.67	\$61,250.00	\$41,100.00	\$62,250.00	\$66,900.00	\$28.23
8	\$56,337.00	\$60,537.00	\$64,102.20	\$60,671.67	\$63,000.00	\$42,400.00	\$64,000.00	\$68,650.00	\$29.14
9	\$57,937.00	\$62,287.00	\$65,852.20	\$62,421.67	\$64,750.00	\$43,700.00	\$65,750.00	\$70,400.00	\$30.05
10	\$59,537.00	\$64,037.00	\$67,602.20	\$64,171.67	\$66,500.00	\$45,000.00	\$67,500.00	\$72,150.00	\$30.96
11	\$61,137.00	\$65,787.00	\$69,352.20	\$65,921.67	\$68,250.00	\$46,300.00	\$69,250.00	\$73,900.00	\$31.87
12	\$62,737.00	\$67,537.00	\$71,102.20	\$67,671.67	\$70,000.00	\$47,600.00	\$71,000.00	\$75,650.00	\$32.78
13	\$64,337.00	\$69,287.00	\$72,852.20	\$69,421.67	\$71,750.00		\$72,750.00	\$77,400.00	\$33.69
14	\$65,937.00	\$71,037.00	\$74,602.20	\$71,171.67	\$73,500.00		\$74,500.00	\$79,150.00	\$34.60
15	\$67,537.00	\$72,787.00	\$76,352.20	\$72,921.67	\$75,250.00		\$76,250.00	\$80,900.00	\$35.51
16	\$69,137.00	\$74,537.00	\$78,102.20	\$74,671.67	\$77,000.00		\$78,000.00	\$82,650.00	\$36.42
17		\$76,287.00	\$79,852.20	\$76,421.67	\$78,750.00		\$79,750.00	\$84,400.00	
18		\$78,037.00	\$81,602.20	\$78,171.67	\$80,500.00		\$81,500.00	\$86,150.00	
19		\$79,787.00	\$83,352.20	\$79,921.67	\$82,250.00		\$83,250.00	\$87,900.00	
20		\$81,537.00	\$85,102.20	\$81,671.67	\$84,000.00		\$85,000.00	\$89,650.00	

Years	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
Steps	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20

The Administration and the International Union of Operating Engineers, Local 420, through the meet-and-confer process, have agreed to the following salary-step schedules for the school engineers' bargaining unit's members:

Steps	BAT	BA	SE I	SE II	SE III	SE III+	SE IV
0	\$36,000.00	\$41,000.00	\$46,000.00	\$51,000.00	\$56,000.00	\$60,000.00	\$65,000.00
1	\$37,000.00	\$42,000.00	\$47,000.00	\$52,000.00	\$57,000.00	\$61,000.00	\$66,000.00
2	\$38,000.00	\$43,000.00	\$48,000.00	\$53,000.00	\$58,000.00	\$62,000.00	\$67,000.00
3	\$39,000.00	\$44,000.00	\$49,000.00	\$54,000.00	\$59,000.00	\$63,000.00	\$68,000.00
4	\$40,000.00	\$45,000.00	\$50,000.00	\$55,000.00	\$60,000.00	\$64,000.00	\$69,000.00
5	\$41,000.00	\$46,000.00	\$51,000.00	\$56,000.00	\$61,000.00	\$65,000.00	\$70,000.00
6	\$42,000.00	\$47,000.00	\$52,000.00	\$57,000.00	\$62,000.00	\$66,000.00	\$71,000.00
7	\$43,000.00	\$48,000.00	\$53,000.00	\$58,000.00	\$63,000.00	\$67,000.00	\$72,000.00
8	\$44,000.00	\$49,000.00	\$54,000.00	\$59,000.00	\$64,000.00	\$68,000.00	\$73,000.00
9	\$45,000.00	\$50,000.00	\$55,000.00	\$60,000.00	\$65,000.00	\$69,000.00	\$74,000.00
10	\$46,000.00	\$51,000.00	\$56,000.00	\$61,000.00	\$66,000.00	\$70,000.00	\$75,000.00

Years	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
Steps	0	1	2	2	3	3	4	4	5	5	6	6	7	7	8	8	8	9	9	9	10

The Administration and the Psychologists Association in Milwaukee Public Schools (PAMPS), through the meet-and-confer process, have agreed to the following salary-step schedule for the school psychologists' bargaining unit's members:

Years	Steps	Salary
0	0	\$56,125.22

Years	Steps	Salary
1	1	\$58,269.29

Years	Steps	Salary
2	2	\$60,413.37

Years	Steps	Salary
3	3	\$62,557.44
4	4	\$64,701.51
5	5	\$66,845.58
6	6	\$68,989.66
7	7	\$71,133.73
8	8	\$73,277.80

Years	Steps	Salary
9	9	\$75,421.87
10	10	\$77,565.95
11	11	\$79,710.02
12	12	\$81,854.09
13	13	\$83,998.16
14	14	\$86,142.24

Years	Steps	Salary
15	15	\$88,286.31
16	15	\$88,286.31
17	15	\$88,286.31
18	15	\$88,286.31
19	15	\$88,286.31
20	15	\$88,286.31

The Administration has developed the following salary-step schedule for the members of the former Local 1616 bargaining unit:

Steps	H21	F12	B11	04M	4K	4KA	04B	F2
0	\$14.25	\$16.44	\$21.01	\$16,877.32	\$17,790.40	\$29,204.86	\$37,220.59	\$40,574.98
1	\$14.67	\$16.77	\$21.43	\$17,368.58	\$18,277.99	\$30,062.07	\$38,448.87	\$41,386.48
2	\$15.08	\$17.10	\$21.85	\$17,859.84	\$18,765.58	\$30,919.28	\$39,677.15	\$42,197.98
3	\$15.50	\$17.43	\$22.27	\$18,351.09	\$19,253.16	\$31,776.49	\$40,905.43	\$43,009.48
4	\$15.91	\$17.76	\$22.69	\$18,842.35	\$19,740.75	\$32,633.70	\$42,133.71	\$43,820.98
5	\$16.33	\$18.09	\$23.12	\$19,333.61	\$20,228.34	\$33,490.92	\$43,361.99	\$44,632.48
6	\$16.75	\$18.41	\$23.54	\$19,824.87	\$20,715.93	\$34,348.13	\$44,590.26	\$45,443.98
7	\$17.16	\$18.74	\$23.96	\$20,316.13	\$21,203.52	\$35,205.34	\$45,818.54	\$46,255.48
8	\$17.58	\$19.07	\$24.38	\$20,807.38	\$21,691.10	\$36,062.55	\$47,046.82	\$47,066.98
9	\$17.99	\$19.40	\$24.80	\$21,298.64	\$22,178.69	\$36,919.76	\$48,275.10	\$47,878.48
10	\$18.41	\$19.73	\$25.22	\$21,789.90	\$22,666.28	\$37,776.97	\$49,503.38	\$48,689.98

Steps	F5	9A	C3	F5A	F6	F7	D3
0	\$44,542.50	\$44,892.41	\$46,439.92	\$47,660.29	\$49,787.51	\$51,031.71	\$54,237.23
1	\$45,870.67	\$45,783.77	\$47,361.49	\$49,080.38	\$50,774.43	\$52,043.29	\$56,400.73
2	\$47,198.85	\$46,675.12	\$48,283.05	\$50,500.48	\$51,761.34	\$53,054.87	\$58,564.23
3	\$48,527.02	\$47,566.48	\$49,204.62	\$51,920.57	\$52,748.26	\$54,066.45	\$60,727.74
4	\$49,855.20	\$48,457.83	\$50,126.18	\$53,340.67	\$53,735.17	\$55,078.03	\$62,891.24
5	\$51,183.37	\$49,349.19	\$51,047.75	\$54,760.76	\$54,722.09	\$56,089.61	\$65,054.74
6	\$52,511.54	\$50,240.54	\$51,969.32	\$56,180.85	\$55,709.01	\$57,101.19	\$67,218.24
7	\$53,839.72	\$51,131.90	\$52,890.88	\$57,600.95	\$56,695.92	\$58,112.77	\$69,381.74
8	\$55,167.89	\$52,023.25	\$53,812.45	\$59,021.04	\$57,682.84	\$59,124.35	\$71,545.25
9	\$56,496.07	\$52,914.61	\$54,734.01	\$60,441.14	\$58,669.75	\$60,135.93	\$73,708.75
10	\$57,824.24	\$53,805.96	\$55,655.58	\$61,861.23	\$59,656.67	\$61,147.51	\$75,872.25

Years	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
Steps	0	1	2	2	3	3	4	4	5	5	6	6	7	7	8	8	8	9	9	9	10

The Administration is reviewing the Administrators and Supervisors Council’s (ASC’s) pay grades 00-07 structure for phase two. This pay structure will brought forward next month.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Board Rule, or Administrative Policy Statement

Administrative Policy 6.21, Salary Schedules: Staff

Fiscal Impact Statement

The Administration continues to work on finalizing the costing of each salary-step schedule. The cost is not to exceed six million dollars. Funding for year-one implementation of the phase-two salary-step schedules will be provided in the fall adjustments to the fiscal year 2019-20 budget that will be brought to the Board for approval.

Implementation and Assessment Plan

Upon the Board's approval, the Administration will implement the salary-step schedules no later than March 16, 2020.

Committee's Recommendation

Your Committee recommends that the Board:

1. adopt the steps and lanes, with no implementation date to be determined until after the Board's special meeting on October 29, 2019; and
2. direct that the cost is not to exceed \$6 million.

Your Committee further reports that it has directed the Administration to bring to the full Board, prior to its meeting, information on retroactive pay for permit teachers, with the five-year forecast to be included.

Director Taylor moved to:

1. adopt the steps and lanes with no implementation date to be determined until after the Board's special meeting on October 29, 2019;
2. direct that the cost is not to exceed \$6 million; and
3. with the goal of the January 2020 Board cycle.

The motion passed, the vote being as follows:

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

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

The gavel was returned to President Miller at 9:49 p.m.

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(Item 7) Action on a Request for an Early Start Date for Ronald Wilson Reagan College Preparatory High School (Grades 9-12), Rufus King International High School (Grades 9-12), and Casimir Pulaski High School (Grades 9-12) for the 2020-21 School Year

Background

2001 Wisconsin Act 16 requires school boards to start school terms after September 1, unless a school board submits a request to the Wisconsin Department of Public Instruction (DPI) stating the reasons why it would like the school term to start earlier. DPI may grant a request if it determines that there are compelling reasons for doing so.

By approving the Administration's recommendation, the Milwaukee Board of School Directors will move to submit a request to the DPI for an early start date (no earlier than August 3, 2020) for the 2020-21 school year for Ronald Wilson Reagan College Preparatory High School, Rufus King International High School (grades 9-12), and Casimir Pulaski High School. All three schools have requested early start dates for the 2020-21 school year. The request will cite the fact that the post-September 1, 2020, start date conflicts with the curricular requirements of the International Baccalaureate (IB) program.

The district made this request on behalf of these schools for the 2019-20 school year, and it was granted by the DPI.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Board Rule, or Administrative Policy Statement

Administrative Policy 7.03, School Year/School Calendar

Fiscal Impact Statement

The item does not authorize expenditures. Ronald Wilson Reagan College Preparatory School, Rufus King International High School (grades 9-12), and Casimir Pulaski High School agree to pay any additional costs incurred as a result of this unique school year.

Implementation and Assessment Plan

Upon approval by the Board, the Administration will submit a request to the DPI prior to the January 1, 2020, deadline for an early start date for the 2020-21 school year for Ronald Wilson Reagan College Preparatory High School, Rufus King International High School (grades 9-12), and Casimir Pulaski High School.

Committee's Recommendation

Your Committee recommends that the Board approve this request for an early start date (no earlier than August 3, 2020) for Ronald Wilson Reagan College Preparatory High School, Rufus King International High School (grades 9-12), and Casimir Pulaski High School, and direct the Administration to submit a request to the Wisconsin Department of Public Instruction prior to the January 1, 2020, deadline for an early start date for the 2020-21 school year for Ronald Wilson Reagan College Preparatory High School, Rufus King International High School (grades 9-12), and Casimir Pulaski High School.

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

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(Item 8) Action on a Request to Approve the Proposed 2020-2021 and 2021-2022 School Calendars**Background**

Attached to the minutes of your Committee's meeting are the proposed 2020-2021 and 2021-2022 school calendars for the traditional schools and the early-start schools.

The early-start district calendar will apply to the same high schools, traditional middle schools, and former year-round schools as in the 2019-2020 school year. The traditional district calendar will apply to the same elementary schools as in the 2019-2020 school year.

Strategic Plan Compatibility Statement

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

Statute, Board Rule, or Administrative Policy Statement

Administrative Policy 7.03, School Year/School Calendar

Fiscal Impact Statement

No fiscal impact

Implementation and Assessment Plan

Upon approval by the Board, the Administration will implement the calendars for the 2020-2021 and 2021-2022 school years.

Committee’s Recommendation

Your Committee recommends that the Board approve and adopt the proposed 2020-2021 and 2021-2022 school calendars as presented in the attachments to the minutes of your Committee’s meeting and as summarized below.

2020-21 Traditional Calendar			
Aug 25	Organizational Day	Dec 24-25	Winter break
Aug 26-28, 31	Professional Development Days	Dec 28-31	Winter break
Sept 1	First Day of School — Students	Jan 1	Winter break
Sept 4	Labor Day break	Jan 18	MLK. Jr. Day
Sept 7	Labor Day	Feb 15	Mid-Semester break
Oct 23	Parent-Teacher Conference Day	Feb 16	Record Day
Oct 26	October break	March 19	Parent-Teacher Conference Day
Nov 3	November break	April 2, 5-9	Spring break
Nov 16	Record Day	May 31	Memorial Day
Nov 25, 27	Thanksgiving break	June 4	Records Day
Nov 26	Thanksgiving Day	June 11	Last Day of School — Students
Dec 23	Professional Development Day	June 14-15	Professional Development Days

2020-21 Early-start Calendar			
Aug 10	Organizational Day	Dec 24-25	Winter break
Aug 11-14	Professional Development Days	Dec 28-31	Winter break
Aug 17	First Day of School — Students	Jan 1	Winter break
Sept 4	Labor Day break	Jan 18	MLK Jr. Day
Sept 7	Labor Day	Feb 15	Mid-Semester break
Oct 23	Parent-Teacher Conference Day	Feb 16	Record Day (K-8) and Professional Development Day (H.S.)
Oct 26	October break	March 19	Parent-Teacher Conference Day
Nov 3	November break	April 2, 5-9	Spring break
Nov 16	Record Day (K-8) and Professional Development Day (H.S.)	May 17	Record Day (K-8) and Professional Development Day (H.S.)
Nov 25, 27	Thanksgiving break	May 26	Last Day of School - Students
Nov 26	Thanksgiving Day	May 27	Record Day (H.S.) and Professional Development Day (K-8)
Dec 23	Record Day (H.S.) and Professional Development Day (K-8)	May 28	Professional Development Day (all)

Note: ACT testing dates to be determined.

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

* * * * *

(Item 9) Action on a Request to Carry Over FY19 School Deficit and Contracted Carry-over Amounts

Background

School leaders take the lead responsibility for spending in accordance with their schools’ budgets. A school’s overall deficit balance occurs when total expenditures exceed the total to-date authorized funding amount in non-position costs. A school’s spending is tracked monthly by the school leader and the Administration. The Administration and school staff are alerted to potential problems, and where warranted, controls to limit school spending are put in place to mitigate risk.

School	FY18 Deficit	Total FY19 Working Budget	FY19 Deficit	Total Deficit	% of Working Budget
Accelerated Learning	(1,126)	2,586,840	(8,724)	(9,850)	0.38%
ALBA	0	2,791,702	0	31,036	1.11%
Allen Field	0	2,489,805	(987)	(987)	0.04%
Alliance High School	(1,887)	870,367	(20,965)	(22,852)	2.63%
Audubon Middle School	(65,408)	1,861,908	0	(21,255)	1.14%
Auer Avenue	(78,032)	968,580	(6,475)	(84,507)	8.72%
Barton Elementary	0	1,004,791	(9,364)	(9,364)	0.93%
Burdick	0	2,321,016	(1,381)	(1,381)	0.06%
Carson Academy of Science	(8,286)	1,576,808	0	(6,435)	0.41%
Cass	(2,517)	1,517,151	0	(1,891)	0.12%
Clement	0	1,541,787	(9,791)	(9,791)	0.64%
Congress Elementary	(6,288)	2,515,994	(10,862)	(17,150)	0.68%
Craig Montessori	0	1,412,653	(1,769)	(1,769)	0.13%
Emerson Elementary	0	959,721	(1,183)	(1,183)	0.12%
Fifty-Third Street	(6,201)	1,518,745	0	(1,024)	0.07%
Grant	(886)	2,610,092	(2,254)	(3,140)	0.12%
Grantosa Drive Elem	0	2,198,808	(13,255)	(13,255)	0.60%
Hamilton High School	(20,544)	5,647,313	(263,041)	(283,585)	5.02%
Hartford	(7,046)	2,351,906	0	(1,450)	0.06%
Hawthorne Elementary	0	993,300	(18,863)	(18,863)	1.90%
Hi-Mount Boulevard Elem	0	812,707	(2,156)	(2,156)	0.27%
King Middle	0	1,695,151	(476)	(476)	0.03%
MacDowell	(4,073)	3,173,636	(15,302)	(19,375)	0.61%
Manitoba	0	2,060,304	(835)	(835)	0.04%
Marshall High School	(112,145)	2,861,036	(112,469)	(224,614)	7.85%
Marvin Pratt Elem	0	1,156,722	(434)	(434)	0.04%
Meir	(26,072)	4,515,623	(111,466)	(137,538)	3.05%
Metcalfe	(14,043)	1,075,958	(15,759)	(29,802)	2.77%
Milw Acad of Chinese Language	0	1,867,611	(3,933)	(3,933)	0.21%
Milw French Immersion	(17,745)	2,500,480	0	(16,555)	0.66%
Milw High Sch of Arts	(24,767)	3,482,915	(201,218)	(225,985)	6.49%
Milw Sign Language	(10,836)	2,368,672	(23,375)	(34,211)	1.44%
MORSE	(6,231)	1,346,114	(28,909)	(35,140)	2.61%
North Division	(95,148)	1,128,249	0	(75,926)	6.73%
Parkside	(17,102)	3,391,493	0	(10,195)	0.30%
Parkview Elementary	0	1,589,609	(3,500)	(3,500)	0.22%
Pulaski High School	(75,385)	3,308,984	0	(63,200)	1.91%
River Trail Elementary	(28,864)	1,483,137	(59,058)	(87,922)	5.93%
Rogers Street	(41,755)	2,571,182	0	(10,264)	0.40%
Ronald Reagan High School	(81,643)	5,420,101	0	(27,501)	0.51%
Roosevelt	(44,156)	1,393,481	0	(28,672)	2.06%
Sherman Multicultural Art	(58,509)	1,214,120	0	(2,227)	0.18%
South Division	(13,901)	3,694,915	0	(8,241)	0.22%
Spanish Immersion	0	2,847,292	(1,996)	(1,996)	0.07%
Story	0	1,761,179	(955)	(955)	0.05%
Thoreau Elementary	(1,817)	1,732,737	0	(1,334)	0.08%
Trowbridge	(2,798)	950,568	(6,309)	(9,107)	0.96%
Vieau	(2,448)	3,126,314	(1,284)	(3,732)	0.12%
Vincent High School	(103,725)	2,878,652	(55,181)	(158,906)	5.52%
Washington High School	(17,237)	2,361,278	0	(12,205)	0.52%
Wedgewood	(18,687)	3,467,036	0	(2,527)	0.07%
Whitman	(3,132)	1,517,647	0	(2,401)	0.16%
Total Deficit*	(1,020,437)		(1,013,531)	(1,720,561)	

*FY18 does not balance due to some schools having paid off their deficits

Schools with Deficits in Excess of 3%		
School	Percent	Cause/Future Impact

Auer Avenue	8.72%	Other wages overspent
Hamilton High School	5.02%	High number of substitute teachers, educational maintenance and contract services costs
Marshall High School	7.85%	Spending was high in all areas
Meir	3.05%	Other wages overspent
Milw High Sch of Arts	6.49%	Spending is high in all areas
North Division	6.73%	Deficit from FY18 was \$76,118. School was in positive for FY19. Deficit is the result of prior-year balance
River Trail Elementary	5.93%	Other wages overspent
Vincent High School	5.52%	Other wages overspent due to part-time certificated and para class coverage

According to Administrative Policy 3.05, concerning school deficits, year-end deficits incurred shall be carried over into the next year.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Board Rule, or Administrative Policy Statement

Administrative Policy 3.05, Fund Carryover

Fiscal Impact Statement

Approval of the deficit carryover will result in each school’s paying back its deficit within three to five years. The total deficit among the schools is \$1,720,561. About \$583,866 will be paid back in the first year.

Committee’s Recommendation

Your Committee recommends that FY19 school-deficit and contracted carry-over amounts be carried over to FY20 and that schools with deficits from FY19 pay back the amounts within three years and not more than five years.

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

* * * * *

(Item 10) Action on Monthly Finance Matters: Authorization to Make Purchases; Acceptance of the Report of Revenues and Expenses; Monthly Expenditure Control Report; Report on Administrative and School Fund Transfers; Report on Contracts Under \$50,000 and Cumulative Total Report; Report on Monthly Grant Awards; Acceptance of Donations

Purchases

RFP 5777 Authorization to Enter into a Blanket Contract with Virtucom, Inc., for Interactive Touch Flat Panels and Stands

The Administration is requesting authorization to enter into a blanket contract with Virtucom, Inc., for interactive touch flat panels and stands. This vendor will be used to provide interactive flat panels (“IFPs”) and stands to schools for use in classrooms.

IFPs have been used over the past few years as replacements for existing Smartboards. Compared with previously-used Smartboards, IFPs are more cost-effective, they do not require bulb replacement, and the images are brighter and clearer. This technology also does not require frequent alignment of images to projection. IFPs are used by teachers and by students in the daily instructional processes in the classroom.

Contractor was chosen pursuant to RFP 5777, which closed on June 25, 2019. The contract will run from November 1, 2019, through October 30, 2020, (the “Initial Term”) with two additional one-year options to extend if certain performance metrics incorporated into the blanket contract are met.

The total cost of the contract in the Initial Term will not exceed \$1,274,250.10

Budget Code: Varies by ordering location.....\$1,274,250.10

Virtucom, Inc.

Prime Contractor Information

Certified HUB Contractor?	No
Total # of Employees	125
Total # of Minorities	77
Total # of Women	27
HUB Participation	
Required.....	NA
Proposed	NA
\$ Value.....	NA
Student Engagement (hours per 12-month contract)	
Paid Student Employment-hour Commitment.....	400
Student Career-awareness Commitment.....	10t

Routine Monthly Reports

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

Donations

Location	Donor	Amount	Gift or Purpose
<i>Monetary Donations</i>			
Audubon High School	Kingfish Solutions, LLC	\$196.98	Athletics Donations
Audubon High School	American Cancer Society	\$1,000.00	Athletics Donations
Audubon Middle School	LeadDog Marketing Group	\$890.00	Kohl’s Cares Field Trip Grant
Bay View High School	Allan J. Sharafinski	\$100.00	Scholarship Fund
Bradley Trade & Tech	GSI General Contractors, LLC*	\$100.00	Football Donation
Bradley Trade & Tech	Calderone Club*	\$1,000.00	Football Donation
Bradley Trade & Tech	Steve Calvin*	\$200.00	Football Donation
Emerson School	American Income Life Insurance	\$28.00	General School Supplies
Fifty-Third Street School	University of Wisconsin-Milwaukee	\$500.00	Research Donation
Forest Home Avenue School	Philip & Gail Passler*	\$150.00	Lunch Program Donation
Garland School	Garland PTA	\$87.50	Office Supplies
Garland School	Garland PTA	\$300.00	Safety Donation
Honey Creek Elementary School	Mark Borkowski	\$25.00	Library Donation
Humboldt Park School	The Benevity Community Impact Fund	\$485.50	Field Trip Donation
Keefe Avenue School	YourCause, LLC.	\$140.00	General School Supplies
Keefe Avenue School	YourCause, LLC.	\$140.00	General School Supplies
Keefe Avenue School	Heavy Hitters	\$100.00	PBIS Donation
King High School	Kathleen J. Dreyer	\$1,000.00	Football Donation
King High School	Kathleen J. Dreyer	\$1,000.00	Cross Country Donation
King High School	Ford Motor Company	\$3,380.00	Girls Basketball Donation
King High School	Ford Motor Company	\$1,460.00	Girls Basketball Donation
King High School	Wisconsin Power & Light Company	\$19.44	Scholarship Donation
King High School	Cooperative Educational Service Agency	\$1,500.00	Wellness Donation
King High School	American Cancer Society	\$1,000.00	Cooking Club Donation

Location	Donor	Amount	Gift or Purpose
King High School	Saz's Catering, Inc.	\$828.60	Girls Swimming Donation
Lafollette School	Fidelity Information Services	\$2,500.00	Volunteer Day Donation
Lloyd Barbee Montessori	American Heart Association	\$3,000.00	Garden Project Donation
Lloyd Barbee Montessori	Marquette University	\$130.00	Field Trip Donation
Longfellow School	Medical College of WI Epidemiology	\$1,000.00	Garden Project Donation
Longfellow School	Generac Power Systems	\$250.00	Garden Project Donation
MacDowell Montessori	MPS Foundation, Inc.	\$4,012.00	Ballroom Donation
Meir School	Paula E. Jones	\$400.00	Forensics & Debate Donation
Milw. School of Languages	King Solutions, Inc.	\$28.36	General School Supplies
Riley School	Skylark Automatic Vending, Inc.	\$100.00	Staff Breakfast Donation
Riverside High School	LeadDog Marketing Group	\$997.42	Kohl's Cares Field Trip Grant
Riverside High School	LeadDog Marketing Group	\$1,000.00	Kohl's Cares Field Trip Grant
Ronald Reagan High School	Samuel & Mary Hill	\$33.00	Field Trip Donation
Ronald Reagan High School	Al Hurvis/Adamm Education Foundation	\$250.00	Boys Tennis Donation
School of Career & Tech Ed	Kwik Trip, Inc.	\$0.96	General School Supplies
Marvin Pratt	Socially Responsible Evaluation In Education	\$500.00	Research Donation
Marvin Pratt	Neighborhood House of Milwaukee	\$1,500.00	Field Trip Donation
South Div High School	The Bradley Family Foundation	\$300.00	Multi-Cultural Club Donation
Starms Early Childhood School	LeadDog Marketing Group	\$1,000.00	Kohl's Cares Field Trip Grant
Starms Early Childhood School	LeadDog Marketing Group	\$1,000.00	Kohl's Cares Field Trip Grant
Victory School	Zach Lindow Insurance Agency	\$150.00	General School Supplies
Victory School	Zach Lindow Insurance Agency	\$150.00	General School Supplies
Victory School	Zach Lindow Insurance Agency	\$150.00	General School Supplies
Washington High School of I.T.	Washington High School Alumni	\$1,380.00	General School Supplies
Westside Academy	Action for Healthy Kids	\$1,750.00	General School Supplies
Whitman School	American Cancer Society	\$1,000.00	Wellness Donation
<i>Total Monetary Donations</i>		\$38,212.76	
<i>Non-Monetary Donations</i>			
Academy of Accelerated Lrng.	Donors Choose	\$649.00	STEM Materials
Academy of Accelerated Lrng.	Donors Choose	\$350.96	Books
Academy of Accelerated Lrng.	Donors Choose	\$299.28	Scholastic News
Academy of Accelerated Lrng.	Donors Choose	\$696.66	Books
Academy of Accelerated Lrng.	Krispy Kreme	\$80.00	Donuts
ALBA	Donors Choose	\$602.59	Music Donation
Bradley Trade & Tech	W.T. Walker Group, Inc.	\$100.00	General School Supplies
Doerfler School	Donors Choose	\$318.72	Art Supplies
Doerfler School	Donors Choose	\$483.31	Rest Mats
Elm Creative Arts School	Green Standards Ltd.	\$2,304.00	Furniture & Wall Mounted TV
Grant School	Donors Choose	\$321.25	STEM Kits
Greenfield School	Donors Choose	\$384.81	General School Supplies
Hamilton High School	Donors Choose	\$1,276.58	Non-Fiction Books
Honey Creek Elementary School	Donors Choose	\$105.19	Sensory & Calming Tools
Honey Creek Elementary School	Anonymous-Donors Choose	\$106.48	Sensory Items

Location	Donor	Amount	Gift or Purpose
Longfellow School	Donors Choose	\$270.93	Magna Tiles
MacDowell Montessori	Donors Choose	\$424.06	STEM & Headphone
MacDowell Montessori	Donors Choose	\$271.85	Art Books & Storage
MacDowell Montessori	Donors Choose	\$471.68	Art Supplies
MacDowell Montessori	Donors Choose	\$1,263.10	Math Supplies
MacDowell Montessori	Donors Choose	\$129.98	Cones & Chalk
Maple Tree School	Donors Choose	\$151.62	General School Supplies
Maple Tree School	Donors Choose	\$524.85	General School Supplies
Maple Tree School	Donors Choose	\$118.77	General School Supplies
Maple Tree School	Donors Choose	\$231.68	General School Supplies
Meir School	Donors Choose	\$454.08	Books
Meir School	Donors Choose	\$445.31	Books
Meir School	Donors Choose	\$500.00	Leadership Conference
Meir School	Donors Choose	\$451.85	Books
North Division High School	American Legion Auxiliary Post 449	\$75.00	General School Supplies
Siefert School	Colectivo Coffee	\$90.00	Coffee Donation
<i>Total Non-Monetary Donations</i>		<i>\$13,953.59</i>	
Total Value of Donations for October 2019		\$52,166.35	
<i>*Donations from MPS Alumni</i>		<i>\$1,450.00</i>	

Your Committee recommends that the Board:

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

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

* * * * *

(Item 11) Action on the Award of Exception-to-Bid Contracts

Exception Authorization to Enter into Contracts with Sebastian Family Psychology Practice LLC; Aurora Family Services, Inc.; and Children’s Service Society of Wisconsin, d/b/a Children’s Hospital of Wisconsin Community Services, for School Community Partnership for Mental Health (SCPMH) Services as Part of the U.S. Department of Education’s Project Prevent/ Resilient Kids Grant

The Administration is requesting authorization to enter in to a contract with Sebastian Family Psychology Practice LLC (“SFPP”); Aurora Family Services (“Aurora”); and Children’s Service Society of Wisconsin, d/b/a Children’s Hospital of Wisconsin Community Services (“Children’s Hospital”), to provide mental health services and supports to students, family, and staff. These contractors provide collaboration, direct services to students and families, professional development, and training for staff and parents.

Contractor will provide direct and indirect mental health services to students, family members, and staff within the SCPMH’s parameters and guidelines. Services may include professional development for staff, parent education, student education, teacher consultation, critical- incident debriefing, connecting with other agencies with specialized competencies, and mental health consultation.

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 as part of the U.S. Department of Education’s Project Prevent/ Resilient Kids Grant (Administrative Policy 3.09(2)(c)).

The contracts will run from December 1, 2019, through June 30, 2020, (the “Initial Term”) with the option to extend for up to two additional one-year terms, from July 1, 2020, through June 30, 2021, and from July 1, 2021, through June 30, 2022, upon mutual written consent.

The total cost of these contracts in this first year will not exceed \$196,764 as follows:

SFPP.....	\$65,588
Aurora	\$65,588
Children’s Hospital	\$65,588

Budget Code: SDV-0-S-RX0-DE-ECTS (U.S. Department of Education — Contracted Services)\$196,764

Sebastian Family Psychology Practice 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

Aurora Family Services, Inc.

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

Children’s Service Society of Wisconsin, d/b/a Children’s Hospital of Wisconsin Community Services

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

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Board Rule, or Administrative Policy Statement

Administrative Policy 3.09, Purchasing and Bidding Requirements

Fiscal Impact Statement

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

Implementation and Assessment Plan

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

Committee’s Recommendation

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

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

* * * * *

(Item 12) Action on Monthly Facilities Matters: FMS Award of Professional Services Contract

RFP 19001 Authorization to Enter into a Contract for Green Infrastructure Upgrades at Academy of Accelerated Learning, Doerfler, Golda Meir Lower Campus, Vincent High, Westside Academy I, and Clement Avenue School.

A request for Proposal (RFP #19001) was issued by Facilities and Maintenance Services to obtain a firm to provide design services for green infrastructure upgrades at Academy of Accelerated Learning, Doerfler, Golda Meir Lower Campus, Vincent High, Westside Academy I, and Clement Avenue School.

The selected firm is Stormwater Solutions Engineering, LLC, for a contract amount of \$173,701.00. The budget codes will vary.

The contract period will be November 1, 2019, to August 14, 2020.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Board Rule, or Administrative Policy Statement

Administrative Policy 3.09, Purchasing and Bidding Requirements

Fiscal Impact Statement

The item authorizes expenditures for \$173,701.00

Implementation and Assessment Plan

Upon the Board's approval, the professional services contract, as attached to the minutes of your Committee's meeting, shall be executed.

Committee's Recommendation

Your Committee recommends that the Board approve the attached professional services contract as attached to the minutes of your Committee's meeting.

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

* * * * *

(Item 13) Action on Request to Enter into a Lease Agreement with the Wisconsin Department of Natural Resources for the District's Use of Oakridge Farm**Background**

Milwaukee Public Schools' Department of Recreation and Community Services has partnered with the Wisconsin Department of Natural Resources since 1971 to provide environmental learning opportunities for students at Oakridge Farm (S40W35961 County Rd. C, Dousman, WI, 53118). In addition to hosting a series of curricula-based programs for school-age students, the Farm is also host to K5 MPS Learning Journeys and serves as a field-trip destination for the community and for the Summer Academy's participants. More than 9,500 youth visit the farm on an annual basis.

The Administration is requesting approval of a lease agreement commencing on October 1, 2019, and terminating on December 31, 2024, at a one-time rate of \$1.00 and an option to extend the lease for two additional five-year terms, contingent upon approval by the Board, in order to continue to provide educational opportunities that promote growth and create opportunities for future success.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Board Rule, or Administrative Policy Statement

Administrative Policy 3.09, Purchasing and Bidding Requirements

Fiscal Impact Statement

Total lease expense for the lease term is \$1.00.

Implementation and Assessment Plan

Upon the Board’s approval, the lease agreement, as attached to the minutes of your Committee’s meeting, with the Wisconsin Department of Natural Resources shall be executed.

Committee’s Recommendation

Your Committee recommends that the Board approve the lease agreement, as attached to the minutes of your Committee’s meeting, with the Wisconsin Department of Natural Resources for the district’s use of Oakridge Farm, located at S40W35961 County Rd. C, Dousman, WI, 53118.

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

* * * * *

(Item 14) Action on Request to Waive Administrative Policy 3.09(9)(e) and to Extend a Contract with Accounting Equipment Corp, d/b/a AE Business Solutions, for IT-Support Services

Background

The Administration is requesting authorization to waive the three-year term limits of Administrative Policy 3.09(9)(e) and to extend its contract with Accounting Equipment Corp, d/b/a AE Business Solutions, for IT-support services.

These support services are utilized by the Department of Technology, as necessary, to provide interim IT support for schools at various times throughout the year and assistance on large-scale projects.

Contractor was chosen pursuant to RFP 928. The original contract was authorized by the Board to run from November 1, 2016, through October 31, 2017 with two one-year extensions. The current extension expires on October 31, 2019. The waiver of Administrative Policy 3.09(9)(e) is being sought as a result of the three-year maximum contract term’ having been exceeded. The Administration has a current Request for Proposal (“RFP”) out for solicitation of RFP 1025, so this three-month extension is necessary to avoid a lapse in services.

This contract extension will run from November 1, 2019, through January 31, 2020.

The total cost of the contract in this extension year will not exceed \$75,000.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Board Rule, or Administrative Policy Statement

Administrative Policy 3.09, Purchasing and Bidding Requirements

Fiscal Impact Statement

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

Budget Code: TSV-0-0-TLN-DW-ECTS (Tech License — Contract Services)\$75,000

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

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

Implementation and Assessment Plan

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

Committee’s Recommendation

Your Committee recommends that the Board authorize the waiver of Administrative Policy 3.09(9)(e) and approve the extension with Account Equipment Corp, d/b/a AE Business Solutions, as set forth in the attachments to the minutes of your Committee’s meeting.

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

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REPORT OF THE COMMITTEE ON PARENT AND COMMUNITY ENGAGEMENT

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

(Item 1) Report with Possible Action on Southwest Region Showcase

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

Background

Based on the Board’s previous action, the 2018-19 monthly Regional Showcase item structure has been enhanced to provide a thorough picture of each region as they are presented on a monthly basis. This will include goals as well as progress in attaining then. In addition, strategies that are being successfully implemented within the region and that may be replicated will be included.

This month, the Southwest Region is featured. The region comprises 24 schools, including Montessori, Immersion, International Baccalaureate, Bilingual, Project Lead the Way, Community Schools, and specialty schools. The Southwest Region serves 12,857 students in diverse settings to meet the varied needs of our students. Schools in the Southwest Region include A.L.B.A., Academy of Accelerated Learning, Alcott, Allen Field, Curtin, Doerfler, Forest Home, Grant, Greenfield, Hayes, Honey Creek, Kagel, Lincoln Avenue, Longfellow, Lowell, Manitoba, Milwaukee Spanish Immersion, Mitchell, Morgandale, Riley, Rogers, Vieau, Whitman, and Zablocki.

The Southwest Region offers the following programming to meet the various needs of learners in pursuit of academic excellence at these schools: developmental bilingual and traditional monolingual biliteracy experiences, immersion, International Baccalaureate Primary Years Programme, dual-language

Montessori education beginning with grades K3 and K4, Project Lead the Way (PLTW), Engineering is Elementary, and Systems Thinking.

The Southwest Region is successful due to the families, staff, and dedicated community partnerships, a vital component to the success of students. The following are a few community partnerships in the Southwest region: United Way, Arts in Community Education, Milwaukee Symphony Orchestra, Junior Achievement, Skylight Theater, Milwaukee Repertory Theater, City Year, and many colleges and universities.

[Additional details are provided in the presentation attached to the minutes of your Committee's meeting.]

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Board Rule, or Administrative Policy Statement

Administrative Policy 7.01, Teaching and Learning Goals

Fiscal Impact Statement

N/A

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REPORT OF THE COMMITTEE ON STUDENT ACHIEVEMENT AND SCHOOL INNOVATION

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

(Item 1) Report with Possible Action on Wisconsin Student Assessment System Data

Background

The presentation attached to the minutes of your Committee's meeting is aligned to the Board's action in February 2018 to review district data regularly throughout the school year. The Wisconsin Student Assessment System (WSAS) is a comprehensive statewide program designed to provide information about what students know in core academic areas and whether they can apply what they know. The WSAS includes:

- The Wisconsin Forward Exam at grades 3-8 in English language arts (ELA) and mathematics; at grades 4 and 8 in science; and 4, 8, and 10 in social studies
- Dynamic Learning Maps (DLM) at grades 3-11 in ELA and mathematics; at grades 4 and 8-11 in science; and at grades 4, 8, and 10 in social studies
- ACT Aspire at grades 9 and 10
- The ACT Plus Writing at grade 11 for reading, English, mathematics, science, and writing.

The Every Student Succeeds Act (ESSA) requires all states to test all students in English language arts (ELA) and mathematics in grades 3-8 and once in high school. ESSA also requires students be assessed in science once each grade span (3-6, 7-9, and 10-12 grades). Students' performance on these assessments is reported in proficiency categories and used for accountability determination at the school, district, and state levels, including state accountability report cards. Wisconsin State Statutes also require students to take grade-9 and -10 assessments as well as the social studies test. These tests together create the Wisconsin Student Assessment System.

This presentation will review the results of the Wisconsin Forward Exam with DLM, ACT Aspire with DLM, and ACT with writing with DLM that were released in September 2019.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Board Rule, or Administrative Policy Statement

Administrative Policy 7.38, Balanced Assessment Systems

Fiscal Impact Statement

N/A

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(Item 2) Report with Possible Action on Academic Standards

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

Background

As required by the Wisconsin Department of Public Instruction, a notice identifying the academic standards adopted by the school board is included as an item on the Board's agenda at the start of the school year. The academic standards addressed in this report are as follows.

Common Core State Standards

On September 27, 2012, the Milwaukee Board of School Directors received a report on the Common Core State Standards (CCSS) and the alignment to the Comprehensive Literacy Plan (CLP) and the Comprehensive Mathematics and Science Plan (CMSP). It is noted that the CCSS are embedded within the CLP and CMSP and serve as the foundation for instruction in the classroom and professional development for teachers and principals.

Common Core Essential Elements

The Common Core Essential Elements (CCEE) were developed to provide students with significant intellectual disabilities the opportunity to be involved in and to meet the same challenging expectations that have been established for all students in the CCSS.

Career and Technical Education Standards

In September 2013, the Wisconsin Department of Public Instruction released Career and Technical Education standards that are being used in our setting high expectations for students to be prepared for college and career. These standards, which are developed in grade bands PK-5, 6-8, 9-12, cover six content areas:

- agriculture, food and natural resources
- business and information technology
- family and consumer sciences
- health science
- marketing, management, and entrepreneurship
- technology and engineering.

Wisconsin Model Early Learning Standards

On May 27, 2014, the Board supported two initiatives aligned to the Wisconsin Model Early Learning Standards (WMELS) plan and testing. The WMELS stresses the importance of creating a base of child-initiated and teacher-initiated activities. These standards reflect the belief that children should be provided with opportunities to explore and to apply new skills through child-initiated and teacher-initiated activities and through interactions with peers, adults, and materials.

Next Generation Science Standards

In November 2017, the Wisconsin Department of Instruction adopted the Next Generation Science Standards. These standards identify content and science and engineering practices that all students should

learn from K-12 grades. These include elementary science, physical science, life science, earth and space science, and engineering, technology, and applications of science in middle and high school.

Standards for Social Studies

In 2018, the Wisconsin Department of Public Instruction adopted Standards for Social Studies. These standards provide a foundation of what students should know and be able to do at the appropriate grade levels.

Common Core State Standards for World Languages

On June 3, 2019, the Wisconsin Department of Public Instruction reaffirmed the Common Core State Standards for World Languages that had been developed to parallel the English language arts and the development of bilingualism and biliteracy.

Wisconsin Academic Standards

Per the Wisconsin Department of Public Instruction, all academic areas not covered by CCSS and CCEE and WMELS are covered by the Wisconsin Academic Standards:

- art and design education
- dance
- environmental education
- health education
- information and technology literacy
- music education
- nutrition education
- personal financial literacy
- physical education
- reading
- school counseling
- theatre education
- world languages.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Board Rule, or Administrative Policy Statement

Administrative Policy 7.01, Teaching and Learning Goals

Fiscal Impact Statement

N/A

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REGULAR ITEMS OF BUSINESS

(Item 1) Reports of the Board’s Delegates

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

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

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

Academic Achievement

- October 7, attended Wisconsin Public Education Milwaukee meeting
- October 8, attended a presentation by Fania Davis at Mt. Mary College on restorative justice
- October 10, Visited Riverside High School to observe student entry at day start
- October 10, met with Fania Davis to discuss Milwaukee's work on restorative-justice practices
- October 14, met with Common Council President Ashanti Hamilton
- October 21, presented to student teacher group
- October 23-25, attended the Council of Great City Schools' annual national conference, including workshops on early-childhood reading, world-language instruction and bilingualism, ethnic studies, and more.
- October 26, attended a meeting of the Executive Committee of the Council of Great City Schools
- October 29, attended a meeting at Carver school to discuss STEM work
- October 30, met with a math tutor from Bay View Boys and Girls Club on strengthening high-school tutoring

Student, Family, and Community Engagement

- October 7, attended a meeting of the Montessori Advisory Committee
- October 9, attended a meeting of the Milwaukee Library Board's Innovation Committee
- October 9, conducted a Beyond the Board Room session at Cass Elementary
- October 11, attended a meeting of the Black Lives Matter at School's planning committee at MLK Elementary
- October 15, attended a Family Values at Work event in Washington, DC
- October 17, met with a "Think Tank" of students at Riverside
- October 17, Toured the new Arts@Large building and met with leadership
- October 18, met with representatives from the City and County at City Hall to begin discussion of coordination of services and finances
- October 22, attended the monthly meeting of the Milwaukee Library's Board of Trustees.

Effective and Efficient Operations

- Met weekly with Dr. Posley

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NEW BUSINESS

- (Item 1) Action on a Request to Revise Administrative Policy 4.01, Emergency Plans; Administrative Procedure 4.01(2), Emergency Hospital Locations; and Administrative Procedure 4.01(3), Emergency Closings.**

Referred to the Committee on Legislation, Rules and Policies

- (Item 2) Action on a Request to Approve Creation of Administrative Policy 7.44, Music Education.**

Referred to the Committee on Legislation, Rules and Policies

(Item 3) The next item of new business for referral is Action on a Request to Approve the Proposed Revisions to Administrative Policies 8.28, Student Discipline, and 8.31, Student Suspensions.

Referred to the Committee on Legislation, Rules and Policies

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COMMUNICATIONS AND PETITIONS

(Item 1) Communication from the U.S. Marines on Career Opportunities for Life After High School

The following communication was received by the Office of Board Governance:

Good Morning Ma'am/Sir,

I am the Executive Officer for Recruiting Station Milwaukee, United States Marine Corps. I am requesting, on behalf of my commanding officer, an opportunity for him to speak with the school board. We are requesting a policy change on how and when lists of students are provided. We would like to give all students who do no Opt-out, from each of the schools in your district, a career opportunity for life after high school.

When is the next board meeting? How do we reserve a time slot on the schedule?

Very respectfully,
1st Lt Brianna S. La Mee'
Executive Officer
U.S. Marine Corps Recruiting Station Milwaukee

Referred to the Superintendent.

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RESOLUTIONS

Resolution 1920R-008

By Director Woodward

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

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

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

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

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

WHEREAS, The information presented to the Board in January 2019 indicates a lack of diversity in certain work groups, including paraprofessional educational assistants, safety and security, handicapped

aides, school psychologists, and school social workers, both in the district's current work force and in the applicant pools for these group; and

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

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

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

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

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

- showing diversity in recruitment materials;
- targeting graduates or soon-to-be graduates of Historically Black Colleges and Universities;
- working with community based organizations that serve specific demographic groups;
- placing an emphasis on recruiting for diversity among Para Professional Educational Assistants, Safety and Security, Handicapped Aids, School Psychologists, and School Social Workers, and Teachers; and, be it

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

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

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

Referred to the Committee on Accountability, Finance, and Personnel

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Resolution 1920R-009

By Director Miller

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

WHEREAS, The Black Lives Matter resolution called for:

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

- the district review its programs that may be contributing to unfair, unequal power relationships with community and school policing; and

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

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

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

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

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

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

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

Referred to the Committee on Student Achievement and School Innovation

The Board adjourned at 10:05 p.m.

JACQUELINE M. MANN, Ph.D.
Board Clerk