

**BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
OCTOBER 29, 2024**

Special meeting of the Board of School Directors called to order by President Herndon at 5:34 p.m.

Present — Directors Garcia, Jackson, Leonard, O'Halloran, Siemsen, Zombor, and Vice-President Gokalgandhi — 7.
Absent and Excused— Director Herndon – 1.

The Board Clerk read the following call of the meeting:

October 28, 2024

To the Members of the Board of School Directors:

A Special Meeting of the Milwaukee Board of School Directors is scheduled to take place in the Auditorium of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin.

This meeting will be broadcast on WYMS radio— 88.9 FM, or on Time-Warner/Spectrum Channel 13, and via livestream and the MPS YouTube Stream at: <https://mpsmke.com/boardcast>.

**SPECIAL BOARD MEETING
5:30 P.M., TUESDAY, OCTOBER 29, 2024**

ITEMS OF BUSINESS

1. Action on a Request to Retire to Closed Session to Confer with Legal Counsel with Respect to Pending or Probable Litigation
2. Action on a Request to Retire to Closed Session Relative to an Employee Who Disregarded a Board Directive and Legal Advice
3. Update with Possible Action on the 2023-2028 Strategic Plan
4. Report with Possible Action on Long-Range Facilities Master Plan
5. Action on a Request for a Title I Part A ED-Flex Waiver
6. Action on a Request to Approve the 2024-25 (FY25) Proposed Fall Budget Adjustments to the Adopted FY25 Budget

PUBLIC HEARING

As is customary at Special meetings of the Board, public testimony will not be taken at this meeting.

EXECUTIVE SESSION

Relative to Item 1, the Board may retire to closed session, pursuant to Wis. Stat. 19.85(1)(g) to confer with legal counsel for the Board 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.

Relative to Item 2, the Board may retire to closed session, pursuant to Wis. Stat. 19.85(1)(b) to consider the dismissal, demotion, licensing or discipline of any public employee or person licensed by the Board 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; Chapter 19.85(1)(c), for the purpose of considering employment, promotion, compensation, or performance-evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility; Chapter 19.85(1)(f), for the purpose of considering financial, medical, social or personal histories or disciplinary data of specific persons, preliminary consideration of specific personnel problems or the investigation of charges against specific persons which, if discussed in public, would be likely to have a substantial adverse effect upon the reputation of any person referred to in such histories or data, or involved in such problems or

investigations; and Chapter 19.85(1)(g) 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.

TINA OWEN-MOORE, Ed.L.D.
Board Clerk

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(Item 1) Action on a Request to Retire to Closed Session to Confer with Legal Counsel with Respect to Pending or Probable Litigation

Background

The Board may retire to closed session, pursuant to Wis. Stat. 19.85(1)(g) to confer with legal counsel for the Board who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

1.18 - Legal Representation

Recommendation

That the Board retire to closed session for consideration of this item.

Item deferred to the end of the meeting.

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(Item 2) Action on a Request to Retire to Closed Session Relative to an Employee Who Disregarded a Board Directive and Legal Advice

Background

The Board may retire to a closed session to consider this item:

Pursuant to Wisconsin Statutes, Chapter 19.85(1)(b) to consider the dismissal, demotion, licensing or discipline of any public employee or person licensed by the Board 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;

Pursuant to Wisconsin Statutes, Chapter 19.85(1)(c), for the purpose of considering employment, promotion, compensation, or performance-evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility;

Pursuant to Wisconsin Statutes 19.85(1)(f), for the purpose of considering financial, medical, social or personal histories or disciplinary data of specific persons, preliminary consideration of specific personnel problems or the investigation of charges against specific persons which, if discussed in public, would be likely to have a substantial adverse effect upon the reputation of any person referred to in such histories or data, or involved in such problems or investigations; and

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

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

1.18 - Legal Representation

Item deferred to the end of the meeting.

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(Item 3) Update with Possible Action on the 2023-2028 Strategic Plan

Background

Since the launch of the 2023-2028 Strategic Plan on July 1, 2023, the Administration has regularly provided updates on its progress. These updates are available through the Strategic Plan dashboard located on the district's homepage and during presentations to the School Board. The Administration will present an update on the current status of the Strategic Plan, summarizing the end of the 2023-2024 school year and focusing on key developments and progress toward 2024-2025 strategic plan tasks.

New/Different This Year

- Student achievement and graduation combined
- Rightsizing the district combined with facilities an upgrades
- These changes are reflected in the updated graphic
- Timeline documents now have a color key
- Timeline update section was removed from reports

Strategic Plan Highlights

Rightsizing the District

- Long-Range Facilities Master Plan dashboard and feedback sessions identify student, family, and staff needs
- Rightsizing solutions will require review of MPS program distribution, enrollment, and transportation policies

Student Achievement and Graduation

- Students are developing real-world skills with internships and apprenticeships

Staff-Morale & Professional Learning

- Staff benefit offerings and information have been updated on mConnect
- Staff professional learning continues to occur monthly

Special Projects

- Department of Communications and Marketing continues to update school websites and logos

Strategic Plan Dashboard

- Quarter one reports and updated timelines will be available on dashboard page at the end of the month

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

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

Fiscal Impact Statement

N/A

Implementation and Assessment Plan

N/A

The Board received the foregoing report. Although the item was noticed for possible action, no action was required.

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(Item 4) Report with Possible Action on Long-Range Facilities Master Plan

Background

MPS initiated a process to develop a Long Range Facilities Master Plan by issuing a Request for Proposal to hire an outside firm to assist the district with the process of developing an updated plan.

In March 2024, the Board approved the professional service contract with Perkins-Eastman to begin the process of developing a new Long Range Facilities Master Plan. This plan provides an in-depth review of how MPS buildings support the learning environment and identifies opportunities to further the work toward advancing the district's goals of academic achievement; student, family, and community engagement; and effective and efficient operations.

The scope of work outlined for Perkins-Eastman included site visits to review and rate the condition of building infrastructure and the educational adequacy of all learning spaces. The review took into consideration many factors including enrollment trends, program and building capacities, deferred and projected capital maintenance, ADA accessibility, universal design principals, transportation policies, and equity with a focus on neighborhood characteristics such as household income, reported crimes, and minority populations.

The analysis included input from stakeholders including students, teachers, parents, district partners, and community members. Input was obtained through online surveys. In addition to the surveys, large-scale in person and virtual community engagement sessions were held in order to gather additional stakeholder input. The large-scale community engagement sessions comprised of a series of meetings. Perkins-Eastman interacted with participants at each of the meetings by explaining the goals of the Long Range Facilities Master Plan, asking questions to gain feedback from the community on priorities, and facilitating open discussions for clarity and understanding.

The analysis included data gathering sessions and review meetings with key individuals from all departments within the district to allow Perkins-Eastman to obtain and validate the information needed for a complete analysis in order to develop the Long Range Facilities Master Plan. After assessing the data gathered, a progress report with considerations will be provided in October of 2024 to the Administration. The progress report will contain details on educational suitability, technology readiness, and building conditions for all schools along with a review of district enrollment trends and building capacity. The information also includes potential plans for consideration to serve as a roadmap for facility use, classroom modernization, and capital investment. The plan is not finalized but focuses on identifying additional programming, instructional and partnership opportunities, and provides considerations for investment or divestment of current building inventory to maximize the use of resources.

In this report, the Administration will review the information previously shared while providing additional details regarding a Long Range Facilities Master Plan.

Long-Range Facilities Master Plan (LRFMP): Project Goals & Context

- The goal of the LRFMP is to support student success by making sure that the district’s learning spaces meet student needs – “Rightsizing the District”
- MPS enrollment is declining in large part due to declining birth rates, consistent with national trends
- Schools receive funding based on enrollment, directly affecting school budgets for staff, supplies, and programs
- To increase enrollment, MPS will need to focus on retaining current students and attracting non-MPS students.

Stakeholder Engagement:

What We Have Done

- Spring Stakeholder Survey – 8.6 thousand responses from students, staff and families, and community members.
- Spring Town Hall Meetings: Hosted 4 in-person town hall meetings and 2 virtual town hall meetings
- Dept. Leadership Interviews: Interviewed MPS department leadership members
- Summer Community Events: Attended National Night Out Events, Black Arts Fest MKE, HAFA Back to School Fair, Mexican Fiesta & Run Back to School
- Summer Student Workshops: Led engagement activities with middle and high school students
- Fall Town Halls : Hosted 4 in-person town hall meetings and 2 virtual town hall meetings
- Fall Student Focus Groups: Led LRFMP-specific group discussions with high school student
- Fall Stakeholder Survey : ~2.8k responses from students, staff and families / community members
- Data Analysis: People, Places & Programs

People

- Nearly $\frac{2}{3}$ of all MPS schools have fewer students in 2024 than they did in 2014.
- School building utilization is imbalanced, around $\frac{1}{4}$ of schools are underutilized and $\frac{1}{4}$ are overcrowded.

Places

- The average age of an MPS-owned school building is 82 years, and 85% of them were built before 1970.
- The average age of a U.S. public school building is 49 years, and 38% of them were built before 1970

Programs

- Around 65% of all MPS schools offer one or more of the district’s main specialty programs.
- Geographic distribution of main specialty program offerings is uneven, resulting in increased travel times for some students.

Prioritization Framework: Process Overview

The process will be data-informed, not data-driven.

Guiding Principles

1. Rightsizing to address over and under-utilization issues
2. Improve access to high quality programming
3. Minimize disproportionate impacts
4. Equitable resource allocation
5. Appropriately staffed schools
6. Improve access to high quality buildings with appropriate spaces
7. Ensure long-term financial sustainability
8. Strengthen the role of schools as community hubs

Stakeholder Engagement: What We Have Heard

How are MPS students choosing their schools?

Students and families are choosing schools based primarily on specialty programs, school culture and reputation, and perceived safety of a school and its surrounding community.

What are MPS stakeholders' greatest concerns?

Students, families and staff have highlighted appropriate class sizes, availability of student supports, and diversity of school programming as both top priorities and major concerns.

How can MPS improve its schools?

Students, families and staff have repeatedly noted that improving the quality and features of school buildings is the most effective way MPS could improve schools across the district.

Future Planning Considerations

Regional Steering Committees

1. To help develop strategies, MPS could set up 4 regional committees (2 school board districts each) with representative stakeholders.
 2. Committee participants could review region specific data and strategy candidate groups to explore options and implementation strategies.
 3. Committee groups might include around 10-15 members representing students, parents, school staff, community groups, school leadership, and school board members.
 4. Each committee might also include MPS staff representing district teams, such as facilities, engagement, academics, enrollment, and finance.
 5. Committees could kick off in December 2024.
- Citywide Steering Committee Option

Citywide Steering Committee

1. To review potential strategies from a district-level lens, 2-3 members from each of the regional committees could form a citywide committee.
2. The citywide committee could collectively process regional committee input to prioritize needs across the city and develop equitable district plans.
3. The citywide committee members could report back to regional committees, and both committees could share updates with their constituents and broader stakeholder groups.
4. Each committee might also include MPS staff representing district teams, such as facilities, engagement, academics, enrollment, and finance.
5. The committees could kick off in January 2025.

Key Considerations

Minimizing Disproportionate Impact

- Research has shown that U.S. school closures have disproportionately impacted disadvantaged and/or underserved communities
- To minimize these impacts, the project team is exploring:
 - o Pairing closure/merger strategies with investments in the same communities to balance impact
 - o Exploring alternate uses for closure/merger candidates to maintain or improve community amenities
 - o Target programmatic investments to balance specialty program access and reduce student travel needs across the district

Fall Town Hall attendees and Fall Stakeholder Survey respondents were given this context and asked, "When closing or merging schools, what should the project team consider to help minimize impacts on disadvantaged or underserved communities?"

1. Student transportation: How students currently get to school and how they will reach their new school
2. Community impact: Potential social and economic effects on residents and local businesses
3. Community engagement: Inclusive decision-making process with a variety of feedback methods
4. Outreach and communication: Transparent messaging about overall process and student support plans

Potential Policy-Focused Initiatives

- Existing policies and statutes are at the root of many of the challenges MPS is facing
- Addressing administrative barriers is vital in achieving lasting and sustainable change
- A strong and well-aligned policy foundation is key to long-term district improvements

Immediate Impact Initiatives

- Student enrollment decision data collection
- Enhanced online availability of school and program information
- Equity-based budgeting for facility projects

Long-Term Effort Considerations

- Standard grade level configurations
- Enrollment baselines and caps with equity based seat preferences
- Standard student supports/program access
- Standard school staffing models
- Transportation policy adjustments
- Advocacy for state statute amendments around school building use and management

Strategy Candidate Groups: Context Within LRFMP Development Process

- These strategy candidate groups represent initial groupings based on key data points and do not represent any final strategy decisions
- Strategy candidate groups are not permanent – schools may be reassigned to different strategy candidate groups upon additional evaluation and/or over time throughout the 10-year plan
- These groups are a midway point in the prioritization framework process, which is a starting point in the overall LRFMP development process

Ongoing Monitoring & Evaluation: Initial Strategy Candidate Group

Candidate Group School Characteristics

- One of the following utilization rate statuses:
 - o Below 50% but growing enrollment trend over last 5 years
 - o Below 50% but not within 1 mile of another underutilized school
 - o Below 100% or projected to be below 100% within next 10 years
- Composite Building Score of 6 or above
- 2 or more specialty program offerings

School Name	School	Type
Alexander Hamilton	High School	HS
Anna F. Doerfler	School	K-8
Bay View	High School	HS
Casimir Pulaski	High School	HS
Clement J. Zablocki	School	ES
Edward A. MacDowell	Montessori School	HS
Elm Creative Arts	School	ES
Golda Meir	School - Upper	HS
Hamlin Garland	School	K-8
Hayes Bilingual	School	K-8

James Whitcomb Riley School	ES
Milwaukee French Immersion School	ES
North Division High School	HS
Riverside University High School	HS
South Division High School	HS
Wedgewood Park International School	MS

Programmatic Investment: Strategy Candidate Group

Candidate Group School Characteristics

- One of the following utilization rate statuses:
 - o Below 50% but growing enrollment trend over last 5 years
 - o Below 50% but not within 1 mile of another underutilized school
 - o Below 100% or projected to be below 100% within next 10 years
- Composite Building Score of 6 or above
- Less than 2 specialty program offerings

Aligns to These Guiding Principles

- Improve access to high quality programming
- Minimize disproportionate impacts
- Equitable resource allocation
- Appropriately staffed schools
- Ensure long-term financial sustainability
- Strengthen the role of schools as community hubs

Programmatic Investment: Draft Metrics Stakeholder Feedback

Feedback from the Fall Stakeholder Survey highlights these metrics as critical factors in prioritizing schools within the programmatic investment strategy candidate group.

- A school should be prioritized for programmatic investment if it...
- is in a region where more MPS schools are lacking specialty programs 23%
 - lacks specialty programs (Bilingual, Career & Technical Education, Montessori, etc.) 25%
 - is near a higher number of non-MPS schools (within 1 mile) 4%
 - has more students enrolled who live in the neighborhood 8%
 - has more economically disadvantaged students enrolled 18%
 - has higher enrollment and a higher utilization rate 16%
 - has lower enrollment and a lower utilization rate 5%

Programmatic Investment: Implementation Planning Considerations

- Schools identified for programmatic investment could be assessed based on their potential to fill gaps in citywide program offerings.
 - Programmatic decisions at the school level could be shaped in collaboration with that school community.
 - MPS could implement marketing efforts to increase visibility of new program offerings and highlight opportunities for stakeholder engagement in the program design process.
- Implementation timeline likely to be three years: a planning year, the program start year, and a review in year three.

Building Investment: Strategy Candidate Group

Candidate Group School Characteristics

- One of the following utilization rate statuses:
 - o Below 50% but growing enrollment trend over last 5 years
 - o Below 50% but not within 1 mile of another underutilized school
 - o Below 100% or projected to be below 100% within next 10 years
- Composite Building Score of 5 or below

- Two or more specialty program offerings

Aligns to These Guiding Principles

- Minimize disproportionate impacts
- Equitable resource allocation
- Appropriately staffed schools
- Improve access to high quality buildings with appropriate spaces
- Ensure long-term financial sustainability
- Strengthen the role of schools as community hubs

School Name	School Type
Academia de Lenguaje y Bellas Artes (ALBA)	K-8
Albert E. Kagel School	K-8
Allen-Field School	ES
Audubon MS & HS	MS/HS
Bay View Montessori School - Upper	K-8
Craig Montessori School	K-8
Forest Home Avenue School	ES
Golda Meir School - Lower	ES
Green Tree Preparatory Academy	HS
Lincoln Avenue School	ES
Lloyd Barbee Montessori School	ES
Milwaukee German Immersion School	ES
Milwaukee Parkside School for the Arts	K-8
Milwaukee School of Languages	HS
Milwaukee Spanish Immersion School - Lower	ES
Milwaukee Spanish Immersion School - Upper	ES
Obama School of Career & Technical Education	HS
Richard Kluge School	ES
Victory K-8 & Milwaukee Italian Immersion School	K-8

Building Investment: Draft Metrics Stakeholder Feedback

Feedback from the Fall Stakeholder Survey highlights these metrics as critical factors in prioritizing schools within the building investment strategy candidate group.

A school should be prioritized for building investment if it...

has less gym and cafeteria space than other schools.....	9%
has a poor building condition (needs repairs/upgrades or uses a lot of energy)	32%
is near a higher number of non-MPS schools (within 1 mile)	3%
has more students enrolled who live in the neighborhood	11%
has more economically disadvantaged students enrolled	14%
has higher enrollment and a higher utilization rate.....	26%
has a lower enrollment and a lower utilization rate	5%

Building Investment: Implementation Planning Considerations

- As outlined in MPS administrative policies, engagement with a school community and its students is a critical component of navigating the design and construction process.
- There may be opportunities to explore grants and federal funding to extend MPS capital resources.
- Additional local capital funding would likely be necessary to fully update all MPS school buildings facilities to 21st century K-12 education and building standards.
- Implementation timeline likely to be three years: a planning year, a design year, and a construction year.

Building & Programmatic Investments: Strategy Candidate Group

Candidate Group School Characteristics

- One of the following utilization rate statuses:
 - o Below 50% but growing enrollment trend over last 5 years

- o Below 50% but not within 1 mile of another underutilized school
- o Below 100% or projected to be below 100% within next 10 years
- Composite Building Score of 5 or below
- Two or more specialty program offerings

Aligns to These Guiding Principles

- Improve access to high quality programming
- Minimize disproportionate impacts
- Equitable resource allocation
- Appropriately staffed schools
- Improve access to high quality buildings with appropriate spaces
- Ensure long-term financial sustainability
- Strengthen the role of schools as community hubs

<u>School Name</u>	<u>School Type</u>
Albert Story School	K-8
Benjamin Franklin School	K-8
Byron Kilbourn School	ES
Clara Barton School	ES
Dr. Benjamin Carson Academy of Science	K-8
Dr. Martin Luther King Jr. School	K-8
Engleburg School	ES
Fifty-Third Street School	K-8
Frances Brock Starms Early Childhood Center	ES
Grant Gordon Learning Center	ES
Grantosa Drive School	K-8
Hampton School	ES
Hartford Avenue University School	K-8
Henry David Thoreau School	K-8
James E. Groppi High School	HS
Louisa May Alcott School	K-8
Lowell P. Goodrich School	ES
Manitoba School	K-8
Maple Tree School	ES
Milwaukee Sign Language School	K-8
Morse Middle School	MS
Parkview School	ES
Ralph Waldo Emerson School	ES
Samuel Clemens School	ES
Thurston Woods Campus	K-8
Townsend Street School	K-8
Trowbridge Street School of Great Lakes Studies	K-8

Building Addition: Strategy Candidate Group

Candidate Group School Characteristics

- Utilization rate above 100% and projected to remain above 100% for next 10 years
- No capacity for students at schools within 1 mile
- Site capacity for campus exp

Guiding Principles Alignment

- Rightsizing to address over and under-utilization issues
- Improve access to high quality programming
- Equitable resource allocation
- Improve access to high quality buildings with appropriate spaces
- Ensure long-term financial sustainability

Strengthen the role of schools as community hubs

School Name	School Type
Academy of Accelerated Learning	ES
Alexander Mitchell Integrated Arts School	K-8
Eighty-First Street School	ES
Escuela Vieau	K-8
Greenfield Bilingual School	K-8
Honey Creek Charter School	ES
Humboldt Park School	K-8
James Fenimore Cooper School	K-8
Jeremiah Curtin Leadership Academy	K-8
Mary McLeod Bethune Academy	K-8
Morgandale School	K-8
Ninety-Fifth Street School	ES
Whittier School	ES

Building Addition: Draft Metrics Stakeholder Feedback

Feedback from the Fall Stakeholder Survey highlights these metrics as critical factors in prioritizing schools within the building addition strategy candidate group.

A school should be prioritized for a building addition if it...

has less gym and cafeteria space than other schools	9%
has a poor building condition (needs repairs/upgrades or uses a lot of energy)	15%
is near overutilized MPS schools and could be expanded to	
reduce overcrowding at nearby schools	15%
is near a higher number of non-MPS schools (within 1 mile)	2%
has a lower number of dedicated specialty classrooms (art, music, science, etc.)	14%
has minimal or no self-contained special education programs	6%
has more students enrolled who live in the neighborhood	7%
has more economically disadvantaged students enrolled	7%
has higher enrollment and a higher utilization rate.....	24%

Building Addition: Implementation Planning Considerations

- To preserve capital funding, MPS could first explore non-capital solutions through enrollment policy changes/amendments or programmatic initiatives.
- MPS could identify strategies to minimize future enrollment growth after construction if it continues with the building addition option.
- MPS could conduct site assessment and engage with school community and students to determine critical space needs that might address program deficiencies.
- Implementation timeline likely to be three years: a planning year, a design year, and a construction year.

Site-Specific Evaluation of Alternative Options: Strategy Candidate Group

Candidate Group School Characteristics

- Utilization rate above 100% and projected to remain above 100% for next 10 years
- One of the following capacity statuses:
 - o Capacity for students at schools within 1 mile
 - o No capacity for students at schools within 1 mile and no site capacity for expansion
- OR
- Other unique circumstances

Guiding Principles Alignment

None

School Name	School Type
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Bay View Montessori School - Lower	ES
Bradley Technology and Trade School	HS
Fairview School	K-8
Fernwood Montessori School	K-8
Gilbert Stuart School	ES
H.W. Longfellow School	K-8
Hawley Environmental School	ES
La Escuela Fratney	ES
Lowell International Elementary School	ES
Luther Burbank School	K-8
Marvin Pratt Elementary School	ES
Maryland Avenue Montessori School	K-8
Milwaukee High School of the Arts	HS
Reagan College Preparatory High School	HS
Rogers Street Academy	K-8
Rufus King International High School	HS
The Alliance School of Milwaukee	HS

Closure/Merger: Strategy Candidate Group

Candidate Group School Characteristics

- Utilization rate below 50%
- Five-year declining enrollment trend
- Within 1 mile of another underutilized school

Guiding Principles Alignment

- Rightsizing to address over and under-utilization issues
- Improve access to high quality programming
- Equitable resource allocation
- Appropriately staffed schools
- Improve access to high quality buildings with appropriate spaces
- Ensure long-term financial sustainability
- Strengthen the role of schools as community hubs

Cluster	School Name	School Type
1	Brown Street Academy	ES
	Clarke Street Academy	K-8
	Siefert School	ES
	Starms Discovery Learning Center	K-8
2	Auer Avenue School	ES
	Hopkins Lloyd Community School	ES
	Jackson Elementary School	ES
3	Dr. George Washington Carver Academy	K-8
	Oliver Wendell Holmes School	K-8
4	Andrew S. Douglas Middle School	MS
	Keefe Avenue School	ES
	Robert M. LaFollette School	K-8
5	William T. Sherman School	K-8

Steering Committee review could be the likely next step for closure/merger strategy candidate group schools.

Closure/Merger: Strategy Candidate Group – Reassigned Schools

- These schools were initially in the closure/merger strategy candidate group
- After additional evaluation, these schools were reassigned to the site-specific evaluation of alternative options strategy candidate group

- This additional evaluation step will be repeated for each school in every strategy candidate group to ensure all critical data and factors are considered

<u>School Name</u>	<u>School Type</u>
Hi-Mount Community School	K-8
James Madison Academic Campus	HS
Lincoln Center of the Arts	MS
Milwaukee Marshall High School	HS
Project STAY High School	HS
Roosevelt Creative Arts Middle School	MS
Rufus King International Middle School	MS
Transition High School	HS
Washington HS of Information Technology	HS
Westside Academy	ES
William Cullen Bryant School	ES

Closure/Merger: Strategy Candidate Group – Geographic Context

- The majority of closure/merger cluster candidates are in School Board Districts (SBDs) 4 and 5 where there are the greatest amounts of excess student capacity
- SBDs 4 and 5 are the only SBDs where both the student enrollment and the number of students residing are well below the available student capacity
- The remaining closure/merger cluster candidates are in SBD 3 near the border of SBD 4, and share similar characteristics with the candidates in SBD 4

Closure/Merger Strategy: Example Approaches

- There is a range of approaches that can be explored for a school cluster should closure/merger strategy implementation be considered
- Closure/merger implementation within a cluster could result in one or more of the other schools in that same cluster being reassigned to a new strategy candidate group
- For instance, a school initially in the closure/merger strategy candidate group could be reassigned to an investment strategy candidate group, potentially as a top candidate to balance overall impact

Example Approaches

- Approach A: Two schools close/merge into two receiving schools.
- Approach B: Three schools close/merge into one receiving school.
- Approach C: One school closes/merges into three receiving schools.

Closure/Merger: Draft Metrics Stakeholder Feedback

Feedback from the Fall Stakeholder Survey highlights these metrics as critical factors in prioritizing schools within the closure/merger strategy candidate group.

A school should be prioritized for a building addition if it...

has less gym and cafeteria space than other schools	4%
has a poor building condition (needs repairs/upgrades or uses a lot of energy)	22%
is near overutilized MPS schools and could be expanded to	
reduce overcrowding at nearby schools	18%
is near a higher number of non-MPS schools (within 1 mile)	5%
has a lower number of dedicated specialty classrooms (art, music, science, etc.)	6%
has minimal or no self-contained special education programs	9%
has more students enrolled who live in the neighborhood	9%
has more economically disadvantaged students enrolled	5%
has higher enrollment and a higher utilization rate.....	32%

Closure/Merger: Implementation Planning Considerations

- To ensure appropriate allocation of district support and resources for impacted school students, families and staff, MPS could limit the number of closures/mergers per year.

- MPS facilitation and support of collaboration between closing/merging and receiving schools could help students, families and staff throughout the planning year.
- Early engagement with potentially impacted communities could help MPS better evaluate possible alternative use options for closing school buildings.
- Implementation is expected to take three years, with the first year for planning, the second year to start the program, and a review in the third year.

Draft Additional Evaluation Factors

To prioritize schools within strategy candidate groups, MPS is also evaluating these factors:

- Building amenities (elevator, wheelchair ramp, production kitchen, etc.)
- Outdoor amenities (athletic field/court, playground, etc.)
- Additional programs and services (K3 classes, childcare, etc.)
- Size and proportion of classrooms
- Neighborhood safety concerns
- Recent and ongoing building investments • Student demographics
- Community amenities (public parks, pedestrian walkways, etc.)
- Suitability for alternate use (recreation center, office space, etc.)
- Environmental conditions (proximity to highways, industrial sites, etc.)
- Changes in city population patterns

Fall Town Hall attendees and Fall Stakeholder Survey respondents were shown this list and asked, "What other factors do you think should be considered?"

Most common response themes:

1. Community history and projected impacts
2. Student and staff safety
3. School building historical significance
4. Americans with Disabilities Act compliance
5. Short- and long-term cost impacts

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 5.01 - Facilities

Fiscal Impact Statement

This item does not authorize expenditures.

Director O'Halloran moved to refer this item to the Committee on Accountability, Finance and Personnel and direct the Administration to bring forward a recommendation for next steps with regard to creating and implementing the committees.

The gavel was passed to Director O'Halloran at 7:20 p.m. and returned to Vice-President Gokalgandhi at 7:26 p.m.

The motion passed, the vote being as follows:

Ayes — Directors Garcia, Jackson, Leonard, O'Halloran, Siemsen, Zombor, and Vice-President Gokalgandhi — 7.

Noes – None– 0.

* * * * *

(Item 5) Action on a Request for a Title I Part A ED-Flex Waiver

Background

The Administration seeks your approval to request an ED-Flex waiver from the Department of Public Instruction (DPI) that would allow us to exceed the 15 percent carryover limit for Title I, Part A funds. According to the Every Student Succeeds Act (ESSA), local education agencies (LEAs) with Title I, Part A allocations over \$50,000 are restricted to carrying over only 15 percent of these funds.

The U.S. Department of Education has granted DPI the authority to waive specific requirements under the Every Student Succeeds Act (ESSA), enabling greater flexibility for LEAs in meeting their unique needs. By securing this waiver, Milwaukee Public Schools (MPS) would have the opportunity to carry over more than the standard limit, allowing us to allocate these funds more effectively toward initiatives that enhance our students' academic performance.

We believe this request is justified and necessary for our ongoing efforts to improve services provided to Milwaukee resident students attending private schools. Therefore, we respectfully ask for your support in pursuing this waiver.

The full waiver write-up was distributed under separate cover.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 3.05 - Fund Carryover

Fiscal Impact Statement

The fiscal impact is that \$8,570,508.75 in Title I, Part A funds would be carried over.

Implementation and Assessment Plan

Upon Board approval the Administration will submit the ED-Flex written request to the Wisconsin Department of Public Instruction.

Recommendation

The Administration recommends the Board approves the submission of the Ed-Flex waiver to the Wisconsin Department of Public Instruction.

Director O'Halloran moved to approve the submission of the Ed-Flex waiver to the Wisconsin Department of Public Instruction.

Ayes — Directors Garcia, Jackson, Leonard, O'Halloran, Siemsen, Zombor, and Vice-President Gokalgandhi — 7.

Noes — None — 0.

* * * * *

(Item 6) Action on a Request to Approve the 2024-25 (FY25) Proposed Fall Budget Adjustments to the Adopted FY25 Budget

Background

The Wisconsin Department of Public Instruction (DPI) certified school districts' aid amounts on October 15, 2024. 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 2024-25 budget as adopted by the Milwaukee Board of School Directors (Board) on June 3, 2024.

Attachment (2), distributed under separate cover, summarizes the recommended fall changes to the budget adopted in June 2024, 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.

Attachment (3) provides the proposed budget resolutions, including the total budget amount and the portion of tax levy for the School Operations Fund, the Construction Fund, and the Extension Fund. The final board-adopted budget resolution will be transmitted to the Common Council of the City of Milwaukee for adoption as prescribed by State Statutes, sections 119.46 and 119.48, prior to the adoption of the City's budget in November 2024.

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

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 3.01 - Annual Operating Budget

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 \$1,485,178,058, based upon current law and revenue-limit calculations.

Implementation and Assessment Plan

Upon the Board's approval, the adjustments will be made to the 2024-25 budget.

FY25 Budget Adjustment Update

Key Takeaways

- MPS will maintain all educational services and staff as budgeted for the 2024-25 school year
- The state aid overpayment correction will be absorbed by using fund balance

Budget Process

Spring FY25 Proposed Budget

- Proposed budget was prepared in Spring 2024
- Planning
- School community meetings
- Principal and administration meetings to balance requests and resources
- Proposed budget was presented to the Board and passed June 2024

Fall FY25 Budget Adjustment

- Spring budget is reviewed and adjusted based on several factors:
- Enrollment
- State aid
- Revenue limits

MPS Structural Financial Challenges

- Revenue limits prevent the district from raising additional funds
- State funding continues to lag behind inflation
- One-third reimbursement for Special Education services

- End of federal ESSER funding
- Referendum funds absorbed many services
 - General school district revenues per pupil lag inflation by more than \$3,300 since 2009.
 - National teacher shortage
 - Fewer children born in Milwaukee, reflecting a national trend
 - 10,357 children born in 2010, down to 8,690 in 2020, and to 7,893 in 2022

2024 Referendum Educational Services and Supports

- Authorized additional revenue that helped the district address financial challenges
- Prevented deep service reductions of 13% for schools and 26% for offices
- Allowed for a per pupil allocation increase from \$4,073 to \$5,000
- Supported a 4.12% cost of living adjustment
- Increased supply costs: \$9.2 million
- Increased pension costs: \$17.6 million
- Increased medical insurance costs: \$6.3 million
- Increased facilities maintenance: \$5 million
- Increased utilities costs: \$1.5 million
- Increased capital lease costs: \$8.3 million
- Extra hours for paraprofessionals in the classroom: \$4.1 million
- Gender Identity and Inclusion and Restorative Practices: \$1.8 million
- Black and Latino Male Achievement: \$1.2 million
- Textbooks: \$7 million
- Centrally funded Early Childhood Learning: \$5.2 million
- Maintained art, music, and physical education programming: \$33.5 million

Corrective Action Plan (CAP)

- Office of Finance is:
- Working to address challenges around
- Completing past audits
- Submitting critical reports to DPI while managing current year end deadlines
- Submitting grant claims
- Completing the annual fall budget adjustment
- Building accounting and reporting capacity
- Evaluating processes, assessing opportunities for improvement, and efficiencies

Fall Budget Adjustment

MPS State Aid Correction

- Reporting overstated MPS's financial needs resulting in the district receiving more state aid than entitled to in FY24
- DPI decreased the district's FY25 aid allocation to correct the overpayment
- Estimated correction on July 1 was \$42.5 million
- The actual net impact announced October 15 was \$9.5 million
- The negative impact on the budget was offset by increases in aid:
 - Statewide enrollment
 - Statewide spending trends

How MPS Addresses the One-Time Aid Reduction

- Property taxes will be levied to support the School Operations fund to preserve the district's revenue limit instead of for the Extension Fund by \$10.9 million
- Use Extension Fund reserves to offset this aid correction without impacting educational services or Milwaukee Recreation operations
- No visible difference to taxpayers

Proposed Use of Fund Balance

- The administration is requesting to use fund balance to offset reduction of aid
- Fund balance should be preserved to maintain the district's financial position
- Supports educational services in in case of unforeseen costs
- Maintains credit rating

Fund Balance Policy

- Administration recommends developing and implementing policies to guide and limit the use of fund balance
- Administration will provide recommendations that monitors the district's financial position and maintain fund balances

Funding Central K3-K4 Classrooms

MPS believes in the importance of funding K3 and K4 classrooms:

- Created 22 classrooms at 17 locations for an approximate cost of \$5.2 million
- ESSER funds were used to support the 2024–25 textbook adoption, allowing for the use of board funds to support K3 and K4 classrooms

Office Budget Adjustments

- Changes to offices are limited to critical expenditures and needs:
 - Office of Academics
 - Office of School Administration
 - Office of Operations
 - Office of Human Resources
 - Office of Finance
 - Office of Chief of Staff

Office of Academics

- \$750,000 for Act 20 Literacy training
- \$100,000 for new educators training
- \$244,611 for two additional mentor teachers

Office of School Administration

- \$250,000 for Title IX compliance efforts
- \$-125,000 Manager III of School Safety Operations moved under Chief of Staff

Office of Human Resources

- \$400,000 for increased support of visa exchange teachers
- \$150,000 for supporting Alverno College teacher certification program
- \$1 million for licensed, remote contracted teachers
- \$300,000 for new, out-of-state teacher bonuses

Office of Finance

- \$55,079 for salary adjustment for new hires
- \$97,780 Title funded compliance position

Office of Chief of Staff

- \$125,000 for Manager III of School Safety Operations

Offices Without Changes

- Office of Superintendent
- Office of Board Governance
- Office of Accountability and Efficiency
- Office of Communications

High-Level Impacts

- Drivers and Results
 - Enrollment
 - Tax Levy by Fund
 - Total Expenditure Budgets

Enrollment

<i>Enrollment Summary</i>				
Enrollment Category	FY24 Third Friday Enrollment	FY25 Third Friday Enrollment	FY24 to FY25 Difference	FY24 to FY255 Difference
MPS Traditional & Instrumentality				
Charter Schools	58,136	58,152	16	0.03%
Alternative / Partnerships / Other sites	892	801	-91	-10.20%
Non-Instrumentality Charter Schools	7,595	6,891	-701	-9.27%
<i>Subtotal</i>	<i>66,623</i>	<i>65,844</i>	<i>-779</i>	<i>-1.17%</i>
Chapter 220 in Suburbs	217	102	-115	-53.00%
Open Enrollment in Suburbs	5,368	4,745	-623	-11.61%
<i>Total</i>	<i>72,208</i>	<i>70,691</i>	<i>-1,517</i>	<i>-2.10%</i>

- It is important to know that enrollment is always a snapshot in time
- Enrollment at traditional and instrumentality charter schools have stabilized since declines related to COVID-19
- Across all enrollment types, the district’s enrollment fell by 1,517, or by 2.1%
- One MPS non-instrumentality charter closed

Tax Levy Impact

<i>All-Fund Tax Levy</i>				
Fund Category	FY25 (June)	FY25 (October)	Difference June to October	June to October % Change
Operations	\$369,939,750	\$381,465,266	\$11,525,516	3.1%
Construction	15,000,000	14,449,619	-550,381	-3.6%
Extension	29,870,928	18,895,793	-10,975,135	-37%
<i>Total Statutory Funds</i>	<i>\$414,810,678</i>	<i>\$414,810,678</i>	<i>\$0</i>	<i>0.0%</i>

- The property tax levy under control of Milwaukee Board of School Directors remains same as approved by Board in spring budget process

All Funds – Expenditure Budget Table

<i>Budget Change Spring to Fall</i>				
Fund Category	Spring FY24	Fall FY25	Difference	Percentage
Operations	\$1,166,739,797	\$1,168,076,263	\$1,336,466	0.1%
Construction	19,100,000	18,549,619	-550,381	-2.8%
Extension	37,629,856	37,629,856	0	0%
<i>Total Statutory Funds</i>	<i>\$1,233,469,653</i>	<i>\$1,224,255,738</i>	<i>\$786,085</i>	<i>0.1%</i>
Categorical	246,993,412	260,922,320	13,928,908	5.6%
<i>Total All Funds</i>	<i>\$1,470,463,065</i>	<i>\$1,485,178,058</i>	<i>\$14,714,993</i>	<i>1%</i>

* * *

Budget Resolutions

Recommendation

The Administration recommends the Board adopt the fall budget changes as proposed, and that the annual budgetary resolutions be adopted as indicated in Attachment 2 to this item. The budgetary resolutions read as follows:

School Operations Fund

BE IT 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 \$1,228,132,038 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 2025 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 \$1,228,132,038 will be required for the operations of the Milwaukee Public Schools and that a total of \$381,465,266 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 2025, 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

BE IT 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 \$37,629,856 will be required for the maintenance of playgrounds, recreation centers, and similar activities during the 2025 Fiscal Year, and that \$18,895,793 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 2025, pursuant to the provisions of Section 65.07(1)(g), Wisconsin Statutes, said amount being required in addition to other miscellaneous sources.

Construction Fund

BE IT 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 \$18,549,619 will be required for the 2025 Fiscal Year Construction Fund budget purposes and that it is to provide, in accordance with Section 65.07(1)(f), Wisconsin Statutes, \$14,449,619 by a tax levy on all real and personal property in the City of Milwaukee subject to taxation for Milwaukee Public School purposes in 2025, said amount to be in addition to the money received from other miscellaneous sources.

Director O'Halloran moved to divide the question in order to give separate consideration to the Construction Fund resolution. The motion passed, the vote being as follows:

Ayes — Directors Garcia, Jackson, Leonard, O'Halloran, Siemsen, Zombor, and Vice-President Gokalgandhi — 7.

Noes — None— 0.

On the question of the fall budget adjustments and on the adoption of the resolutions for the School Operations and Extension funds, Director Siemsen moved approval. The motion passed, the vote being as follows:

Ayes — Directors Garcia, Jackson, Leonard, O'Halloran, Siemsen, Zombor, and Vice-President Gokalgandhi — 7.

Noes — None— 0.

On the question of the adoption of the resolution on the Construction fund, Director Leonard moved approval. The motion passed, the vote being as follows:

Ayes — Directors Garcia, Jackson, Leonard, O'Halloran, Siemsen, Zombor, and Vice-President Gokalgandhi — 7.
Noes — None— 0.

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ITEMS DEFERRED

Having been previously deferred, the Board returned to the following items:

1. Action on a Request to Retire to Closed Session to Confer with Legal Counsel with Respect to Pending or Probable Litigation
2. Action on a Request to Retire to Closed Session Relative to an Employee Who Disregarded a Board Directive and Legal Advice

Director O'Halloran moved to retire to closed session:

on Item One, pursuant to Wisconsin Statute 19.85(1)(g); and

on Item Two, pursuant to Wisconsin Statutes 19.85(1)(b),(c), (f), and (g).

The motion passed, the vote being as follows:

Ayes — Directors Garcia, Jackson, Leonard, O'Halloran, Siemsen, Zombor, and Vice-President Gokalgandhi — 7.
Noes — None— 0.

The Board adjourned from closed session at 9:14 p.m., taking no action.

TINA OWEN-MOORE, Ed. L.D.
Board Clerk

DRAFT

**BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
OCTOBER 31, 2024**

Regular meeting of the Board of School Directors called to order by President Herndon at 5:31 p.m.

Present — Directors Garcia, Leonard, O'Halloran, Siemsen, Zombor, and Vice-President Gokalgandhi — 6.

Absent and Excused — Directors Herndon and Jackson – 2.

Before commencing with the agenda, Vice-President Gokalgandhi asked for a moment of silence to commemorate the passing of the following members of the MPS community:

- Monte Edmond, a Student from Obama
- Kristine Goff, a retired School Kitchen Manager from Story School
- De'Khari Horton, a Student from Westside Academy
- Rebecca Hull, a retired Teacher from Burroughs Middle School
- Desiree Jarvis-Sartin, a Student from North Division
- Ethan Martinez, a Student from Spanish Immersion
- Marquell Newburn, a Student from Wedgewood
- Francine Oglesby, a retired Educational Assistant from Genesis High School
- Lamar Parish, a Student from Washington
- Jaylen Sloan, a Student from Hampton
- Hattie Thomas, a retired Teacher from Milwaukee Environmental Science
- Carole Zandron, a retired Paraprofessional from Stuart School

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APPROVAL OF MINUTES

The minutes of the special and regular board meetings of September 2024 were approved by consensus.

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REPORTS AND COMMUNICATIONS FROM THE SUPERINTENDENT OF SCHOOLS

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

Background

Each month, the Interim Superintendent presents a report to the Milwaukee Public Schools (MPS) Board of Directors and the broader MPS community. This report serves as an overview of the month's developments, offering insight into various events, initiatives, and milestones achieved. It will highlight activities, academic achievements, and outline areas where gains and growth are noted, ensuring that both successes and challenges are transparently communicated.

The content is aligned with the 2023-2028 Strategic Plan initiatives, ensuring that the reporting remains consistent with our overarching goals and vision. Through these updates, we aim to keep all stakeholders informed and engaged in our mission to advance the district's priorities.

Strategic Plan Key Initiatives:

- Rightsizing the District
- Student Achievement and Graduation
- Staff-Morale & Professional Learning
- Special Projects

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Goal 2, Student, Family and Community Engagement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 2.10 - Administrative Reports

The Interim Superintendent presented an oral report.

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

(Item 1) Monthly Report, with Possible Action, From the Board Clerk/Chief Officer, Office of Board Governance

Monthly Report

Superintendent Search

October has been a busy month for the superintendent search. We have conducted more than 50 focus groups, virtual and in person, and have also facilitated 25 one-on-one conversations with community leaders and elected officials. The HYA update is attached to this month's Board item. I want to thank all the people who took time to share their thoughts. One of the highlights for me was the student focus group, and tonight we have a couple of students to share a bit about their experience participating in the process.

Fast Facts

This month we instituted a weekly update called "Fast Facts" from the Board of School Directors. This resulted from conversations with President Herndon, who shared that we must find a way to get the facts out there regarding the ongoing work of the Board and District. Each week, we collaborate with Administration, our Legislative Policy Manager, our communications team, and our Board President to

identify what facts need to be shared. We then work with our communications partner to put these facts into a document that is quick and easy to read. We send these out via E-Notify (the city notification service), press releases, posting on our webpage, and emails to Board members and Administration so they can also share them as needed.

Findings Report

I have completed the first three months in the role, and as promised in my entry plan, I'd like to share a few of my findings, progress towards urgent goals, and considerations for the next steps.

Meet, Listen & Learn/ Stakeholder Engagement

Over the past three months, I have met with and/or had conversations with numerous constituents, central office staff, administrators, and business partners. I have also had one-on-one meetings with team members in the Office of Board Governance, a representative from DPI, and with all Board members to better understand the needs of this office, the district and this role. One of the key themes that I heard in those conversations was a need for increased communication and transparency. I have made it my aim to support the district with consistent and open communication, internally and externally, and to ask direct questions when there is any doubt.

I have spoken to several community members who have been feeling unheard and have been speaking about these frustrations at Board meetings or on social media. This led to some of the changes to Board meetings and to how we are sharing information.

Through the superintendent search process, the facilities meetings and the SRO conversations, I have had the opportunity to engage in discussions with several elected officials to gain their perspectives and to share some of the district perspectives.

I also learned about the changing needs of the Office given new technologies, different demands, and current political trends. As a result of these things, the number of records requests we are processing on a weekly basis has almost doubled.

The desire for increased communication and the changes in the ways people prefer to receive information have also led us to put more emphasis on this need in our staffing, planning and contracted services. We recently adopted new software that will allow us to create newsletters that integrate with email systems using HTML technology to produce beautiful, integrated emails.

We have a new organizational chart for the Office of Board Governance that reflects the needs of the office and outlines reporting dynamics. We have also identified team and individual goals for everyone in the Office of Board Governance. We are currently working on a chart that outlines the duties and responsibilities of each role so that this information is clear to the team, the Board and constituents.

Fill Vacancies & Adopt Quick Fixes

The onboarding of our new Executive Administrative Assistant has improved office efficiencies and communication, and our new Planning Assistant is fast at work supporting Board members with communications, events and meeting preparations. We have also made offers to candidates for the last two open positions in the Office of Board Governance. We hope to be able to say that we are fully staffed in the coming month. A special thank you to Pepper Lamothe for her efforts in this regard.

Superintendent Search

We successfully selected a firm, completed the contract, and kicked off the superintendent search. This has been a whirlwind of work, given the timeline for the search. Attendance in focus group meetings has been low, however survey responses have been better, and one-on-one conversations have generated thoughtful information for the development of a candidate profile.

Review of Governance Documents and Current Practices

I have spent a lot of time reviewing and learning how the governance processes work. We made some quick changes to the scripts of meetings to improve community relations. A couple of examples include moving the public testimony ahead of the board deliberation and clarifying expectations for public testimony.

One of the challenges that had been made clear by the Board before I even started was the need to review and update policies. The Governance team and the Administrative team met with representatives from Neola to determine if their services could be a good solution for our district's policy management. That item

is before the Board tonight for consideration, and if adopted, we will begin the work of updating all our policies starting in December. This partnership will also allow us to keep our policies and resolutions on an easily searchable interface, which will create greater accessibility for those who need them. While we work to make that transition, we will continue to work with the administration and our city attorneys to update policies as required by law or as needed for effective operations.

Another area of opportunity is our records retention. Most of our systems are paper-based and take up a lot of time, space and resources. We are moving to digital records retention, where possible, to save on printing costs and to create greater work efficiency. Given the number of records that are processed on a regular basis through our office, this is a big task, but it is one that the entire office has committed to. I could not have inherited a better team!

Finally, we are working towards creating some clarity around the effects of resolutions versus policies and will bring forward some language that will clarify when and how to use each to govern over the work of the district.

Celebrations and Next Steps

Some celebrations to highlight in the Office of Board Governance:

All vacancies have been posted, interviews have been conducted and offers have been made to preferred candidates.

We have dramatically reduced the turnaround time for records requests.

Monthly board member newsletters are back, and we are, once again, supporting proactive board communications.

All team members in the Office of Board Governance have been trained in how to use ChatGPT.

We are now hosting a monthly professional development opportunity for our team in the Office of Board Governance.

Our team has worked with the IT team to set the framework for using SharePoint as a hub for office documents and records.

Next Steps

- Review policies and procedures through an equity-focused lens and develop systems and practices to center equity, inclusion and transparency in governance
- Initiate Neola update of policies and procedures (pending Board approval)
- Continue progress on records-keeping system and file moves to Office365
- Take the Superintendent search to the next phase – profile development and first round interviews
- Develop a mechanism for ongoing feedback for the Office of Board Governance
- Support the Board in the development of evaluation policy and protocols for the evaluations of the Superintendent, Board Clerk and Senior Director of the Office of Accountability and Efficiency
- Update the Board training manual and provide renewed opportunities for Board development

* * *

Update on Superintendent Search

The HYA team has provided the following update on the search for a superintendent:

Engagement

Interviews

Individual interviews have been scheduled with all Board Members, Board Candidate for District 4, Interim Superintendent, MPS Foundation, Milwaukee Mayor, Milwaukee County Exec, NAACP, Wisconsin State Superintendent, Wisconsin Governor.

As of October 19, 2024 - 13 individual interviews have been completed with three remaining

Focus Groups

Group interview sessions have been scheduled for elected officials, MPS central services staff, students, all staff, community groups, city services, parents, community members, business community, and union leadership.

As of October 19, 2024 - 11 group interviews have been completed with four remaining ZOOM / Virtual Sessions - Sessions have been scheduled for families, parents, caregivers, staff, and community and various times throughout the dates.

As of October 19, 2024 - 16 ZOOM sessions have been conducted with eight remaining

Survey

The online survey is provided in eight languages. Originally scheduled to close on 10/20/24, the survey will remain open until 10/30/24 to encourage stakeholders to complete the survey. The district will need to push the survey link out through all of their social media platforms and other methods to communicate with students, families, community and residents.

As of October 17, 2024 a total of 712 stakeholders have participated in the MPS Superintendent Search Survey.

The breakdown is as follows:

4 Certified Staff	240
4 Parents	166
4 Support Staff	107
4 Administration	73
4 Students	69
4 Community Members	57

District Profile Leadership Report

The HYA search team will present the District Profile Leadership Report, a summary of the engagement findings, to the MPS Board of School Directors on November 21, 2024 in open session.

Recruitment

Job Postings

The MPS superintendent job posting has been posted or will be posted on the following sites:

- HYA website
- Association of Latino Administrators and Superintendents (ALAS)
- WI School Leadership Center
- HYA National Advertising Package
- National Alliance of Black School Educators (NABSE)

Closing Date - The deadline for candidates to apply is November 30, 2024.

Recruiting

The HYA search team is currently reaching out to potential candidates and encouraging them to apply. We will be vetting and pre-screening the candidates as we receive applications.

Applications - As of 10/17/24, there are four completed applications in the Board Portal and an additional four candidates have started the application process in Frontline but have not yet completed all of the application materials or submitted their application. It's important to note that most candidates will apply toward the end of the job posting and there is still over one month for candidates to apply for this position.

Present Slate of Candidates to the MPS Board of School Directors

The HYA search team will present the slate of candidates to the MPS Board of School Directors on December 17, 2024.

First Round Interviews

First round interviews will be conducted on Saturday, January 11, 2025.

Finalists Day in District

The three finalists will spend a full day in the district on January 27, 2025. Candidates will tour a few schools and conduct meet-and-greets throughout the day. Stakeholders that attend the meet-and-greets will

be provided a QR code and feedback forms to provide input to the MPS Board of School Directors on the finalists.

Final Interview

Final interviews will be conducted by the MPS Board of School Directors on January 28, 2025

Comments from Search HYA Team

The consultants would like to mention that participation in group interviews and ZOOM sessions has been extremely low and therefore results may not be generalizable to any population. Participants in the group sessions however, have been very sincere and informative and their input is valuable for understanding the strengths and challenges of MPS and the desired characteristics of the new superintendent.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Statement

3.05 - Role of the Board Clerk/Chief Officer, Office of Board Governance

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(Item 2) Report with Possible Action on Legislative Matters Concerning Milwaukee Public Schools

Background

Gov. Tony Evers and the Wisconsin Department of Administration announced the state of Wisconsin ended Fiscal Year (FY) 2024 with a positive balance of \$4.6 billion. In addition, the state saw its 'rainy day' fund (Budget Stabilization Fund) increase to a record-high \$1.9 billion. An additional state fiscal update will be provided in November. The Department of Public Instruction's state budget proposal is also expected in November.

In 2023 The School Levy Tax Credit related to MPS was \$68,569,045.91. The credit effectively reduces the school district's levy impact by that amount as is applied after the school district sets its levy.

Statewide the levy credit will increase by about 6%. A 6% increase applied to the Milwaukee school district levy credit, would put the credit in the neighborhood of \$72 million in 2024. The school levy credit is delivered to municipalities on November 20.

Local and State level updates will be provided as warranted.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Statement

1.02 - Goals

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.

* * * * *

(Item 3) Consideration of and Possible Action on Performance Evaluation Data Relative to the Interim Superintendent of Schools

Background

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

If the Board determines that it will take action on matters discussed in the closed session, it will do so in open session. Otherwise, the Board may return to open session to proceed with its agenda or the Board may adjourn from the closed session.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Statement

1.04 - Executive Sessions

Recommendation

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

This item was deferred to the end of the meeting.

* * * * *

REPORTS AND COMMUNICATIONS FROM THE OFFICE OF ACCOUNTABILITY AND EFFICIENCY

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

Background

The Office of Accountability and Efficiency's (OAE) Report provides the Milwaukee Board of School Directors and the public with an update on current activities in service areas headed by the Senior Director of the OAE. The attached report includes activities from late September through mid-October.

Accountability and Efficiency Services

Between September 15, 2024, and October 19, 2024, Accountability and Efficiency Services completed six constituent inquiries and satisfied two impartial hearing officer (IHO) requests.

The OAE also provided guidance via templates to the Office of Communications and School Performance, Research, Assessment and Data, used to modify the School Improvement Plan (SIP) document district-wide for the current academic year (2024-2025).

During the reporting period, the OAE has focused most of its effort and attention to the Corrective Action Plan (CAP) under DPI. The CAP was approved by the Board on June 13, 2024 and the OAE is managing the project in conjunction with the Administration as set forth in the plan.

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

Contract Compliance Services (CCS)

During this period, the CCS team focused on enhancing the Historically Underutilized Business (HUB), Communities in Need (COIN), and Student Engagement programs. Highlights include:

CCS staff attended the American Contract Compliance Association's National Training Institute (NTI), where one team member earned the Master Compliance Administrator certification after completing 84 CEUs. The training provided valuable insights into Diversity, Equity, and Inclusion in contracting, HUB compliance best practices, and industry trends.

On October 2nd and 9th, CCS participated in career fairs at Ronald Reagan College Preparatory High School and MPS Skilled Trade and Technical Career Fair, engaging with students and promoting our internship opportunities.

CCS continues to build partnerships with internal departments and sponsors to expand these efforts. We remain dedicated to supporting the District's implementation of Administrative Policies 3.10 and 3.13, reinforcing our commitment to compliance and student engagement.

Audit Services

The Audit Services area under the OAE provides independent assurance that the District's risk management, governance, and internal control processes are operating effectively.

Updates in the Audit Services area for the current reporting period of September 14, 2024, through October 16, 2024, include:

Audit Completions and Activities

Corrective Action Plan Updates: Updated Board Rule sent to City Attorney for their review in August 2024 and awaiting their input

- Issued two school audits
- Currently five new principal school audits underway
- Issued Accounts Payable Audit
- Issued three Special Investigative reports
- Reviewed one charter school external auditor's report
- Developed Expulsion Audit presentation to be presented at October 2024 AFP meeting
- Conducting several ongoing investigations resulting from Fraud Hotline tips
- Provided analysis to Procurement Department on contract invoicing matter
- Chief Auditor, a member of the Association of Local Government Auditors (ALGA) Peer Review Committee (PRC) attended the Fall 2024 ALGA PRC meeting

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

3.08 - Role of the Senior Director, Office of Accountability and Efficiency

* * * * *

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

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

Director O'Halloran moved to accept the reports of the Independent Hearing Officers of October 1, 2024, 9:00 a.m. and October 28, 2024, 10:00 a.m.

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

Ayes — Directors Garcia, Leonard, O'Halloran, Siemsen, Zombor, and Vice-President Gokalgandhi
— 6.
Noes — None - 0.

* * * * *

REPORTS OF STANDING COMMITTEES

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

Item One, Listening Session on the Implementation of School Resource Officers (SROs) as a Result of ACT 12, has been set aside at the request of the Administration.

Item Five, Action on Recommended Administrative Appointments, Promotions, Reassignments and Reclassifications, Salary Increases/Decreases, and Limited-term Employment (LTE) Contracts Exceeding Sixty Days, has been set aside at the request of the Administration.

Item Six, Action on a Request to Approve Prevailing Wages, has been set aside pursuant to Board Rule 1.14.

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

Ayes — Directors Garcia, Leonard, O'Halloran, Siemsen, Zombor, and Vice-President
Gokalgandhi — 6.
Noes — None.

COMMITTEE ON ACCOUNTABILITY, FINANCE, AND PERSONNEL

Director Garcia 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) Listening Session on the Implementation of School Resource Officers (SROs) as a Result of ACT 12

Background

Historical Timeline:

On February 29, 2024 the Administration shared this update:

On June 20, 2023, the State of Wisconsin passed Act 12 which reads, "Beginning January 1, 2024, the school board of the 1st class city school district that is located in the 1st class city shall ensure that not fewer than 25 school resource officers (SRO) are present at schools within the school district during normal school hours and that school resource officers are available during before-school and after-school care, extracurricular activities, and sporting events as needed."

In response, Milwaukee Public Schools has been in discussion with stakeholders, including student groups, the Milwaukee Teachers' Education Association (MTEA), the Administrators and Supervisors Council (ASC), district staff, community members, and the Milwaukee Police Department (MPD). The goal has been to develop a plan, in partnership with MPD, that redefines the previous role of the school resource officer in MPS.

In addition to working with local stakeholders, MPS conducted site visits at public schools in Washington, DC; Atlanta, GA; Fulton County, GA; and Bibb County, GA. During these visits, district representatives observed school resource officer programs that implement a variety of practices focused on improving relationships between schools, law enforcement, youth, and the greater community.

To date, no financial agreement has been reached between the parties responsible for implementing Act 12. The Administration will update on its progress toward the implementation of Act 12.

On August 29, 2024 the Administration updated the Board on the following:

- Status of an MOU between MPS and MPD
- Next steps for implementing an SRO plan

October 22, 2024:

The Administration will review the information previously shared while providing additional details regarding the MPS safety team and the requirements of ACT 12.

Important facts that will be shared are:

- MPS has a safety team of nearly 300 staff
- MPS is ready to implement an SRO program as soon as officers are made available
- MPS does not hire school resource officers – these officers work for the Milwaukee Police Department
 - MPS is in communications with the National Association of School Resource Officers
 - MPS was not a part of the shared revenue agreement discussions that included the requirement to reimplement School Resource Officers
 - MPS did not receive funds from the 200 million dollars the city received as part of the shared revenue agreement which resulted in the implementation being an unfunded mandate on the district

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Goal 2, Student, Family and Community Engagement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 2.10 - Administrative Reports

Committee's Recommendation

Your Committee reports having given public hearing on this item.

The Administration requested that the Board continue its consideration of this item in closed session. The item was deferred to the end of the meeting.

* * * * *

(Item 2) Follow-up with Possible Action on Resolution 2425R-001 on the Relocation of Carmen High School

Background

At the April 23, 2024, Regular Board Meeting, Resolution 2425R-001 by Director Zombor on the Relocation of Carmen High School was introduced and referred to the Committee on Accountability, Finance and Personnel (AFP). The Resolved portion of the resolution reads as follows:

RESOLVED, That the Milwaukee Board of School Directors directs the Administration to give immediate notice of non-renewal for the Carmen leases at the Walker Complex at 1712 S 32nd Street and Pulaski at 2500 West Oklahoma Avenue, both set to expire at the end of the 2025-26 school year; and, be it

FUTHER RESOLVED, That the Administration work with Carmen to offer alternative MPS building space lease options that would not require a co-location of an instrumentality charter or traditional MPS school for the start of the 2026-27 school year.

On May 21, 2024, the AFP Committee recommended this item be carried over to the June Committee on Accountability, Finance and Personnel.

On June 25, 2024, the AFP Committee recommended this item be carried over to the October Committee on Accountability, Finance and Personnel.

Carmen’s lease expires June 30, 2026. Carmen is actively engaged in the construction of a new facility; scheduled completion is prior to the start of the 2026-27 school year. However, if unforeseen construction delays occur, it is requested that Carmen be allowed to request a new or extended MPS lease option not to exceed one year with a minimum of a one year advanced request, ensuring students are not displaced at the start of the 2026-2027 school year.

The Administration recommended that the Board

1. approve Resolution 2425R-001, as modified; and
2. determine how it wishes to proceed, relative to leasing options.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 5.01 - Facilities

Fiscal Impact Statement

N/A

Implementation and Assessment Plan

N/A

Committee’s Recommendation

Your Committee recommends:

1. adoption of Resolution 2425R-001, as modified;
2. that the Board direct Administration to bring back a new lease proposal with Carmen Schools, if needed, that sufficiently addresses the concerns of both host schools (ALBA and Pulaski)

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

* * * * *

(Item 3) Update with Possible Action on Resolution 2324R-007-Audit Review of Expulsion Process

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

Background

On February 29, 2024, the Milwaukee Board of School Directors approved Resolution 2324R-007-Audit Review of Expulsion Process. The scope of this audit included a review of the expulsion process including expelled students, early reinstatement students, and revocation of early reinstatement students for the period of July 1, 2022, to January 31, 2024 if applicable.

Our review concluded that the Department of Student Services has guidelines, policies, procedures, and controls in place for the district to review, recommend, and approve student expulsion. The process is

adequate as designed and operated in accordance with the state statues and district administrative policies and procedures.

Scope

- Review period 07/01/22 to 01/31/24.
- Review expelled, early reinstatement, and revocation of early reinstatement students.

Objectives

- Do policies, procedures, guidelines, and manuals exist for the district to follow for student expulsion?
- Are the district's policies, procedures, guidelines, and manuals for student expulsion in compliance with the Wisconsin State Statues?
- Do the district's expulsion processes agree to the Wisconsin statutory requirements?
- Do the district's early reinstatement and revocation of early reinstatement processes agree to the Wisconsin statutory requirements?

What We Did To Address The Audit Objectives

- Held meetings with the departmental director, manager, and staff as necessary throughout the audit process.
- Conducted interviews with the departmental manager and staff.
- Reviewed the state statues and district administrative policies and procedures.
- Reviewed the departmental guideline and manual also known as internal controls related to student expulsion.
- Reviewed supporting documents including student expulsion records and listened to the expulsion recordings for the sample tested.

Areas Where the Department Excels

- The Department of Student Services has guidelines, policies, procedures, and controls in place for the district to review, recommend, and approve student expulsion.
- The process is adequate as designed and operated in accordance with the state statues and district administrative policies and procedures.
- Student expulsion records are well maintained and made available upon request.
- The department provide training for school administrators and Central Services staff that support school-based discipline.

Recommendations, best practices, and the Administration's response to the audit are detailed in the full report. Said report (Audit #2025-005) is attached to the minutes of your Committee's meeting and has also been published on the district website.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

2.12 - Board Audits: Annual Plan and Coordination

Fiscal Impact Statement

No fiscal impact.

Implementation and Assessment Plan

Our review identified certain enhancements that can be made to further strengthen the processes, and our recommendations and best business practices are noted in the audit report presented this evening.

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

* * * * *

(Item 4) Action on Monthly Personnel Matters: Action on Classified Personnel Transactions, Action on Certificated Appointments, Action on Leaves of Absence, Report on Resignations and Retirements, Affirmative Action

Classified Personnel Transactions

In accordance with action taken by the Board on August 1, 1972, (Proc. pp. 82-83) concerning the approval of personnel transactions relating to classified employees, the Interim Superintendent presents the attached report to the Board recommending the appointments and promotions, to be effective as of the dates indicated.

Name	Position	Date	Salary
NEW HIRES			
2 Viennetta Adams	Building Service Helper I	09/09/2024	\$17.88/hr
2 Eboneke Barksdale	Building Service Helper I	09/23/2024	\$17.88/hr
2 Calvin Beamon	Building Service Helper I	09/09/2024	\$17.88/hr
2 Joshua Germany	Building Service Helper I	09/23/2024	\$17.88/hr
2 Robert Lesure Jr	Building Service Helper I	09/23/2024	\$17.88/hr
2 Tony Martin	Building Service Helper I	09/09/2024	\$17.88/hr
4 Rosalba Sandoval	Building Service Helper I	09/09/2024	\$17.88/hr
2 Cordell Simmons	Building Service Helper I	09/09/2024	\$17.88/hr
2 Damarion Thomas	Building Service Helper I	09/23/2024	\$17.88/hr
2 Montajia Walker	Building Service Helper I	09/23/2024	\$17.88/hr
2 Maurekus Williams	Building Service Helper I	09/09/2024	\$17.88/hr
2 Edriana Brooks	Children's Health Assistant	08/27/2024	\$22,103.36
2 Jadda Burdine	Children's Health Assistant	09/23/2024	\$22,103.36
2 Drakeylia Cook	Children's Health Assistant	09/16/2024	\$25,662.76
2 Ityunna Cooper	Children's Health Assistant	08/28/2024	\$25,662.76
2 Lauren Davis	Children's Health Assistant	09/03/2024	\$24,239.49
2 Morlisha Eason	Children's Health Assistant	09/30/2024	\$25,787.05
2 Marquita Hicks	Children's Health Assistant	09/23/2024	\$24,239.49
2 Ina Howard	Children's Health Assistant	08/28/2024	\$24,951.12
2 Brittany Johnson	Children's Health Assistant	08/27/2024	\$24,951.12
2 Monica Johnson	Children's Health Assistant	08/28/2024	\$24,239.49
2 Shavonne Louis	Children's Health Assistant	08/29/2024	\$24,951.12
2 Melanie Luter	Children's Health Assistant	09/30/2024	\$22,103.36
2 Arletha Moss	Children's Health Assistant	09/23/2024	\$26,375.61
4 Cecelia Munoz	Children's Health Assistant	09/16/2024	\$22,815.00
2 Tristen Norwood	Children's Health Assistant	08/27/2024	\$22,103.36
2 Tierra Outlaw	Children's Health Assistant	08/27/2024	\$24,239.49
2 Michaela Sanders	Children's Health Assistant	08/27/2024	\$26,375.61
2 Jayla Sterling	Children's Health Assistant	09/23/2024	\$22,103.36
2 Nasharee Turnbull	Children's Health Assistant	09/30/2024	\$22,103.36
2 Iyonna Washington	Children's Health Assistant	09/03/2024	\$22,103.36
2 Felicia Akins	Food Service Assistant	09/09/2024	\$17.88/hr
5 Nancy Alsheshani	Food Service Assistant	08/27/2024	\$18.95/hr
4 Jeannette Areizaga	Food Service Assistant	09/30/2024	\$17.88/hr
3 Nasreen Azmat	Food Service Assistant	09/09/2024	\$17.88/hr
4 Ivonne Bautista	Food Service Assistant	09/09/2024	\$17.88/hr
2 Latasha Brackett	Food Service Assistant	09/30/2024	\$18.41/hr
2 Loletha Caldwell	Food Service Assistant	09/09/2024	\$17.88/hr
2 Ozell Carson	Food Service Assistant	09/03/2024	\$21.63/hr
4 Diana Castro	Food Service Assistant	08/27/2024	\$17.88/hr
2 Kurtina Colbert	Food Service Assistant	09/30/2024	\$17.88/hr
2 Glenda Coleman	Food Service Assistant	08/27/2024	\$17.88/hr
2 Willie Cook	Food Service Assistant	08/27/2024	\$18.95/hr
2 Erica Dancy	Food Service Assistant	09/10/2024	\$17.88/hr

Name	Position	Date	Salary
2 Shavonna Daniels	Food Service Assistant	09/09/2024	\$18.95/hr
2 Brandon Davis	Food Service Assistant	09/09/2024	\$17.88/hr
6 Kathleen Frothingham	Food Service Assistant	09/30/2024	\$17.88/hr
2 Rikkita Grover	Food Service Assistant	09/10/2024	\$17.88/hr
2 Cynthia Hankins	Food Service Assistant	09/03/2024	\$17.88/hr
2 Mykiela Hoskins	Food Service Assistant	08/27/2024	\$17.88/hr
2 Veronica Howard	Food Service Assistant	09/09/2024	\$17.88/hr
2 Dwight Hughes	Food Service Assistant	09/09/2024	\$17.88/hr
2 Calvin Hurt	Food Service Assistant	09/09/2024	\$17.88/hr
2 Khali Jackson	Food Service Assistant	08/27/2024	\$17.88/hr
2 Chasity Kilpatrick	Food Service Assistant	09/30/2024	\$17.88/hr
2 Jacqueline Love	Food Service Assistant	09/30/2024	\$17.88/hr
5 Andrew Macquarrie	Food Service Assistant	08/27/2024	\$19.49/hr
4 Valerie Martinez Vasquez	Food Service Assistant	08/27/2024	\$17.88/hr
2 Desiree McClinton	Food Service Assistant	09/03/2024	\$21.10/hr
2 Lisa McCoy	Food Service Assistant	08/27/2024	\$17.88/hr
2 Lenda McGowan	Food Service Assistant	09/09/2024	\$19.49/hr
2 Alycia Moore	Food Service Assistant	09/09/2024	\$17.88/hr
2 Chaszmin Murphy	Food Service Assistant	08/27/2024	\$17.88/hr
4 Wilberto Porto	Food Service Assistant	09/09/2024	\$18.95/hr
4 Freddy Rivera Bones	Food Service Assistant	08/27/2024	\$18.41/hr
2 Carolyn Robbins	Food Service Assistant	08/16/2024	\$21.10/hr
2 Diamonique Sanders	Food Service Assistant	09/30/2024	\$17.88/hr
1 Raven Simmons	Food Service Assistant	08/28/2024	\$20.02/hr
2 Ashley Smith	Food Service Assistant	09/09/2024	\$17.88/hr
3 Glenna Smith	Food Service Assistant	08/27/2024	\$17.88/hr
2 Audreyana Spinks	Food Service Assistant	08/27/2024	\$20.02/hr
2 Sandra Tiller	Food Service Assistant	09/09/2024	\$17.88/hr
2 Kelly Triggs	Food Service Assistant	09/09/2024	\$17.88/hr
2 Tatianna Williams	Food Service Assistant	08/27/2024	\$17.88/hr
2 Victoria Williams	Food Service Assistant	09/09/2024	\$18.95/hr
2 Michelle Willis	Food Service Assistant	09/03/2024	\$18.95/hr
4 Hector Cruz	IT Service Technician	09/16/2024	\$60,412.05
4 Jessica Arreguin De Huaracha	Paraprofessional – Parent Involvement	09/23/2024	\$29,624.35
2 Kerry Walton	Paraprofessional – Parent Involvement	09/16/2024	\$29,624.35
6 Rasha Abduljalil	Paraprofessional	09/16/2024	\$25,921.31
5 Andrea Rose Acker	Paraprofessional	09/09/2024	\$26,028.55
5 Penelope Arvanetes	Paraprofessional	09/23/2024	\$24,400.98
5 Benjamin Audevart	Paraprofessional	09/09/2024	\$29,624.35
4 Elizabeth Azpeitia	Paraprofessional	09/30/2024	\$26,028.55
5 Ruby Lou Balotovsky	Paraprofessional	09/09/2024	\$22,760.79
2 Markeivia Black	Paraprofessional	08/16/2024	\$22,218.26
2 Yolanda Bonds	Paraprofessional	09/16/2024	\$22,218.26
5 Sussan Brettingen	Paraprofessional	09/23/2024	\$23,580.88
2 Tyeana Buford	Paraprofessional	09/30/2024	\$22,218.26
5 Nicole Carney	Paraprofessional	09/23/2024	\$23,580.88
2 Lionel Clay	Paraprofessional	09/23/2024	\$22,218.26
2 Angela Cosey	Paraprofessional	09/16/2024	\$22,218.26
2 Rose Ann Cross	Paraprofessional	09/16/2024	\$32,280.20
2 Brandy Davis	Paraprofessional	09/09/2024	\$22,218.26
2 Nyomi Davis	Paraprofessional	09/16/2024	\$22,218.26
5 Riley Dziewik	Paraprofessional	08/19/2024	\$22,218.26
2 Briyanna Ellis Ware	Paraprofessional	09/09/2024	\$22,218.26
4 Marisol Fonseca	Paraprofessional	09/16/2024	\$22,218.26
2 Jasmine Freeman	Paraprofessional	09/16/2024	\$22,218.26
2 Takeyla Gee	Paraprofessional	09/30/2024	\$22,218.26

Name	Position	Date	Salary
7 Joshua Gray	Paraprofessional	08/27/2024	\$29,624.35
2 Ezekiel Hibbler	Paraprofessional	09/09/2024	\$23,580.88
4 Ibama Ibanez	Paraprofessional	09/30/2024	\$22,218.26
2 Peggy Jackson	Paraprofessional	09/16/2024	\$28,476.22
5 Crosbie Kowalski	Paraprofessional	09/09/2024	\$22,218.26
5 Autum Krutina	Paraprofessional	09/09/2024	\$22,218.26
2 Jasmine Love	Paraprofessional	09/16/2024	\$22,218.26
2 Daijanae Lovett	Paraprofessional	09/23/2024	\$23,580.88
5 Steven Mathie	Paraprofessional	09/09/2024	\$22,218.26
2 Makayla Mayon	Paraprofessional	09/30/2024	\$22,218.26
2 Ebiani McFadden	Paraprofessional	09/16/2024	\$22,218.26
5 Daniel McLaughlin	Paraprofessional	09/09/2024	\$22,218.26
5 Roy Nichols	Paraprofessional	09/09/2024	\$28,476.22
5 Adam Nowaczynski	Paraprofessional	09/30/2024	\$22,218.26
5 Catherine Nowak	Paraprofessional	09/23/2024	\$22,218.26
2 Wendlaviim Ouedraogo	Paraprofessional	09/16/2024	\$22,218.26
4 Alejandro Parra	Paraprofessional	09/30/2024	\$22,218.26
4 Beatriz Pena	Paraprofessional	09/09/2024	\$22,218.26
4 Argelia Perez Rubio	Paraprofessional	09/30/2024	\$24,400.98
2 Jameelah Reynolds	Paraprofessional	09/16/2024	\$22,218.26
2 Tiffany Richardson	Paraprofessional	09/30/2024	\$22,760.79
2 Dominique Robinson	Paraprofessional	09/09/2024	\$22,218.26
3 Ashley Schiller	Paraprofessional	09/23/2024	\$22,218.26
5 Madison Smith	Paraprofessional	09/16/2024	\$23,580.88
2 Catera Stanfield	Paraprofessional	09/16/2024	\$22,218.26
2 Patricia Diggins	School Safety Assistant	08/27/2024	\$28,658.91
2 Khionna Thompson	Paraprofessional	09/09/2024	\$22,218.26
2 Janelle Tyler Schroeder	Paraprofessional	09/09/2024	\$22,218.26
2 Lachelle Whitehead	Paraprofessional	09/09/2024	\$22,218.26
2 Janacia Williams	Paraprofessional	09/16/2024	\$22,218.26
4 Alexa Romero	Paraprofessional – Hourly	09/09/2024	\$19.80/hr
2 Dexter Verner	Paraprofessional – Hourly	09/30/2024	\$19.80/hr
2 Jeffrey Bell	School Nursing Associate	09/16/2024	\$47,309.12
2 Linda Hodges Scott	School Nursing Associate	09/16/2024	\$51,182.48
2 Donniesha Bell	School Safety Assistant	09/12/2024	\$28,658.91
2 Nadia Bennett	School Safety Assistant	09/12/2024	\$28,658.91
2 Marquala Blackmore	School Safety Assistant	09/12/2024	\$28,658.91
2 Valencia Burton	School Safety Assistant	09/16/2024	\$28,658.91
2 Tiffany Carter	School Safety Assistant	09/12/2024	\$28,658.91
2 Somiale Durant	School Safety Assistant	09/12/2024	\$28,658.91
2 Nebraska Howard	School Safety Assistant	09/12/2024	\$36,998.90
2 Winford Johnson	School Safety Assistant	09/12/2024	\$28,658.91
2 Ashley Jones	School Safety Assistant	09/12/2024	\$28,658.91
2 Laprincia Maclin	School Safety Assistant	09/12/2024	\$28,658.91
2 Samara Miller	School Safety Assistant	09/12/2024	\$28,658.91
5 Sarah Mueller	School Safety Assistant	09/12/2024	\$31,549.18
2 Janae Petty	School Safety Assistant	09/12/2024	\$28,658.91
2 Alexandria Reed	School Safety Assistant	09/12/2024	\$28,658.91
2 Tavión Sandifer	School Safety Assistant	09/12/2024	\$30,452.27
2 Nicholas Slayden	School Safety Assistant	09/12/2024	\$28,658.91
2 Ashley Thompson	School Safety Assistant	09/12/2024	\$28,658.91
2 Twannia Tolefree	School Safety Assistant	09/12/2024	\$28,658.91
2 Ashley Williams	School Safety Assistant	09/12/2024	\$30,452.27
2 Mishiah Williams	School Safety Assistant	09/12/2024	\$28,658.91
4 Areli Luevano Roberto	Secretary I – 10 Month	09/23/2024	\$29,606.75
2 Chantay Morris	Secretary I – 10 Month	09/18/2024	\$29,606.75
2 Tiara Tobias	Secretary I – 10 Month	09/03/2024	\$39,741.36
2 Shanice Crowley	School Kitchen Manager I	08/27/2024	\$34,383.25
2 Shaneice Barnett	School Kitchen Manager Trainee	09/30/2024	\$19.37/hr
3 Ammara Bashir	School Kitchen Manager Trainee	09/03/2024	\$18.29/hr

Name	Position	Date	Salary
2 Lenieya Jones	School Kitchen Manager Trainee	09/16/2024	\$18.83/hr
5 Denise Kohnke	School Kitchen Manager Trainee	09/09/2024	\$18.29/hr
5 Josephine Kroon	School Kitchen Manager Trainee	09/03/2024	\$22.59/hr
2 Lewis Lindsey Jr	School Kitchen Manager Trainee	09/09/2024	\$18.29/hr
7 Kalimah Newson Duvall	School Kitchen Manager Trainee	09/16/2024	\$20.44/hr
2 Rashad Rodgers	School Kitchen Manager Trainee	09/16/2024	\$18.29/hr
5 Ellen Schulz	School Kitchen Manager Trainee	09/09/2024	\$22.59/hr

PROMOTIONS

6 Joleen Fraser	Accounting Assistant III	09/30/2024	\$65,936.00
4 Kehila Cruz Capdevila	Food Service Assistant	09/03/2024	\$18.41/hr
5 Jenna Irish Stanley	Paraprofessional – Parent Involvement	08/27/2024	\$34,704.74
2 Lena Brooks	Paraprofessional	09/16/2024	\$26,848.65
2 Fay Nash Hazelwood	Paraprofessional	08/27/2024	\$22,218.26
2 Thalia Salton	Paraprofessional	09/09/2024	\$22,218.26
2 Stanley Shackelford	Paraprofessional	09/09/2024	\$27,668.74
2 Jaziah Weston	Paraprofessional	09/09/2024	\$22,218.26
2 Deovion Young	Paraprofessional	09/09/2024	\$22,218.26
4 Tracy Lopez	Secretary I – 12 Month	09/16/2024	\$38,662.87
2 Charnell Wells	School Engineer I	09/16/2024	\$62,553.64
2 Natalie Sanders	School Engineer I	09/16/2024	\$67,617.41
2 Ryan Jackson	School Engineer I	09/16/2024	\$74,307.10
2 Catherine Clinton	School Kitchen Manager Trainee	08/27/2024	\$24.19/hr
2 Sonja Coleman	School Kitchen Manager Trainee	08/27/2024	\$24.19/hr
2 Wanda Delarosa	School Kitchen Manager Trainee	08/27/2024	\$24.19/hr
5 Deborah Deschler	School Kitchen Manager Trainee	08/27/2024	\$24.19/hr
2 Sarita Griffin	School Kitchen Manager Trainee	08/27/2024	\$19.37/hr
5 Debra Hutwagner	School Kitchen Manager Trainee	08/27/2024	\$24.19/hr
2 Veneus McKinney Roberson	School Kitchen Manager Trainee	08/27/2024	\$24.19/hr
4 Thomas Orosco	School Kitchen Manager Trainee	08/27/2024	\$24.19/hr
5 Michelle Parr	School Kitchen Manager Trainee	08/27/2024	\$24.19/hr
2 Sheila Semons	School Kitchen Manager Trainee	08/27/2024	\$24.19/hr
5 Janeen Vanderboom	School Kitchen Manager Trainee	08/27/2024	\$24.19/hr
2 Saleka Anderson	Social Work Aide II	08/27/2024	\$21,671.43

REHIRES

2 Tyrone Lewis	Building Service Helper I	09/23/2024	\$17.88/hr
2 Tiawanda Campbell	Children’s Health Assistant	09/03/2024	\$22,103.36
2 Tywona Cooper	Children’s Health Assistant	09/23/2024	\$27,800.10
4 Elisabeth Soto Ruiz	Children’s Health Assistant	08/27/2024	\$23,526.63
2 Ashia Turner	Children’s Health Assistant	08/27/2024	\$22,815.00
2 Teri Herford	Food Service Assistant	09/09/2024	\$17.88/hr
2 LaTanya Kimmons	Food Service Assistant	09/09/2024	\$17.88/hr
2 Ronda Rockett	Food Service Assistant	09/09/2024	\$19.49/hr
5 James Annunziato	Paraprofessional	09/16/2024	\$24,400.98
2 Gregory Bates	Paraprofessional	09/23/2024	\$22,218.26
2 Eunicia Bowie	Paraprofessional	09/18/2024	\$24,400.98
4 Hazel Cespedes	Paraprofessional	09/16/2024	\$24,400.98
2 Dariana Davis	Paraprofessional	09/30/2024	\$22,218.26
2 Deaduri Gales	Paraprofessional	09/16/2024	\$22,218.26
2 Deanna Green	Paraprofessional	09/16/2024	\$29,624.35
2 Justin Landrum	Paraprofessional	09/16/2024	\$22,218.26
5 Antje McClellen	Paraprofessional	09/09/2024	\$25,208.46
5 Abbey Pahlisch	Paraprofessional	09/23/2024	\$22,218.26
2 Carmelita Perry	Paraprofessional	09/30/2024	\$22,218.26
5 Nancy Jean Pieper	Paraprofessional	09/09/2024	\$22,218.26
2 Jeffrey Rhodes	Paraprofessional	09/16/2024	\$30,116.41

Name	Position	Date	Salary
2 Ariana Washington	Paraprofessional	09/09/2024	\$22,218.26
2 Brianna Wright	Paraprofessional	09/23/2024	\$22,218.26
2 Raivaughn Clark	School Safety Assistant	09/12/2024	\$29,372.77
2 Tinisha Jones	School Safety Assistant	09/12/2024	\$29,372.77
2 Erica Ramsey	School Safety Assistant	09/12/2024	\$28,658.91

Certificated Appointments

ACTION ON CERTIFICATED APPOINTMENTS -TEACHER

nr, 4	Alcala,Matthew AMP HPE	01/BA	\$52,827.70	9/9/2024
r,2	Annor,Linda DAY TO DAY TEACHER	01/BA	\$72,242.12	8/27/2024
nr,2	Benner,Brenda J EARLY CHILDHOOD- SPEC ED	01/MA	\$96,813.48	9/9/2024
r,4	Chamorro Soto,Katiria DAY TO DAY TEACHER	01/BA	\$52,827.70	9/23/2024
nr,5	Dennee,Alex GEN ELEM & K8 - ALL GRADES	01/BA	\$52,827.70	8/27/2024
r,2	Djan,Isaac AMP ART	01/MA	\$62,839.09	8/27/2024
nr,2	Harris,Dedric L MULTICATEG. COMP. SEN	01/BA	\$85,831.59	9/16/2024
nr,2	Kwaw,Patrick SCIENCE	01/MA	\$96,813.48	8/27/2024
r,5	Malkowski,Gareth A MATHEMATICS	01/BA	\$72,242.12	9/23/2024
r,2	Onyango,Jenipher EARLY CHILDHOOD- SPEC ED	01/BA	\$85,831.59	8/27/2024
nr,4	Quezada,Ana C GEN ELEM & K8 - ALL GRADES	01/BA	\$56,710.58	8/27/2024
nr,5	Retzlaff,John SOCIAL STUDIES	01/BA	\$52,827.70	8/27/2024
nr,2	Richards,Corrine V SPEC ED MULTICATEG.	01/MA	\$77,702.67	8/27/2024
nr,5	Sheetz,Abigail MUSIC	01/BA	\$52,827.70	9/16/2024
nr,4	Suarez,Miannette Yari GEN ELEM & K8 - ALL GRADES	01/BA	\$64,476.35	4/12/2024
r,1	Traversie,Yuki E GEN ELEM & K8 - ALL GRADES	01/BA	\$83,890.71	9/16/2024
r,2	Whitmore,Benjamin A SPEC ED MULTICATEG.	01/BA	\$80,007.89	9/9/2024
r,2	Williams,Hyacinth BUSINESS ED	01/BA	\$74,183.00	8/27/2024
r,2	Yawson,Samuel SCIENCE	01/MA	\$86,195.99	8/27/2024
nr,5	Zimmer,Joseph T. MULTICATEG. COMP. SEN	01/BA	\$83,890.71	8/27/2024

ACTION ON CERTIFICATED APPOINTMENTS -PERMIT TEACHER

nr, 5	Adams,Bethany EARLY CHILDHOOD- SPEC ED	XX/4W2	\$52,827.70	8/27/2024
r,4	Aviles,Julissa R SPEC ED MULTICATEG.	XX/4W2	\$52,827.70	9/9/2024

nr,5	Bender,Jacob GEN ELEM & K8 - ALL GRADES	XX/4W2	\$52,827.70	9/9/2024
nr,2	Blocker,Bo SPEC ED MULTICATEG.	XX/4W2	\$52,827.70	9/16/2024
nr,2	Bradley,Javin GEN ELEM & K8 - ALL GRADES	XX/4W2	\$51,888.74	9/9/2024
r,2	Brown,LeShaundria AMP MUSIC	XX/4W2	\$52,827.70	9/9/2024
nr,4	Contreras,Marcelly SPEC ED MULTICATEG.	XX/4W2	\$52,827.70	8/27/2024
r,2	Dodd,Nikiya Q GEN ELEM & K8 - ALL GRADES	XX/4W2	\$52,827.70	8/27/2024
r,5	Eagon,Gabriel GEN ELEM & K8 - ALL GRADES	XX/4W2	\$52,827.70	8/27/2024
r,5	Entzinger,Amy L DAY TO DAY TEACHER	XX/4W2	\$51,888.74	9/9/2024
r,5	Essex,Jesse D GEN ELEM & K8 - ALL GRADES	XX/4W2	\$52,827.70	9/9/2024
r,4	Fernandez,Jhoanna FOREIGN LANGUAGE	XX/4W2	\$52,827.70	8/27/2024
nr,4	Godkin,Yosmary C EARLY CHILDHOOD- SPEC ED	XX/4W2	\$52,827.70	8/27/2024
r,2	Gordon,Kya TITLE I SCHOOLWIDE	XX/4W2	\$52,827.70	9/9/2024
r,4	Guerra Lopez,Carina Mirena EARLY CHILDHOOD- SPEC ED	XX/4W2	\$52,827.70	8/27/2024
r,2	Howard,Tonisha L TECHNICAL SERVICES	XX/4W2	\$52,827.70	9/9/2024
r,5	Michael,Samuel EARLY CHILDHOOD- SPEC ED	XX/4W2	\$52,827.70	9/9/2024
r,2	Mullins,Jermyer GEN ELEM & K8 - ALL GRADES	XX/4W2	\$51,888.74	9/9/2024
nr,2	Ogunyemi,Boladale GEN ELEM & K8 - ALL GRADES	XX/4W2	\$52,827.70	8/27/2024
r,2	Oludare,Gbenga MULTICATEG. COMP. SEN	XX/4W2	\$52,827.70	8/27/2024
r,2	Omoruyi,Moses SPEC ED MULTICATEG.	XX/4W2	\$52,827.70	8/27/2024
r,2	Ottor,Nwamaka J GEN ELEM & K8 - ALL GRADES	XX/4W2	\$52,827.70	8/27/2024
r,2	Paige,LeJanee GEN ELEM & K8 - ALL GRADES	XX/4W2	\$51,888.74	9/16/2024
nr,5	Pietrzak,Agatha EDUCATIONAL OPERATIONS	XX/4W2	\$51,888.74	9/16/2024
r,2	Quadri,Yusuf O MATHEMATICS	XX/4W2	\$52,827.70	8/27/2024
r,2	Rodriguez,Quade G GEN ELEM & K8 - ALL GRADES	XX/4W2	\$51,888.74	9/9/2024
nr,5	Schramm,Laura MATHEMATICS	XX/4W2	\$52,827.70	9/9/2024
nr,5	Shea,Peter MATHEMATICS	XX/4W2	\$52,827.70	9/16/2024
r,5	Weber,Ethan GEN ELEM & K8 - ALL GRADES	XX/4W2	\$52,827.70	8/27/2024

ACTION ON CERTIFICATED APPOINTMENTS -MATH INTERVENTION TEACHER

nr,5	Zabors,Katharine J GENERAL OPERATIONS	01/MA	\$79,826.85	8/27/2024
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ACTION ON CERTIFICATED APPOINTMENTS -PERMIT TEACHER W/LICENSE

nr,4	Blanco,Sharit FOREIGN LANGUAGE	01/BA	\$56,710.58	8/27/2024
r,2	Ehinju,Olajumoke M GEN ELEM & K8 - ALL GRADES	01/MA	\$77,702.67	8/27/2024
nr,4	Medina-Cordova,Indania SPEC ED MULTICATEG.	01/MA	\$79,826.85	9/23/2024
nr,4	Murillo,Jeny BILINGUAL EDUCATION	01/MA	\$71,332.40	8/27/2024
r,2	Olaolu,Olubukola GEN ELEM & K8 - ALL GRADES	01/BA	\$74,183.00	8/27/2024
nr,5	Rusch,Alexis SPEC ED MULTICATEG.	01/BA	\$64,476.35	9/16/2024
r,5	Cohen,Matthew R SCIENCE	XX/4W2	\$52,827.70	9/9/2024
nr,4	Delgand,Yara BILINGUAL EDUCATION	XX/4W2	\$52,827.70	8/27/2024

ACTION ON CERTIFICATED APPOINTMENTS -LIBRARY MEDIA SPECIALIST

r,4	Stella,Andrea V LIBRARY	01/2FB	\$55,317.33	9/9/2024
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ACTION ON CERTIFICATED APPOINTMENTS -SCHOOL COUNSELOR

nr,5	Guerra,Allison GUIDANCE	01/MA	\$67,085.18	9/23/2024
r,5	Hill,Monique D GUIDANCE	XX/4W2	\$52,827.70	9/19/2024

ACTION ON CERTIFICATED APPOINTMENTS -SPEECH PATHOLOGIST

r,5	Hausman,Evyn SPEECH PATHOLOGY	01/SLP	\$59,457.73	8/30/2024
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Counts	Male	Female	Native American	African American	Asian/ Pacific Islander	Hispanic	White	Other	Two or More Ethnic Codes
			(1)	(2)	(3)	(4)	(5)	(6)	(8)
Teachers	24	38	1	26	0	14	21	0	0
SSW's	0	0	0	0	0	0	0	0	0
Psychologists	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0
TOTAL	24	38	1	26	0	14	21	0	0

B - (BA) Bachelor's Level (Teacher's)

C - (MA) Master's Level (Teacher's)

Leaves of Absence

Illness Leave	Present Assignment	Effective From
September 2024 Jean Saucedo	Riverside	September 24, 2024

Personal Leave October 2024:
 Michell Robertson Itinerant October 17, 2024
 Personal Leave November 2024:
 Amanda Almquist Shrubbs Itinerant November 11, 2024
 Personal Leave December 2024:
 Gina DacQuisto Maryland Avenue December 20, 2024

Certificated Resignations and Classified Retirements

Reason	Yrs Svc	Eth Code	Name	Position	Location	Effective Date
Certificated Resignations						
Retire	23.8	5	Sherry Anderson	Teacher	Honey Creek	11/01/2024
Retire	26.7	5	Jennifer Barton	Teacher	Cooper	10/29/2024
Retire	2.0	2	Ida Butler	Teacher	Congress	09/19/2024
Other Dist	0.1	4	Stephanie Calzada	Teacher	Pulaski	09/23/2024
Personal	1.0	1	Khalil Capers	Teacher	River Trail	08/27/2024
Retire	32.0	2	Tanya Daniel	Teacher	Central Svcs	09/27/2024
Personal	11.1	5	Michael Dossett	Teacher	Burdick	10/11/2024
Retire	36.0	5	Lynn Greb	Sr Director	Recreation	01/31/2025
Personal	0.1	7	Nathaniel Hecimovich	Teacher	MACL	08/31/2024
Personal	1.9	5	Marlise Kuehn	Teacher	Elm	09/14/2024
Other Dist	1.1	5	Rachel Leckie	Teacher	Carson Acad	09/27/2024
Personal	1.1	5	Rachel Lewis	Teacher	WCLL	09/20/2024
Personal	11.6	2	Demetrius Moore	Teacher	Townsend	08/27/2024
Other Dist	7.0	2	Shaprice Moore	Teacher	Auer	09/23/2024
Retire	16.1	5	Margaret Roushar	Teacher	Parkview	11/04/2024
Retire	28.0	5	Gina Sanfelippo	Teacher	MACL	10/17/2024
Personal	1.0	2	Kiearra Vann	Teacher	Metcalfe	08/28/2024
Personal	0.1	5	Emily Zimmer	Teacher	Vincent	09/20/2024
Classified Resignations						
Retire	37.7	2	Calvin Abney	Safety Asst	School Safety	11/29/2024
Personal	2.0	2	Elizabeth Amigon	Para	Fairview	09/18/2024
Personal	9.0	5	Carolyn Atwell	Para	Burbank	09/16/2024
Personal	0.1	3	Mohammad Bakhtyari	Boiler Att	Central Svcs	10/05/2024
Personal	0.6	2	Kimyattah Bell	FSA	Westside Acad	10/18/2024
Personal	36.6	5	Lance Berg	Para	Gaenslen	09/09/2024
Personal	11.9	5	David Breen	Driver	Central Svcs	09/17/2024
Personal	0.1	2	Loletha Caldwell	FSA	Rogert St	10/16/2024
Personal	4.6	2	Tiawanda Campbell	CHA	MACL	09/19/2024
Personal	5.0	4	Nairobys Caraballo	Para	Audubon MS	09/04/2024
Other Work	5.1	5	Stephanie Coman	CHA	Audubon HS	10/04/2024
Personal	15.6	2	Latoya Davis	Para	Ronald Reagan	09/19/2024
Personal	24.9	5	Jennifer Dodridge	Para	Central Svcs	10/04/2024
Personal	1.6	2	Lakicia Douglas	Secretary I	Washington	09/05/2024
Retire	12.0	2	Beverly Driver	Insulator	Facilities & Maint	10/31/2024

Reason	Yrs Svc	Eth Code	Name	Position	Location	Effective Date
Personal	1.0	2	Ametrious Farmer	Para	Marshall	09/03/2024
Personal	0.1	4	Nilsa Gonzalez	Secretary I	Doerfler	09/24/2024
Personal	0.6	2	Kristopher Goodrum	Para	Parkside	09/21/2024
Other Work	0.1	2	Rikkita Grover	FSA	German Imm	09/13/2024
Personal	1.0	2	Heidi Jiles	Plan Asst	Central Svcs	08/31/2024
Personal	1.7	4	Teresa Llamosa	Para	Curtin	09/17/2024
Personal	6.0	5	Melissa Longoria	Para	Riley	08/27/2024
Personal	0.1	2	Lisa McCoy	FSA	Burbank	08/27/2024
Personal	8.0	5	Zhanna Michels	Para	Humboldt Park	10/01/2024
Other Work	9.8	2	Latasha Oates	FS Mgr Trn Hawley	10/02/2024	
Personal	11.6	4	Aida Ortiz	Para	Lincoln Ave	09/30/2024
Other Work	1.0	5	Abbey Pahlisch	Para	Townsend	09/30/2024
Personal	0.9	5	Samantha Pigg	Para	Stuart	08/27/2024
Personal	1.7	2	Gregory Renfro	Safety Asst	School Safety	09/03/2024
Personal	1.0	2	Marla Reynolds	Para	95th Street	10/11/2024
Personal	8.0	5	Shantel Richardson	Secretary I	River Trail	10/04/2024
Retire	37.8	5	Elizabeth Rivera	Secretary I	Honey Creek	10/25/2024
Personal	0.1	2	Carolyn Robbins	FSA	Bethune	09/18/2024
Personal	9.9	7	Radney Rodgers	Para	Manitoba	10/11/2024
Personal	5.1	5	Laura Rostermundt	Para	AAL	11/01/2024
Personal	0.4	5	Venera Rozani	Para	Curtin	08/27/2024
Personal	7.2	4	Karina Ruiz Huesca	Secretary I	Ronald Reagan	08/27/2024
Personal	2.8	5	Michael Simmons	Para	Riverside	09/27/2024
Personal	0.9	2	Kalita Smith	Para	Keefe	10/03/2024
Other Work	0.5	2	Kenyonia Smith	BSH I	Vincent	09/26/2024
Other Work	1.0	5	Hayden Sokolowski	Para	Humboldt Park	09/13/2024
Personal	0.1	2	Audreyana Spinks	FSA	Doerfler	09/21/2024
Personal	3.0	5	Amber Storm	Para	Meir	10/17/2024
Personal	2.8	2	Ishmael Swain	Para	Washington	09/04/2024
Personal	5.8	3	Shilpa Talwalker	Para	Emerson	09/04/2024
Retire	30.7	2	Shawn Thompson	Engineer I	Project STAY	11/29/2024
Other Work	0.1	2	Sandra Tiller	FSA	Central Svcs	10/01/2024
Personal	2.9	2	Patricia Whitehurst	Para	Kilbourn	10/25/2024
Personal	1.1	5	Kristie Williams	Para	Audubon HS	09/27/2024
Personal	1.0	5	Thomas Wirth	Para	Clemens	09/20/2024
Other District – 3 (Classified – 0 Certificated – 3)						
Other Work – 7 (Classified 7 – Certificated – 0)						
Personal – 47 (Classified 39 – Certificated – 8)						
Retirement – 11 (Classified 4 – Certificated – 7)						

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 6.19 - Positions: Staff

Fiscal Impact Statement

Authorized expenditures were previously approved in the FY25 budget.

Implementation and Assessment Plan

Upon approval by the Board, the personnel transactions will be implemented.

Committee's Recommendation

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

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

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(Item 5) Action on Recommended Administrative Appointments, Promotions, Reassignments and Reclassifications, Salary Increases/Decreases, and Limited-term Employment (LTE) Contracts Exceeding Sixty Days

Recommended Appointments

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

(2)(r)	Terry Strong	Manager I, Student Discipline Office of the Chief of School Administration	Sch 03, Range 11A \$135,384
(5)(r)	Paul Zajichek	Special Services, Regional Manager Office of the Chief of Academics	Sch 03, Range 12A \$132,500
(4)(nr)	Rocio Trejo	Director I, Bilingual & Multicultural Education Office of the Chief of Academics	Sch 03, Range 14A \$125,500
(5)(nr)	Jason Wilke	Supervisor I, Recreation Specialist Office of the Chief of Operations	Sch 03, Range 09A \$123,205
(5)(nr)	Robert Latterman	Manager I, Assessment Office of the Chief of Communications and School Performance	Sch 03, Range 11A \$118,160
(2)(nr)	Alexander Brown	Coordinator II, Recreation Manager Office of the Chief of Operations	Sch 03, Range 07A \$103,708
(5)(nr)	Tatiana Chaplin	Coordinator III, Planning and Budget Analyst Office of the Chief of Finance	Sch 03, Range 08A \$101,691
(5)(nr)	Jamie Bergener	Employment Relations Specialist II Office of the Chief of Human Resources	Sch 03, Range 09A \$94,007
(2)(r)	Dorian Anderson	Coordinator II, Recreation Manager Office of the Chief of Operations	Sch 03, Range 07A \$88,350
(5)(r)	Michelle Ravin	Assistant Principal III, MacDowell Office of the Chief of School Administration	Sch 03, Range 12C \$86,198
(2)(r)	Willie LaMar	Assistant Principal, Starms Office of the Chief of School Administration	Sch 03, Range 10C \$80,127
(5)(nr)	Matthew Napoli	Assistant Principal, River Trail Office of the Chief of School Administration	Sch 03, Range 10C \$78,556

(5)(r)	Kate Beazley	Planning Assistant II, College and Career Centers	Sch 03, Range 02A
		Office of the Chief of Academics	\$77,842
(2)(r)	Carlos Garner	Dean of Students	Sch 03, Range 06C
		Office of the Chief of School Administration	\$74,206
(2)(nr)	Brandon Hadnot-Walker	Associate II, Recreation Supervisor	Sch 03, Range 04A
		Office of the Chief of Operations	\$69,615
(5)(r)	Jennifer Langoehr	Associate II-Recreation Supervisor	Sch 03, Range 04A
		Office of the Chief of Operations	\$69,255
(5)(r)	Molly Weiland	Planning Assistant II, College and Career Centers	Sch 03, Range 02A
		Office of the Chief of Academics	\$61,239

Recommended LTE Contracts (To be effective upon the Boards approval)

(5)(nr)	Todd Gray	Budget Support Office of the Chief of Finance 09/30/24 to 12/31/24	\$80.00
(5)(r)	Daniel Hennessey	Title IX Investigator Office of the Chief of School Administration 10/01/24 to 04/01/25	\$50.00
(5)(r)	Kathleen Porter	Aquaponics Lab Coordinator Office of the Chief of School Administration 09/23/24 to 03/23/25	\$40.00
(6)(nr)	Jessica Willis	College and Career Readiness Office of the Chief of Academics 09/17/24 to 03/17/25	\$40.00
(2)(r)	Erika Banks	College and Career Readiness Office of the Chief of Academics 10/14/24 to 04/14/25	\$40.00
(2)(r)	Teshona Marion	College and Career Readiness Office of the Chief of Academics 09/17/24 to 03/17/25	\$40.00
(2)(r)	Barbara Henry	College and Career Readiness Office of the Chief of Academics 10/14/24 to 04/14/25	\$40.00
(5)(r)	Jeanne DeMint	Student Services Supervisor Underfill Office of the Chief of School Administration 11/02/24 to 05/02/25	\$40.00
(5)(r)	Lisa Robbins	Milwaukee Virtual Program Office of the Chief of School Administration 08/15/24 to 01/24/25	\$40.00
(2)(r)	Patti Debow	Milwaukee Virtual Program Office of the Chief of School Administration 08/15/24 to 01/24/25	\$40.00
(5)(r)	Christina Flood	Educational Pathway Office of the Chief of Academics 09/05/24 to 12/31/24	\$40.00
(2)(r)	Sharitta Wicks	DFMS Work-Based Learning Specialist/Youth Apprenticeship Assistant Office of the Chief of School Administration 09/30/24 to 03/31/25	\$40.00
(2)(r)	Rhonda Howard	Independent Hearing Officer Office of the Chief of School Administration 08/15/24 to 02/15/25	\$40.00

(2)(r)	Angelena Terry	Independent Hearing Officer Office of the Chief of School Administration 08/15/24 to 02/15/25	\$40.00
(2)(r)	Tosha Womack	Independent Hearing Officer Office of the Chief of School Administration 10/21/24 to 03/21/25	\$40.00
(5)(nr)	Margaret Barrett	Interscholastic Athletics & Academics Special Project Office of the Chief of Operations 10/29/24 to 04/29/25	\$40.00
(5)(r)	William Molbeck	Interscholastic Athletics & Academics Special Project Office of the Chief of Operations 10/29/24 to 04/29/25	\$40.00
(2)(r)	Nebritt Herring	Independent Hearing Officer Office of the Chief of School Administration 08/15/24 to 02/15/25	\$40.00
(6)(r)	Kathleen Krug	Expulsion Service Teacher Office of the Chief of School Administration 08/15/24 to 02/15/25	\$40.00
(2)(r)	Sean Veternick	Science Lab Resource Instructor Office of the Chief of School Administration 08/26/24 to 02/25/25	\$35.00
(5)(r)	Angela McManaman	School Website Project Office of the Chief of Communications and School Performance 09/30/24 to 02/28/25	\$35.00
(2)(r)	Tiffany Hill	College and Career Readiness Office of the Chief of Academics 10/14/24 to 04/14/25	\$32.00
(5)(nr)	Lawrence Murphy	Co-Advisor/Artist in Residence Office of the Chief of School Administration 09/03/24 to 01/13/25	\$30.00
(2)(r)	Amy Bratel	Success Center Program Office of the Chief of School Administration 09/16/24 to 03/16/25	\$30.00
(5)(r)	Paul Westfahl	Success Center Program Office of the Chief of School Administration 08/27/24 to 12/29/24	\$30.00
(5)(r)	Ann Schwarten	IB Art Coaching Office of the Chief of School Administration 08/23/24 to 02/23/25	\$30.00
(5)(r)	Sallyanne Krueger	Part – Time Reading Interventionist Office of the Chief of School Administration 10/09/24 to 03/21/25	\$30.00
(5)(r)	Brett Fuller	ESSER Reporting Office of the Chief of Academics 10/01/24 to 10/31/24	\$30.00
(2)(r)	Melissa Roenspies	Evaluation Teams Building Coordinator Office of the Chief of Academics 10/17/24 to 12/20/24	\$30.00
(2)(r)	Lavenia Shorter	Safety Assistant Office of the Chief of School Administration 09/23/24 to 03/23/25	\$22.00
(2)(r)	Autumn Coleman	School Climate & Culture Specialist Office of the Chief of School Administration	\$25.00

09/03/24 to 02/28/25

- R Resident
 - Nr Non-resident
 - 1 Native American
 - 2 African American
 - 3 Asian/Pacific Islander
 - 4 Hispanic
 - 5 White
 - 6 Other
- Two or more

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 6.19 - Positions: Staff

Fiscal Impact Statement

Authorized expenditures were previously approved in the FY25 budget.

Committee's Recommendation

Your Committee recommends that the Board approve the promotions, appointments, and Limited-Term Employment contracts as listed in the attachments to the item, to be effective upon approval by the board.

Director O'Halloran moved to approve the Administration's recommendation, as presented in the revised attachment. The motion passed, the vote being as follows:

- Ayes — Directors Garcia, Leonard, O'Halloran, Siemsen, Zombor, and Vice-President Gokalgandhi — 6.
- Noes — None - 0.

* * * * *

(Item 6) Action on a Request to Approve Prevailing Wages

Background

Building trades workers employed at the Department of Facilities and Maintenance Services have historically been paid the prevailing wages, pursuant to the action of the Board on May 3, 1931 (Proc. pp. 555-556). This policy was incorporated in Section 2.32 of the Board's Rules (currently Administrative Policy 6.21) and was further affirmed by the Board in December 1962 (Proc. 12-11-62, pp. 301-302; 12-19-62, pp. 303-304). Building trades workers employed at the Department of Facilities and Maintenance Services last received the prevailing wage rates effective July 2023.

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

Job Classification	FY24 Current Rate	FY25 MBCTC Prevailing Wage
Bricklayer	\$ 44.96	\$ 46.16
Bricklayer Chargeman	\$ 48.45	\$ 49.55
Building Laborer	\$ 36.37	\$ 36.67
Laborer Chargeman	\$ 39.57	\$ 41.01
Carpenter	\$ 41.91	\$ 44.10
Carpenter Chargeman	\$ 44.01	\$ 46.31

Job Classification	FY24 Current Rate	FY25 MBCTC Prevailing Wage
Electrician	\$ 47.75	\$ 49.48
Electrician Chargeman	\$ 51.33	\$ 53.19
Elev Constructor (BLDG)	\$ 56.97	\$ 59.41
Glazier	\$ 43.44	\$ 46.80
Locksmith	\$ 41.91	\$ 44.10
Locksmith Chargeman	\$ 44.01	\$ 46.31
Mach Maint Repairman	\$ 46.09	\$ 49.09
Mach Maint Chargeman	\$ 47.84	\$ 50.84
Painter	\$ 39.09	\$ 40.64
Painter Chargeman	\$ 39.47	\$ 41.02
Pipe Insulator	\$ 42.48	\$ 43.48
Insulator Chargeman	\$ 44.61	\$ 45.66
Plasterer	\$ 39.98	\$ 40.98
Plumber-Rest Jour. I	\$ 49.87	\$ 53.37
Plumber	\$ 54.10	\$ 57.60
Plumbing Chargeman	\$ 57.35	\$ 61.06
Roofer	\$ 39.50	\$ 41.50
Roofer Chargeman	\$ 41.00	\$ 43.00
Sheet Metal Worker	\$ 53.03	\$ 55.58
Sheet Metal Chargeman	\$ 57.01	\$ 59.75
Steamfitter	\$ 53.22	\$ 55.67
Steamfitter Chargeman	\$ 55.88	\$ 58.46

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 6.21 - Salary Schedules: Staff

Fiscal Impact Statement

The district will incur costs by paying covered employees the wages as proposed in this item. These positions and salaries were allocated for in the Department of Facilities and Maintenance Services budget as approved by the Board for FY25.

Implementation and Assessment Plan

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

Committee's Recommendation

Your Committee recommends that the Board approve the attached prevailing wage rates effective as of July 1, 2024.

Director O'Halloran moved to approve the Committee's recommendation. The motion passed, the vote being as follows:

- Ayes — Directors Garcia, Leonard, O'Halloran, Siemsen, Zombor, and Vice-President Gokalgandhi — 6.
- Noes — None - 0.

* * * * *

(Item 7) Action on Monthly Finance Matters: Report on Change Orders in Excess of \$25,000; Report of Revenues and Expenses; Monthly Expenditure Control Report; Report on Contracts Under \$50,000 and Cumulative Total Report; Report on Monthly Grant Awards; Acceptance of Donations

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

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

Contract: C030403

The Stepping Stones Group LLC

On May 27, 2022, the Milwaukee Board of School Directors and The Stepping Stones Group LLC entered into Professional Services Contract number C030403 (“Contract”), with a term of July 1, 2022 through June 30, 2023, for physical and occupational therapy services. The Contractor will be used to deliver evaluation, development of IEPs with meaningful and measurable goals, development of intervention plans, direct and indirect therapeutic interventions, attendance at IEP-team meetings, consultation with staff members, and all related documentation. On May 25, 2023, the Board approved a one-year contract extension with a term of July 1, 2023, through July 31, 2024, and funds of \$100,000. A Request to Change Contract (RCC) was approved to add funds of \$47,589.50 for additional services.

Original Contract Amount:	\$100,000.00
Extension.....	100,000.00
RCC	47,589.50
Ending amount:	\$ 247,589.50

Contract: C030954

North Point Management LLC

On September 3, 2022, the Milwaukee Board of School Directors and North Point Management LLC entered into Professional Services Contract number C030954 (“Contract”), with a term of September 3, 2022, through November 30, 2023, for support services to Milwaukee Recreation for the Midnight League basketball program. These services include assigning WIAA level 4 or above and/or NCAA-approved basketball officials for all Midnight League athletic competitions. On June 2, 2023, a Request to Change Contract (RCC) was approved to extend the contract through November 30, 2024, and add funds of \$19,125. On August 21, 2024, an RCC was approved to extend the contract through November 30, 25 and to add funds of \$33,975.

Original Contract Amount:	\$ 38,250.00
RCC 6/2/2023	19,125.00
RCC 8/21/2024	33,975.00
Ending amount:	\$ 91,350.00

Contract: C031861

COA Youth and Family Centers

On July 28, 2023, the Milwaukee Board of School Directors and Children Outing Association d/b/a COA Youth and Family Centers entered into Professional Services Contract number C031861 (“Contract”), with a term of August 1, 2023 through June 30, 2024to operate a Community Learning Center (CLC) at the direction of MPS to provide a safe place for MPS students and neighborhood children within the city of Milwaukee to participate in recreational and educational activities at Auer Avenue School, Doerfler School, O.W. Holmes School, Hopkins-Lloyd Community School, Lincoln Center of the Arts, and Westside Academy. On August 21, 2024, a Request to Change Contract (RCC) was approved to add the carryover amount to the contract.

Original Contract Amount:\$672,250.00
 RCC 8/212/2024.....25,595.00
 Ending amount:\$697,845.00

Monthly Financial Reports

The report on revenues and expenses; monthly expenditure control report; the report on contracts awarded with a value under \$50,000 and cumulative total report; and the report on monthly grant awards are attached and no action is required.

Donations

Location	Donor	Amount	Gift or Purpose
Monetary Donations			
Audubon Technology and Communication Middle School	Milwaukee Bucks LLC	1,000.00	Bucks Educator of the Game
King High School	Jessica Wineberg	45.00	RKHS Rock Climbing Club
King High School	Sarah Ditzenberger	250.00	RKHS Rock Climbing Club
King High School	Jason Parry	528.00	RKHS Baseball Team
King High School	Tory Kress	1,627.13	RKHS Rock Climbing Club
King High School	Milwaukee Public Schools Foundation, Inc.	1,964.28	Carolina Biological Supplies
King High School	Marc Hilliard	2,000.00	RKHS Golf Team
King High School	Milwaukee Public Schools Foundation, Inc.	2,000.00	RKHS 2024 Spring Training Florida Trip
Milwaukee School of Languages	German Immersion Foundation	1,900.00	General School Needs
North Division High School	Sand County Foundation, Inc	250.00	Pollinator and Monarch Habitat Program
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Timothy Burns	150.00	School Supply Drive
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Chris Mulloy - Vitas Healthcare Milwaukee	241.00	School Supply Drive
<i>Total Monetary Donations</i>		<i>11,955.41</i>	
Non-Monetary Donations			
Alcott School	DonorsChoose	882.64	Weather Experiences
Allen-Field School	DonorsChoose	59.18	Classroom Essentials
Bethune Academy	DonorsChoose	231.63	STEM
Bethune Academy	DonorsChoose	308.76	Life Skills, Music & The Arts
Bethune Academy	DonorsChoose	325.43	Feeding Minds and Bodies!
Brown Street School	DonorsChoose	21.28	Classroom Essentials
Brown Street School	DonorsChoose	41.28	Classroom Essentials
Brown Street School	DonorsChoose	702.27	New Year Refresh!
Brown Street School	DonorsChoose	958.51	Daily School Supplies
Brown Street School	DonorsChoose	1,017.11	Special Education Room

Location	Donor	Amount	Gift or Purpose
Browning School	DonorsChoose	18.39	Classroom Essentials
Browning School	DonorsChoose	390.20	PreK Painting
Browning School	DonorsChoose	621.83	Building Block Boxes
Browning School	DonorsChoose	775.71	Marvelous Magna-Tiles!
Burbank School	DonorsChoose	19.06	Classroom Essentials
Burbank School	DonorsChoose	257.48	Life Skills
Burbank School	DonorsChoose	262.32	Wonderful Readers Start Here!
Burbank School	DonorsChoose	405.70	Life Skills
Carver Academy	DonorsChoose	247.10	Fed and Ready to Learn!
Carver Academy	DonorsChoose	513.28	Supplies for Super Scholars
Carver Academy	DonorsChoose	533.53	Feeling' Good At School!
Carver Academy	DonorsChoose	538.10	Warmth Care & Hunger
Cass Street School	DonorsChoose	234.33	School Supplies
Cass Street School	DonorsChoose	858.24	Health Sports & Wellness, Life Skills
Cass Street School	DonorsChoose	1,227.78	Life Skills, Literacy & Language
Craig Montessori School	DonorsChoose	476.04	Literacy & Language, Students with Disabilities
Doerfler School	DonorsChoose	9.49	Classroom Essentials
Doerfler School	DonorsChoose	18.98	Classroom Essentials
Doerfler School	DonorsChoose	18.98	Classroom Essentials
Doerfler School	DonorsChoose	19.64	Classroom Essentials
Doerfler School	DonorsChoose	135.38	Life Skills, Students with Disabilities
Doerfler School	DonorsChoose	574.50	Life Skills, Music & The Arts
Doerfler School	DonorsChoose	631.98	Wisconsin's Winter Wonderland!
Doerfler School	DonorsChoose	699.58	Life Skills
Doerfler School	DonorsChoose	701.57	Life Skills, STEM
Dr. B Carson Academy of Science	DonorsChoose	162.90	Life Skills, STEM
Dr. B Carson Academy of Science	DonorsChoose	166.24	Perfect Paper for Every Project
Eighty-First Street School	DentaQuest	600.00	Tables, Chairs, and Tooth Brushes
Fernwood School	DonorsChoose	279.77	Health Sports & Wellness
Fernwood School	DonorsChoose	363.36	Health Sports & Wellness, STEM
Fernwood School	DonorsChoose	600.51	Montessori and the ABCs
Forest Home Avenue School	DonorsChoose	9.99	Classroom Essentials
Forest Home Avenue School	DonorsChoose	10.52	Classroom Essentials
Location	Donor	Amount	Gift or Purpose
Forest Home Avenue School	DonorsChoose	42.76	Classroom Essentials
Forest Home Avenue School	DonorsChoose	134.71	Music & The Arts

Location	Donor	Amount	Gift or Purpose
Forest Home Avenue School	DonorsChoose	285.91	Let's Build a Musical Library!
Forest Home Avenue School	DonorsChoose	415.13	Literacy & Language
Forest Home Avenue School	DonorsChoose	510.46	New Beginnings New Carpet
Forest Home Avenue School	DonorsChoose	580.67	My Wonderful Learning Space
Forest Home Avenue School	DonorsChoose	618.49	Creation Through Inspiration!
Forest Home Avenue School	DonorsChoose	665.69	Back to School!
Forest Home Avenue School	DonorsChoose	711.65	Bilingual Back to School
French Immersion School	DonorsChoose	170.81	Cruising Classroom
French Immersion School	DonorsChoose	319.28	Life Skills
Gaenslen School	DonorsChoose	57.98	Classroom Essentials
Gaenslen School	DonorsChoose	206.98	Poly Folders Preferred
Gaenslen School	DonorsChoose	782.46	Enhanced Learning Environment
Gaenslen School	DonorsChoose	1,266.26	Students with Disabilities
Goodrich School	DonorsChoose	9.75	Classroom Essentials
Goodrich School	DonorsChoose	13.58	Classroom Essentials
Goodrich School	DonorsChoose	14.00	Classroom Essentials
Goodrich School	DonorsChoose	18.98	Classroom Essentials
Goodrich School	DonorsChoose	18.98	Classroom Essentials
Goodrich School	DonorsChoose	18.98	Classroom Essentials
Goodrich School	DonorsChoose	18.98	Classroom Essentials
Goodrich School	DonorsChoose	22.13	Classroom Essentials
Goodrich School	DonorsChoose	27.16	Classroom Essentials
Goodrich School	DonorsChoose	150.52	Classroom Essentials
Goodrich School	DonorsChoose	160.48	Pockets Full of Learning
Goodrich School	DonorsChoose	188.25	Positive Behavior Incentives
Goodrich School	DonorsChoose	189.75	Back to School Essentials
Goodrich School	DonorsChoose	217.59	Choice Time!
Goodrich School	DonorsChoose	233.00	Students with Disabilities
Goodrich School	DonorsChoose	264.99	Let's Glow!
Goodrich School	DonorsChoose	270.89	Books Just for Them!
Goodrich School	DonorsChoose	292.30	Classroom Library Refresh
Goodrich School	DonorsChoose	299.32	Let's Read!
Goodrich School	DonorsChoose	300.97	Lap Desks for Learning
Goodrich School	DonorsChoose	314.79	Writing and the Alphabet
Goodrich School	DonorsChoose	321.44	Life Skills, Literacy & Language
Goodrich School	DonorsChoose	330.32	Appliances for Mealtime!
Goodrich School	DonorsChoose	366.77	Snacks to Increase Learning!

Location	Donor	Amount	Gift or Purpose
Goodrich School	DonorsChoose	420.38	P is for Paint
Goodrich School	DonorsChoose	421.23	Safe and Healthy
Goodrich School	DonorsChoose	436.00	File Folder Resources
Goodrich School	DonorsChoose	476.52	Snack Time
Goodrich School	DonorsChoose	523.59	Restock Ready for Next Year
Goodrich School	DonorsChoose	709.13	Axolotl Tank Upgrade!
Grant Gordon Learning Center	DonorsChoose	334.44	Life Skills, Music & The Arts
Grant Gordon Learning Center	DonorsChoose	524.01	Life Skills, Music & The Arts
Grantosa Drive School	DonorsChoose	307.96	Life Skills
Greenfield School	DonorsChoose	9.49	Classroom Essentials
Greenfield School	DonorsChoose	19.99	Classroom Essentials
Greenfield School	DonorsChoose	446.20	Literacy & Language
Gwen T. Jackson School	DonorsChoose	282.43	Every Seat on The Right Spot!
Gwen T. Jackson School	DonorsChoose	524.32	New Year, New Supplies
Gwen T. Jackson School	DonorsChoose	546.54	Equal Opportunity
Gwen T. Jackson School	DonorsChoose	651.83	Literacy & Language, Music & The Arts
Hartford University School	DonorsChoose	155.70	Life Skills
Hartford University School	DonorsChoose	246.41	Food Is Brain Fuel!
Hartford University School	DonorsChoose	369.04	Tools and Snacks for Success!
Hartford University School	DonorsChoose	452.13	STEM
Hawthorne School	DonorsChoose	15.05	Classroom Essentials
Hawthorne School	DonorsChoose	37.89	Classroom Essentials
Hawthorne School	DonorsChoose	145.68	Help Us Hydrate!
Hawthorne School	DonorsChoose	184.23	Back to School Supplies!
Hawthorne School	DonorsChoose	406.97	STEM
Hawthorne School	DonorsChoose	497.29	Let's Puzzle Together
Hawthorne School	DonorsChoose	848.30	Light Up the Pre-K School Year!
Hayes Bilingual School	DonorsChoose	32.67	Classroom Essentials
Hayes Bilingual School	DonorsChoose	298.34	Literacy & Language
Hayes Bilingual School	DonorsChoose	374.32	A Great Start
Hayes Bilingual School	DonorsChoose	520.05	Get Ready To Learn
Hayes Bilingual School	DonorsChoose	632.16	Readers Are Leaders
Hayes Bilingual School	DonorsChoose	1,217.36	Students with Disabilities
Hi-Mount School	DonorsChoose	727.05	Supplies, Snacks and Rewards
Holmes School	DonorsChoose	271.57	Bookshelves Need a Facelift
Holmes School	DonorsChoose	271.57	Improve My Bookshelves
Holmes School	DonorsChoose	282.52	Library Needs Better Shelving
Holmes School	DonorsChoose	293.76	Reading and Desk Chairs Needed!

Location	Donor	Amount	Gift or Purpose
Holmes School	DonorsChoose	297.75	Fix the Bookshelves!
Holmes School	DonorsChoose	364.89	Books for the Library!
Holmes School	DonorsChoose	371.81	A Library Needs Books!
Holmes School	DonorsChoose	400.07	Book Bins for Book Sets
Holmes School	DonorsChoose	409.07	Literacy & Language
Holmes School	DonorsChoose	498.08	Literacy & Language
Keefe Avenue School	DonorsChoose	24.54	Classroom Essentials
Kilbourn School	DonorsChoose	21.01	Classroom Essentials
Kilbourn School	DonorsChoose	21.50	Classroom Essentials
Kilbourn School	DonorsChoose	258.01	Health Sports & Wellness
Kilbourn School	DonorsChoose	488.96	Magnet Fun!
Kilbourn School	DonorsChoose	516.69	Literacy & Language, STEM
King Elementary School	DonorsChoose	651.48	Racial Justice & Representation
King High School	DonorsChoose	15.05	Classroom Essentials
King High School	DonorsChoose	17.03	Classroom Essentials
King High School	DonorsChoose	18.39	Classroom Essentials
King High School	DonorsChoose	21.64	Classroom Essentials
King High School	DonorsChoose	96.86	Classroom Essentials
King High School	DonorsChoose	179.55	Classroom Essentials
King High School	DonorsChoose	293.49	Hamlet Help, Class Set!
King High School	DonorsChoose	412.86	Books by James Baldwin
King High School	DonorsChoose	648.02	Mental Health Restock
King High School	DonorsChoose	737.75	Literacy & Language
King High School	DonorsChoose	745.08	STEM
King High School	DonorsChoose	814.64	STEM
Kluge School	DonorsChoose	9.99	Classroom Essentials
Kluge School	DonorsChoose	484.95	Ready to Learn the Stem Way!
Kluge School	DonorsChoose	819.26	Life Skills, STEM
Kluge School	DonorsChoose	863.27	Hello Parents!
Lincoln Middle School	DonorsChoose	9.49	Classroom Essentials
Lloyd Barbee Montessori	DonorsChoose	150.88	Indoor Recess Fun
Lloyd Barbee Montessori	DonorsChoose	377.94	Life Skills, Literacy & Language
Lloyd Barbee Montessori	DonorsChoose	861.72	STEM
Longfellow Elementary	DonorsChoose	87.24	Classroom Essentials
Lowell School	DonorsChoose	314.49	A Safe Space for Students
MacDowell Montessori	DonorsChoose	139.05	Book! Books! Books!
MacDowell Montessori	DonorsChoose	174.45	Hands-On Materials
MacDowell Montessori	DonorsChoose	539.30	Keeping our Kids Healthy!
MacDowell Montessori	DonorsChoose	664.73	Words Matter in Speech Therapy
Manitoba School	David Siegel	1,443.41	Office Depot Gift Card for Supplies

Manitoba School	DonorsChoose	537.50	Teachers Help Teachers!
Manitoba School	DonorsChoose	754.01	Raising Superstars!
Maple Tree School	DonorsChoose	373.39	Organizing for Little Learners
Maple Tree School	DonorsChoose	721.95	New Headphones
Maple Tree School	DonorsChoose	825.01	Social Emotional Stories
Marshall High School	DonorsChoose	556.71	New Year New Everything!
Meir School	DonorsChoose	318.99	Regulation Tools
Milwaukee High School of the Arts	DonorsChoose	136.52	Literacy & Language
Milwaukee High School of the Arts	DonorsChoose	601.39	Journaling for Healthy Minds
Milwaukee Sign Language School	DonorsChoose	9.49	Classroom Essentials
Milwaukee Sign Language School	DonorsChoose	33.22	Classroom Essentials
Milwaukee Sign Language School	DonorsChoose	374.72	Book Nook- A Space for Reading
Mitchell School	DonorsChoose	300.68	Welcome Back
Mitchell School	DonorsChoose	831.43	Warmth Care & Hunger
Morgandale School	DonorsChoose	583.01	Healthy and Happy Teens
Morgandale School	DonorsChoose	638.90	Coding With Bee Bots
Morgandale School	DonorsChoose	662.11	Colors of the Rainbow
Ninety-Fifth Street School	DonorsChoose	136.02	Socks and More Socks!
Ninety-Fifth Street School	DonorsChoose	137.05	Hands-On Materials for Fall!
Ninety-Fifth Street School	DonorsChoose	265.89	Tales of a Fourth Grade Nothing
Ninety-Fifth Street School	DonorsChoose	355.99	Life Skills, Music & The Arts
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Mari Grobschmidt	100.00	School Supply Drive
Office of Communications and School Performance - Strategic Partnerships and Customer Service	R. Ramage	150.00	School Supply Drive
Location	Donor	Amount	Gift or Purpose
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Fiserv Forum	200.00	School Supply Drive
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Andrew Kuzmic	300.00	School Supply Drive
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Susan Butkowski	320.00	School Supply Drive
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Colleen Martinez	340.00	School Supply Drive
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Kelly Durow	350.00	School Supply Drive

Location	Donor	Amount	Gift or Purpose
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Mark Ziebell - Cedarburg/Grafton Rotary Club	1,500.00	School Supply Drive
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Chris Mulloy - Vitas Healthcare Milwaukee	2,000.00	School Supply Drive
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Kara Crockett	3,000.00	School Supply Drive
Parkside School	DonorsChoose	593.25	Literacy & Language, Students with Disabilities
Parkside School	DonorsChoose	622.11	Starting the Year Off Right!
Parkview School	DonorsChoose	315.26	Kindergarten Memory Shirts
Parkview School	DonorsChoose	469.34	Let's Cook!
Parkview School	DonorsChoose	476.22	Life Skills, STEM
Parkview School	DonorsChoose	507.36	Literacy & Language
Parkview School	DonorsChoose	812.70	Barbie Dolls!
Pulaski High School	DonorsChoose	175.65	Literacy & Language, Racial Justice & Representation
Pulaski High School	DonorsChoose	356.32	Warmth Care & Hunger
Pulaski High School	DonorsChoose	449.91	Literacy & Language, Racial Justice & Representation
Pulaski High School	DonorsChoose	459.34	Literacy & Language, Racial Justice & Representation
Ralph Metcalfe School	DonorsChoose	27.07	Classroom Essentials
Riverside High School	DonorsChoose	341.08	Racial Justice & Representation, STEM
Riverside High School	DonorsChoose	671.39	New Supplies for the New Year
Riverwest Elementary	DonorsChoose	157.11	Personal Space Books for Kids!
Riverwest Elementary	DonorsChoose	542.19	MO Books for PETE'S Sake!
Riverwest Elementary	DonorsChoose	550.97	Colorful Rainbow
Riverwest Elementary	DonorsChoose	558.46	Extra Clothing!
Riverwest Elementary	DonorsChoose	749.58	Math with Our Hands!
Rogers Street Academy	DonorsChoose	32.99	Classroom Essentials
Siefert School	DonorsChoose	209.52	Puppet Parade!
Siefert School	DonorsChoose	222.85	Delightful Dictionaries!
Siefert School	DonorsChoose	232.80	Magnificent Math!
Siefert School	DonorsChoose	232.80	Hurray for Homework!
Siefert School	DonorsChoose	242.95	Magnificent Magnetic Letters!
Siefert School	DonorsChoose	369.79	Lead the Way with LEGO Bricks!
Siefert School	DonorsChoose	511.29	The Power of Post-Its!
Spanish Immersion School	DonorsChoose	38.93	Classroom Essentials

Location	Donor	Amount	Gift or Purpose
Spanish Immersion School	DonorsChoose	232.99	Clean and Refresh classroom!
Spanish Immersion School	DonorsChoose	304.03	It's Meeting Time!
Spanish Immersion School	DonorsChoose	395.39	Health Sports & Wellness
Spanish Immersion School	DonorsChoose	508.00	Literacy & Language
Starms Discovery School	DonorsChoose	151.76	D Is for Decodable Readers
Starms Discovery School	DonorsChoose	159.22	Bulletin Boards
Starms Discovery School	DonorsChoose	301.54	Literacy & Language
Starms Discovery School	DonorsChoose	410.33	Flexible Seating!
Story School	DonorsChoose	297.61	Your Turn!
Trowbridge School	DonorsChoose	10.87	Classroom Essentials
Trowbridge School	DonorsChoose	19.64	Classroom Essentials
Trowbridge School	DonorsChoose	23.07	Classroom Essentials
Trowbridge School	DonorsChoose	134.97	Life Skills, STEM
Trowbridge School	DonorsChoose	147.56	Regulation Station
Trowbridge School	DonorsChoose	152.69	A Rug for Firsties!
Trowbridge School	DonorsChoose	170.31	Sounds Good to Us
Trowbridge School	DonorsChoose	170.31	STEM, Students with Disabilities
Trowbridge School	DonorsChoose	206.07	Snacks Are Our Gasoline!
Trowbridge School	DonorsChoose	213.99	Ink to Get Us Thinking
Trowbridge School	DonorsChoose	213.99	We Need Ink to Think!
Trowbridge School	DonorsChoose	241.20	Students with Disabilities
Trowbridge School	DonorsChoose	336.47	Life Skills, Literacy & Language
Trowbridge School	DonorsChoose	395.39	Literacy & Language, Students with Disabilities
Trowbridge School	DonorsChoose	418.47	Classroom Basics
Trowbridge School	DonorsChoose	451.66	Tiny Hands Need Tiny Tools
Trowbridge School	DonorsChoose	488.79	Health Sports & Wellness
Trowbridge School	DonorsChoose	4,189.76	Literacy & Language, Students with Disabilities
Victory School	DonorsChoose	99.36	Classroom Essentials
Victory School	DonorsChoose	822.31	Success in Second Grade
Victory School	DonorsChoose	829.60	Just the Basics
Vieau School	DonorsChoose	213.84	Literacy & Language
Vieau School	DonorsChoose	239.17	Caterpillars Growing Up
Vieau School	DonorsChoose	451.88	Health Sports & Wellness
Vieau School	DonorsChoose	461.46	Cubbies for Kids!
Vieau School	DonorsChoose	539.99	Replenishing for Readiness

Location	Donor	Amount	Gift or Purpose
Vieau School	DonorsChoose	618.59	Learning and Having Fun
Vieau School	DonorsChoose	643.20	Comfortable Class
Vieau School	DonorsChoose	883.45	Sweatpants for Students
Walt Whitman School	DonorsChoose	241.61	Let's Get Organized!
William Cullen Bryant School	DonorsChoose	145.14	Classroom Essentials
William Cullen Bryant School	DonorsChoose	176.34	Story Works Magazines Rock!
William Cullen Bryant School	DonorsChoose	204.01	Supplies for Success!
William Cullen Bryant School	DonorsChoose	253.79	Diminish Distractions!
William Cullen Bryant School	DonorsChoose	371.46	Catapult My Clothing Closet!
William Cullen Bryant School	DonorsChoose	374.42	Literacy & Language
William Cullen Bryant School	DonorsChoose	646.63	Flex Seating to the Rescue
William Cullen Bryant School	DonorsChoose	692.50	New Grade, New Year!
<i>Total Non-Monetary Donations</i>		<i>105,940.28</i>	
<i>Total Value of Donations</i>		<i>117,895.69</i>	
* Donations from MPS Alumni-			

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 3.06 - Fiscal Accounting and Reporting

Fiscal Impact Statement

This item does not authorize expenditures.

Committee's Recommendation

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

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

* * * * *

(Item 8) Action on Monthly Facilities Matters: FMS Award of Construction Contract, Material Purchase, and Informational Report Recommendation

Award of Contracts

The contract award recommendations for the October, 2024 Regular Board meeting are listed below for your review. Adequate funding is available in the accounts as noted.

Construction Contracts

Playfield Renovation

Lincoln Playfield

Prime Contractor

Zignego Company, Inc.

W226 N2940 Duplainville Road

Waukesha, WI 53186

Low Bidder, Base Bid of..... \$5,126,645.00

HUB

Certified HUB Vendor? No

Total # of Employees 151

Total # of Minorities 76

Total # of Women 14

Required..... 15%

Submitted..... 15%

\$ Value \$772,550.00

COIN

Required..... 10%

Student Engagement

Paid Employment (Required Hours)..... 1000 Hours

Career Education Activity (Required Hours)..... 10 Hours

Funds are available for the Lincoln Playfield Renovation project from account code STS 00 RFI RC ECNC (Project No 7096). The project contract start date is scheduled for October 25, 2024, and completion date is September 26, 2025.

Total construction contract dollars awarded \$5,126,645.00

Total dollars HUB participation..... \$772,550.00

% of HUB participation 15%

% Minority employees within company 50%

% Women employees within company 9%

Material Purchase

Aluminum Roof Coating

Various MPS Sites

Prime Contractor

Roofers Mart of Wisconsin

4710 North 124 Street

Wauwatosa, WI 53226

Base Bid of..... \$50,400.00

Funds are available for the Aluminum Roof Coating project account code FAR 00 MM2 DW ECNC (Project No. 8926).

Informational Report on Purchase Orders in Excess of \$50,000

In compliance with Administrative Policy 3.09(5)(b)1, the Administration is reporting purchase orders whose collective net value exceeds \$50,000.

Life Consulting

The Department of Facilities and Maintenance Services (DFMS) was able to onboard additional youth apprentices for FY24 to participate in the construction trades program. In order for DFMS to expand the program, DFMS needed more resources to organize the additional youth apprentices along with youth apprentice events such as the Skilled Trades Fair. Life Consulting (Vendor V0000000522) was hired to assist DFMS. Individual purchase orders were under \$5,000.

DFMS issued purchase orders totaling \$65,090.98 from account code STW 0 S7C4 FM ECTS Purchase Orders Amount: \$65,090.98

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 3.09 - Purchasing and Bidding Requirements

Fiscal Impact Statement

This item authorizes expenditures for:

Construction Contract:

Total Construction Contract Requested = \$5,126,645.00

Material Purchase:

Total Material Purchase Requested = \$50,400.00

Informational Report:

Total Purchase Orders Issued = \$65,090.98

Implementation and Assessment Plan

Upon the Board's approval, the attached construction contract, material purchase, and informational report will be executed.

Committee's Recommendation

Your Committee recommends that the Board approve the attached construction contract, material purchase, and informational report.

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

* * * * *

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

Background

Cooperative Authorization to Enter into a Contract with Critical Response Group, Inc. for Digital Mapping of MPS School Buildings

The Administration is requesting authorization to enter into a contract with Critical Response Group, Inc. for digital mapping of our school buildings.

Contractor shall provide Milwaukee Public Schools with digital mapping (also called digital cartography) of thirty-four (34) of the highest-need Milwaukee Public Schools across the District. The primary function of this technology is to produce maps that give accurate representations of a particular area, and in our case, our school buildings. These maps will enable faster responses to emergencies in our schools

Most of these services will be covered using Wisconsin Department of Justice (DOJ) grant funds awarded to MPS and will aid first responders and make MPS comply with the School Safety Initiative (St. SSI) 2021 Wisconsin Act 109.

This purchase is made under The Interlocal Purchasing System (TIPS) Cooperative Contract #230202.

The term of the contract runs from November 1, 2024 through June 30, 2026 and will not exceed \$230,577.09.

Budget Code:

OGA-0-S-DM4-SA-ECTS\$193,816.00

OGA-0-0-SST-DW-ECTS\$36,761.09

Critical Response Group, Inc..

PRIME VENDOR

HUB PARTICIPATION

Required0%

Proposed.....0%

\$ Value N/A STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment-Hour Commitment: 0 HOURS

Student Career-Awareness Commitment: 0 HOURS

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy3.09 - Purchasing and Bidding Requirements

Fiscal Impact Statement

This item authorizes expenditures as indicated in the attachments.

Implementation and Assessment Plan

Upon approval by the Board, the contracts will begin as indicated in the attachments.

Committee’s Recommendation

Your Committee recommends that the Board authorize the professional services contracts as set forth in the attachments to this item.

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

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(Item 10) Action on the Award of Exception-to-Bid Contracts

Background

Exception Authorization to Extend a Contract with First Stage Milwaukee, Inc. dba First Stage for Field Trips and Arts and Theater Workshops

The Administration is requesting authorization to extend the contract with First Stage Milwaukee, Inc. dba First Stage for field trips and arts and theater workshops services. This contractor provides field trip packages, Arts Integrated Workshops, Theater Skills Workshops, and Storytelling Events.

All activities are rooted in Wisconsin and National Common Core Standards and incorporate developmentally appropriate ELA and social/emotional learning topics.

This will be the first and final extension of this contract.

The original contract ran from November 20, 2023 through November 19, 2024. This contract extension will run from November 20, 2024 through November 19, 2026 (Years 2 and 3) and will not exceed \$150,000.

Budget Code:

00000000BL-ECTS (budget code varies by purchase)..... \$150,000.00

 First Stage Milwaukee, Inc. dba First Stage

 HUB PARTICIPATION

 Required0

 Proposed.....NA

 \$ Value NA

 STUDENT ENGAGEMENT (hours per 12-month contract)

 Paid Student Employment Hour Commitment: 0 HOURS

 Student Career Awareness Commitment: 0 HOURS

Exception Authorization to Contract with Neola Inc for Board Support Services

The Administration is requesting authorization to enter into a contract with Neola Inc for board support services. Contractor will be used to support the Milwaukee Board of School Directors and School Administration to develop, update, and publish the district’s policies and procedures to align to statutory requirements and provide guidance for district operations.

Contractor will provide thorough policy and guideline updates to help the District establish and maintain legally compliant policies. In addition, Contractor will ensure compliance with federal and state laws, customize policy solutions tailored to the specific needs of the District, streamline policy development process quickly and efficiently, and ensure that policies are implemented consistently across the District.

The Exception to Bid has been granted on the basis of delivery date (Administrative Policy 3.09 (7)(E)(1)(b)(vii)). This vendor is able to meet the requirements of the District within our timeframe. Eighty percent of districts in Wisconsin use Neola for their policy

support services. Their familiarity with our District’s requirements further supports their ability to meet our needs.

The contract will run from December 1, 2024 through November 30, 2026, (the “Initial Term”), with one additional one-year option to extend if certain performance metrics incorporated into the contract are met.

The total cost of the contract in the Initial Term will not exceed \$125,000.

Budget Code: ADT-0-0-OBG-OB-ECTS....(Board Governance contacted services) \$125,000.00

 Neola Inc

 HUB PARTICIPATION

 Required 0%

 Proposed.....N/A

 \$ Value N/A

 STUDENT ENGAGEMENT (Hours per 12-month contract)

 Paid Student Employment Hour Commitment: 0 HOURS

 Student Career Awareness Commitment: 0 HOURS

Exception Authorization to Contract with TBEY Arts Center, Inc. for Dance Based Educational Program at Lincoln Middle School

The Administration is requesting authorization to enter into a contract with TBEY Arts Center, Inc. for dance based educational program with the focus of teaching a comprehensive understanding of dance as both an art form and a means of self-expression. The program shall also incorporate various dance styles, techniques, and cultural influences, fostering creativity, discipline, and a love for the arts.

Each class shall include up to (20) twenty 7th and 8th graders of Lincoln Middle School and be held Monday through Friday of each week.

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

The contract will run from November 1, 2024 through June 13, 2025, and the total cost will not exceed \$91,000.00

Budget Code: GEN-0-S-BDM-LN-ECTS.....	\$91,000.00
TBEY Arts Center, Inc.	
HUB PARTICIPATION	
Required	0%
Proposed.....	NA
\$ Value NA	
STUDENT ENGAGEMENT (hours per 12-month contract)	
Paid Student Employment Hour Commitment: 400 HOURS	
Student Career Awareness Commitment: 10 HOURS	

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 3.09 - Purchasing and Bidding Requirements

Fiscal Impact Statement

This item authorizes expenditures as indicated in the attachments.

Implementation and Assessment Plan

Upon approval by the Board, the contracts will begin as indicated in the attachments.

Committee's Recommendation

Your Committee recommends that the Board authorize the exception-to-bid contracts as set forth in the attachments to this item.

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

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(Item 11) Action on a Resolution, in Accordance with Wisconsin Administrative Code 80.60(3), Stating the Board's Intent and Agreement to Self-Insure for Worker's Compensation Benefits

Background

It is Milwaukee Public Schools' longstanding practice to be self-insured for liability under the Wisconsin Worker's Compensation Act. In order to maintain this self-insured status, Milwaukee Public Schools is required every three years to reapply and provide the Department of Workforce Development with a resolution, passed by its governing body and signed by its chief executive stating its intent and agreement to self-insure. Wisconsin Administrative Code 80.60(3) imposes this mandate upon all Wisconsin political subdivisions and taxing authorities.

The Resolved portion of the resolution reads:

NOW, THEREFORE, BE IT RESOLVED that [Milwaukee Board of School Directors] MBSD does ordain as follows:

Provide for the continuation of a self-insured Worker's Compensation program that is currently in effect.

Authorize the forwarding of certified copies of this resolution to the Worker's Compensation Division, Wisconsin Department of Workforce Development.

Agree to faithfully report all compensable injuries and to comply with the Act and the rules of the Department.

Authorize MBSD, Office of Finance, Procurement and Risk Management to submit the application documents required for renewal of MBSD's self-insurance status for worker's compensation benefits.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Fiscal Impact Statement

This item does not authorize expenditures other than those already allocated to the worker's compensation budget.

Committee's Recommendation

Your Committee recommends that the Board adopt the resolution to authorize the renewal of the Board's self-insurance status at its regular meeting on October 31, 2024, as attached to this item.

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

* * * * *

COMMITTEE ON STUDENT ACHIEVEMENT AND SCHOOL INNOVATION

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

(Item 1) Report with Possible Action on the Regional Showcase - Central Region

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

Background

Based on the Board's action, the 2024-2025 monthly Regional Showcase item will provide a thorough picture of each region, including goals and progress in attaining them. In addition, strategies that are being successfully implemented within the region and that may be replicated will be included.

This month, the Central Region is featured. The Central Region comprises 28 schools, and serves 7,401 students in diverse settings to meet the varied needs of our students. The student body includes 6.3% English language learners, 21.9% students with disabilities, and 83.9% who are economically disadvantaged. Black or African American Students make up 79.6% of students, with an additional 6.7% who are Hispanic, 5.2% who are Asian, 3.2% who are white, 38% who are of multiple races, and .4% of students who are American Indian, Alaskan Native, or Native Hawaiian or Pacific Islander.

Schools in the Central Region include the following: Auer, Barbee, Bethune, Brown, Burbank, Clarke, Clemens, Douglas, Fifty-Third, Franklin, Grant Gordon, Hawley, Hi-Mount, Hopkins Lloyd, Jackson, Keefe, LaFollette, Pratt, Metcalfe, French Immersion, Neeskara, Sherman, Siefert, Starms Discovery, Frances Starms Early Childhood, Story, Thurston Woods, and Westside.

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

Climate Data for Central Region

- Attendance has increased from last year, from 89.10 attendance rate to 90.9%
- Suspensions have gone down from 11.80% last year to 1.5% this year.

Central Region Literacy Improvement Plan

- *Cycle 1:* Instructional Minutes; Literacy Block components; Whole Group Instruction
- *Cycle 2:* Setting up for small group instruction; differentiated small groups
- *Cycle 3:* Rigor within whole and/or small group instruction; Progress monitoring

Featured School: 53rd Street School

53rd Street School is home to 311 scholars, 21.5% of who are students with disabilities and for who 85.5% are economically disadvantaged.

School Improvement Plan- Instruction

EBIS - Science Based Literacy Instruction

Instructional Lever

- Explicit Instruction
- Student Engagement

Instructional Practices

- Scaffolding
- Differentiating

EBIS - Sense of Belonging

Culture and Climate Pathway - Belonging Before Learning

Culture and Climate Component - Relationships and Community

Students Belong Here

RISE Grant

- All teachers trained in relationship building
- 18 mindful student mentors
- 42 families receiving SEL books

PBIS Interventions

- Two staff trained in ropes and "wrap and map"
- ~80 students in groups
- Over 120 students with interventions

Attendance and Behavior Data

- Attendance Increased: 77.1 % 22-23 to 82.0% for 23-24
- Suspension Decreased: 26.9% 22-23 to 13.6% 23-24
- Behavior Referrals Decreased: 663 22-23 to 308 23-24

Family and Community Engagement

- Girls on the run
- Tiger Robotics
- Boys and Girls Club
- SCPMH
- In-school Family Events
- Playground Redevelopment

Looking Ahead

- We will:
- Increase academic achievement in ELA and Mathematics
 - Increase attendance
 - Improve school climate
 - Strengthen family and community engagement
 - Engage school community in our Playground Redevelopment

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy1.01 - Vision, Mission, Core Beliefs, and Goals

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(Item 2) Report with Possible Action on Green Tree Preparatory Academy (GPA)

Background

Green Tree Preparatory Academy (GPA) was established as an instrumentality charter school beginning with the 2019-20 school year. The current contract is for a maximum of 600 full-time equivalent (FTE) pupils in grades 6 through 12. GPA is located at 6850 N 53rd Street.

GPA’s mission is to build a body of student leaders who will lead or own tomorrow’s businesses. Green Tree’s vision is to provide a safe, nurturing, and professional community of learning where students are educated, empowered, and enabled to develop the essential skills necessary to lead and succeed.

On March 24, 2024, the Board approved a three-year charter school contract with Green Tree Preparatory Academy, Inc. for Green Tree Preparatory Academy (GPA) that included a 6-month report on the school progress.

Our Roots Run Deep...

Mission: To build a body of student leaders who will lead or own tomorrow’s businesses.
Our Roots run deep, plant your scholar at GPA and watch them grow...

Year	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25
Enrollment	215	252	275	444	484	536
Contract	420	570	720	870	870	600
Grades Served	6-9	6-10	6-11	6-12	6-12	6-12

Educational Programming

Middle School

- Science, Technology, Engineering, and Mathematics (STEM) focus
- World Language Exploration
- District Adopted Curriculum
- Advisory (Xello and Circle Forward)

High School

- Katherine Johnson Academy of College Preparation
- Charles Drew Academy of Science, Technology, Engineering, and Math
- Michelle Obama Academy of Leadership, Business, Law and Social Justice
- District Adopted Curriculum
- Advanced Placement Course Offerings
- Dual Enrollment and Internship Opportunities
- Advisory (Xello and Circle Forward)

Continuing to Move Forward

Continuous School Improvement Plan

Academic: Conduct Professional Learning Communities (PLC) with a focus on vocabulary and word acquisition that is implemented through instructional strategies to engage all students.

Climate/Culture: Implement Restorative Practices by including community building, framework norms, and introduction of topics during advisory.

Action Steps (PLC’s occur every Thursday)

- Provide professional development on instructional strategies to engage students with content level vocabulary.
- Analyze student outcomes and design instruction to meet students’ needs utilizing *Understanding by Design* framework.
- Provide professional development on restorative practices.
- Revisit routines and procedures weekly.
- Conduct weekly walk-throughs and provide descriptive feedback for staff on implementation of restorative practices.

Building a School Community

Year (timeline)	Staff Retention Rate
2021-22 (January 2021 to October 2021)	65%
2022-23 (January 2022 to October 2022)	47%
2023-24 (January 2023 to October 2023)	70%
2024-25 (January 2024 to September 2024)	98%

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 9.12 - Charter Schools

Fiscal Impact Statement

NA

Implementation and Assessment Plan

NA

Committee's Recommendation

Your Committee recommends that the Board

1. direct the Administration bring a report back in February 2025 with deeper metrics;
2. hold meetings with 1-2 Board members to discuss issues with the school;
3. resolve any pay issues, with urgency

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

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(Item 3) Report with Possible Action Regarding Art Education

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

Background

At its January 2020 meeting, the Milwaukee Board of School Directors referred Communication 1920C-004 regarding a proposed art education policy to the Administration for follow-up.

In alignment with the Board's direction, an advisory committee was formed to develop Administrative Policy 7.45: Art Education. The committee included MPS art educators, MTEA, Board members, and the Offices of Academics, Accountability and Efficiency, Board Governance, Finance and School Administration. As a result of the advisory committee's work, Administrative Policy 7.45: Art Education was adopted by the Board in May 2020.

The policy includes twice-yearly updates by the Administration relative to the progress in implementing the policy as well as next steps. The attached presentation provides an overview of the progress and next steps related to implementation of Administrative Policy 7.45: Art Education.

Success = Alignment and Connection

Academic Standard of Care

1. Build positive relationships with students and families.
2. Know what each student needs in each content area.
3. Conduct formative assessments regularly.
4. Differentiate instruction for students.
5. Instruct students at or above grade level.
6. Utilize scaffolding for students above and below grade level.
7. Design instruction using the content standards.
8. Use district-adopted/endorsed materials during instruction.
9. Center learning around student interests, voice, and choice.
10. Design learning experiences for students that are inquiry-based.

Visual Art Staffing as of 9-24-24

Visual art staffing for 2024–25:

- 133 art teachers
- 142 schools

Visual art vacancies:

- 21 schools
- 14 FTEs across the 22 schools
- 10 of 21 schools using Arts @ Large to fill vacancies
- 4 of 21 schools using TBEY to fill vacancies

- 3 of 21 schools using LTE or substitute teachers
- 4 schools undecided

Principal Survey Results as of 10-3-24

Does your art teacher have a dedicated classroom?

Yes: 95.8%

No: 0.0%

Other: Art has a shared space, as the teacher is part-time.

Were your art and music teachers involved in programming and scheduling for their classes in your building?

Yes: 76.4%

No: 23.6%

Please describe minutes of instruction for art

76.4% report that “my school is meeting the required minutes of instruction”

Grades 7-12 school leaders only: Are students given the option of choosing between music and art?

58.1% - No, all students take both music and art

27.9% - Yes, students can choose music or art

9.3% - My school does not have music

Other responses: “my school does not have art” and “my school has neither music nor art.

Visual Art Supports

- 2 visual art teacher leaders
- 1 full year of coaching provided to all teachers new to the district
- Mentoring available to teachers in years 2–5
- Subscriptions to The Art of Education
- Standards-aligned curriculum
- Aligned curriculum to ensure equity of skills taught across the district
- Supplement AMP supply funds through supply request form

Student Opportunities

Participation in contests and community events:

- Fire prevention
- MLK Art Contest
- Spelling bee T-shirt design
- STEAM Fair buttons
- Museum of Wisconsin Art Teen Exhibition
- Cesar Chavez Art Contest
- State Fair Youth Art Awards
- International Folk Fair murals

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 7.45 - Art Education

Fiscal Impact Statement

N/A

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(Item 4) Report with Possible Action Regarding Music Education

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

Background

At its August 2019 meeting, the Milwaukee Board of School Directors referred Communication 1920C-001 regarding a proposed music education policy to the Administration for follow-up.

In alignment with the Board's direction, an advisory committee was formed to develop Administrative Policy 7.44: Music Education. The committee included 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 such as the Wisconsin Conservatory of Music, and Board members. The advisory committee collaborated in finalizing Administrative Policy 7.44: Music Education, which the Board adopted in November 2019.

The policy includes twice-yearly (October and May) updates by the Administration relative to the progress in implementing the policy as well as next steps. The attached presentation provides an overview of the progress and next steps related to implementation of Administrative Policy 7.44: Music Education.

Academic Standard of Care

1. Build positive relationships with students and families.
2. Know what each student needs in each content area.
3. Conduct formative assessments regularly.
4. Differentiate instruction for students.
5. Instruct students at or above grade level.
6. Utilize scaffolding for students above and below grade level.
7. Design instruction using the content standards.
8. Use district-adopted/endorsed materials during instruction.
9. Center learning around student interests, voice, and choice.
10. Design learning experiences for students that are inquiry-based

Music Staffing: 2024–25 School Year

Total of 133 music staff for 2024–25:

- 105 classroom teachers serving 95 schools
- 24 traveling music teachers serving 54 schools
- 2 music teacher leaders coaching 12 new teachers
- 2 instrument specialists serving all schools

Music Instruction: 2024–25 School Year

Music vacancies as of 9/30/24:

- 37 schools
- 27.4 FTE across the 37 schools
 - 7 full-time vacancies in a single school
 - 15 paired positions full-time serving 2 schools
- 23 schools supported by community music partners (72.2%)
- 2 schools supported by traveling music teachers (18.8%)
- 12 schools undecided (9.0%)

7th and 8th Grade Music Plan – Update

For 2024–25, the six largest K–8 schools each received a 0.5 FTE certified music teacher and additional TMT support:

- Parkside and Congress added band and music technology
- Fernwood and Fairview added orchestra and piano
- Hayes and Vieau added band, drum line, and banda

For the 2025–26 school year, four K–8 schools will receive a 0.5 FTE certified music teacher and additional TMT support to add ensembles for 7th and 8th grade:

- Schools will be eligible if they have space for an ensemble teacher
- Enrollment is determined by third Friday numbers
- Schools will be paired to create a full-time position based on community music survey results

Principal Survey Results as of 10-3-24

Does your music teacher have a dedicated classroom?

Yes: 94.4%

Describe your minutes of music instruction.

My school is meeting required minutes. 52.8%

My school does not have a music teacher. 19.4%

My school is using contracted services. 11.1%

Does your school budget to meeting the minimum required amount for Traveling Music – 1 hour for every 100 students, 4th grade and above?

Yes: 41.7%

No: 18.1%

My school does not have 100 students: 23.6%

Music Feeder Pattern Data Study

How can we adjust our funding model to put traveling music supports where they will serve the most students?

- Where do 5th grade music students attend 6th grade?
- Where do 8th grade music students attend 9th grade?

When a pattern is identified, we can create purposeful alignment that matches the traveling music supports at the elementary, middle, and high school levels to strengthen our music programs.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 7.44 - Music Education

Fiscal Impact Statement

N/A

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(Item 5) Report with Possible Action on Postsecondary Enrollment

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

Background

Milwaukee Public Schools provides supports to students and families for postsecondary enrollment. This report will provide information on the postsecondary enrollment trends, the top institutions of higher education destinations, the work of the College and Career Centers, Free Application for Federal Student Aid (FAFSA) data, and current partnerships.

Postsecondary Enrollment in the Fall Following Graduation

Percent of High School Graduates							
2016	2017	2018	2019	2020	2021	2022	2023
45%	43%	43%	40%	35%	35%	35%	38%

Postsecondary Enrollment in the Fall Following Graduation

Percent of High School Graduates					
2016	2017	2018	2019	2020	2021
55%	52%	52%	48%	44%	43%

Class of 2016 Postsecondary Enrollment Progress

	2016- 17	2017- 18	2018- 19	2019- 20	2020- 21	2021- 22	2022- 23
Not in NSC to Date	50.6%	44.9%	42.3%	40.3%	39.2%	37.9%	36.8%
New to College	48.8%	5.7%	2.5%	1.9%	1.0%	1.2%	1.0%
Persisted		31.8%	25.7%	15.8%	9.3%	5.9%	4.6%
No Longer Enrolled & Not Graduated		16.6%	25.0%	30.4%	34.1%	36.1%	36.2%
Graduated	0.6%	1.0%	2.6%	9.1%	13.9%	16.6%	18.8%

Top 10 Universities – Class of 2023

Rank	Institution	# Students
1	Milwaukee Area Technical College	492
2	University of Wisconsin–Milwaukee	305
3	University of Wisconsin–Madison	123
4	Marquette University	83
5	Mount Mary University	51
6	Alverno College	49
7	University of Wisconsin–Whitewater	42
8	Milwaukee School of Engineering	28
9	University of Wisconsin–Parkside	16
10	Waukesha County Technical College	14

College and Career Centers

- Opened in August 2017: twenty-one College and Career Centers in all traditional high schools. CACC advisor support is also provided in alternative high schools.
- The CACCs are open during school hours and after school to assist students in grades 9–12:
 - o College advising and admissions
 - o Financial aid
 - o Scholarship applications
 - o Pre-college programs
 - o Resume writing
 - o Youth apprenticeship and internship applications
 - o ACT/SAT registration
 - o Job applications
- CACCs serve as physical hub for higher education, career, and community partners.

2024–25 FAFSA Completion*

MPS – 60.1% of students completing
 Wisconsin – 45.6% of students completing
 Nationwide – 51.7% of students completing

Postsecondary Partnerships

- M-Cubed Smart Start
 Scholarship and success coaching for MPS graduates at UWM and MATC
- Milwaukee Direct Admit and Direct Admit Wisconsin
 Year one of direct admissions programs for Class of 2025

- All-In Milwaukee
College completion and scholarship program
- PEOPLE Program
Pre-college program for grades 9–12 MPS students
- United Negro College Fair Empower Me Tour
HBCU college fair and scholarship event
- UW–Madison
Expanded recruitment efforts and MPS-specific campus visits

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

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

Fiscal Impact Statement

NA

Implementation and Assessment Plan

NA

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(Item 6) Report with Possible Action Regarding the MPS/MKE Early Childhood 1,825 Initiative

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

Background

In November 2018, the Milwaukee Public Schools in collaboration with the City of Milwaukee and other public and private partners announced an initiative and call to action to improve early child education across the city. The first five years (or 1,825 days) of life for a child are the most important when it comes to a child’s education and development. MPS and City leaders joined together to build on past momentum and push forward with the MPS/MKE Early Childhood 1,825 Initiative.

The mission of this work is to improve the learning experiences for children ages birth-through- five years in the city of Milwaukee by ensuring that all educators and childcare providers, who directly impact our students learning, possess the understanding, skill set, knowledge base, capacity, and resource needed to provide high quality instruction to all students participating in early childhood education programs.

This report provides an update to the work, accomplishments, and future tasks of the MPS/MKE Early Childhood 1,825 Initiative.

Academic Standard of Care

1. Build positive relationships with students and families.
2. Know what each student needs in each content area.
3. Conduct formative assessments regularly.
4. Differentiate instruction for students.
5. Instruct students at or above grade level.
6. Utilize scaffolding for students above and below grade level.
7. Design instruction using the content standards.
8. Use district-adopted/endorsed materials during instruction.
9. Center learning around student interests, voice, and choice.
10. Design learning experiences for students that are inquiry-based

Early Childhood Initiative Focus and Goals

Early Childhood Staff Development Provide high-quality professional learning opportunities for all early childhood care providers and educators

Equitable Resources Ensure that early childhood programs are equitably equipped with resources needed to meet the needs of the children and families they serve

Family Support and Transition Ensure that early childhood programs are equitably equipped with resources needed to meet the needs of the children and families they serve

Instruction Ensure that high quality, research-based instruction is provided for all early childhood children and students

Social Emotional and Cultural and Linguistic Needs Provide support for students to address SEL needs as well as take into consideration the cultural and linguistic needs of students.

Completed Work

Early Childhood Staff Development

- Presented at the Promoting Early Childhood Conference
- Offered a three-part Educator Well-Being series to MPS teachers

Equitable Resources

- Provided resources at the Celebrating Abilities Family Forum
- Compiled and shared a calendar of community summer events

Family Support and Transitions

- Held a S.O.L.E.L.Y. event focused on oral language development
- Developed a partnership with the Bay View Community Center

Instruction

- Supported teachers with Counting Collections routines
- Implemented play clinics to improve teacher-student interactions

Social and Emotional Learning and Cultural and Linguistic Needs

- Provided in-depth training on Conscious Discipline
- Connected with the Wisconsin Alliance for Infant Mental Health

Current Work

Early Childhood Staff Development

- Serving on planning committees for early childhood conferences
- Attending Wisconsin Early Childhood Association conference

Equitable Resources

- Updating MPS website to include community resources
- Creating calendar of events and distributing resources

Family Support and Transitions

- Planning for S.O.L.E.L.Y. event(s) focusing on school readiness
- Collaborating with Office of Early Childhood initiative

Instruction

- Supporting instructional staff with read-aloud strategies
- Expanding Smart Pre-K activities to external community

Social and Emotional Learning and Cultural and Linguistic Needs

- Planning for opportunities focusing on social-emotional learning
- Working with Bridges on social-emotional learning–focused goal

Future Work

- Co-plan events with partners to improve school readiness
- Plan for workshop opportunities that support health and wellness
- Attend early childhood conferences and share information and resources with partners
- Continue to work with community partners to provide resources and support to families of young learners

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy1.01 - Vision, Mission, Core Beliefs, and 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 reports of its delegates to the Library Board, the District Advisory Council, and CESA #1.

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

Report of the President of Milwaukee Board of School Directors

Hello everyone. Time has moved quickly, such that we are near the holiday season. October has been extremely busy for all, as our schools held numerous events, and our students enjoyed fall sports. Board members and district leaders joined school staff and community members to celebrate some big accomplishments with ribbon cutting ceremonies for building improvements, playground redevelopments and new additions.

Specifically, I joined our REFLO partners in a Ribbon Cutting ceremony to celebrate the completion of the Morse Middle School and Milwaukee Sign Language Elementary School playground redevelopment. Please check it out as there is too much for me to describe in this space. NOTE: This play space is available for community use when school is not in session.

Milwaukee High School of the Arts (MHSA) – As an alum, I could not miss this ribbon cutting. We celebrated much needed building improvements (windows, STEAM Lab and much more). The star of the year is the new Dance Studio addition, which allowed the restoration of the gym to full size.

Effective and Efficient Operations

Again, we held a very productive meeting of the Committee on Accountability, Finance and Personnel this month, where we had several important topics on the agenda, including a listening session for the public

to comment on the investment in and implementation of the state’s SRO mandate. We invited our City Council members to attend, so they could also hear from the public on this important topic. Thank you to those who were able to attend.

In terms of meeting attendance, I attended quite a few:

- Three detailed audit status meetings. These meetings are essential for keeping on track with our compliance activities and ensuring that the Board stays updated on the district’s audit work.
- One SASI committee meeting.
- The AFP committee meeting included the public hearing on SRO’s.
- Three meetings with OBG Board Clerk to review meeting schedules, discuss potential committee agenda items, board initiatives or projects.
- Four strategic meetings with our Kane Communications partners. These discussions focus on taking proactive steps to keep the public informed.
- One meeting with our attorney regarding personnel matters.
- Four meetings regarding the Long-Range Facilities Master Plan.
- One Council of Great City Schools Meeting.

Student, Family, and Community Engagement (Very Important Events)

1. I encourage everyone to remain diligent regarding the development of the Long- Range Facilities Master Plan (LRFMP). Please visit the website: MPS LRFMP to monitor information and sign up for updates directly. We need your input to help shape the school district’s future.

You will be able to review Perkins Eastman’s (MPS Consultants) proposed options for buildings and comment on them to help build the final plan. This plan will directly impact the future of school buildings and student experiences across Milwaukee.

2. Parents of 8th graders – do not miss this chance to explore MPS high schools, meet educators, learn about programs, and apply to secure your child’s school assignment for Fall 2025. HIGH SCHOOL EARLY ENROLLMENT ENDS on NOVEMBER 4th, 2024.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Statement

1.17 - President's Duties and Powers: Exo Officio Membership

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COMMUNICATIONS AND PETITIONS

(Item 1) Referral of Communication 2324C-04, from Anthem Blue Cross and Blue Shield Plans of Wisconsin

Background

Introduced for referral is the attached communication from Anthem Blue Cross and Blue Shield Plans of Wisconsin.

RE: RFP 1135 w/ Questionnaire (Medicare Advantage Plan, 1135)

Dear President Herndon:

I am a resident of the Milwaukee Public Schools District, a taxpayer within the District, and the President of the Anthem Blue Cross and Blue Shield Plans of Wisconsin (“Anthem”). As the Blues Plan

President, I have closely followed the Request for Proposal Process for the award of health care coverage for retired district teachers that is under consideration by the Board.

Cost is obviously a key consideration for all public bodies in these challenging economic times. Understandably then, the RFP criteria set by the District awarded 45% percent of the applicable points in the evaluation criteria towards the cost associated with the respective proposals. But when the District posted its recommended award to United Healthcare on its website, the award completely omitted cost consideration from its discussion.

To summarize then:

- Anthem provided its competitive bid for the Retiree plan that included significant cost savings to the School District and its Retirees, the driving evaluative criterion of the RFP evaluation.
- Anthem’s proposal would save the District approximately \$10 million a year and \$30 million over three years compared to the other bidder.
- Based upon a review of the limited release of public records, Anthem was awarded the highest point totals on the District’s own bid tabulation document.
- Anthem is prepared to partner with Milwaukee Public School District to provide comprehensive, cost effective, health care coverage for their Retirees but needs to know of the award to timely implement a solution.
- Anthem submitted public record requests to the District but received only minimal information and is still waiting on a further production; but we submitted a timely protest based on the bid tabulation document provided in response to public record requests showing Anthem as receiving the highest points. We have not received a response to our protest – although the rules require that a response should have been made by this time. It would be irregular that the District would move forward with an award with a pending protest.

I respectfully submit this letter for consideration by the Board pursuant to Board Rule 1.10 regarding Communications as testimony for Board consideration to finalize the approval of the Group Medicare Advantage plan. Anthem stands ready to support the implementation of our bid to save money for the District and taxpayers of Milwaukee.

Sincerely,
Paul C. Nobile
President & General Manager
Anthem Blue Cross Blue Shield

Referred to the Office of Accountability and Efficiency

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ITEMS DEFERRED

Having been previously deferred, the Board returned to consideration of the following items:

Consideration of and Possible Action on Performance Evaluation Data Relative to the Interim Superintendent of Schools

Listening Session on the Implementation of School Resource Officers (SROs) as a Result of ACT 12, has been set aside at the request of the Administration.

Director Siemsen moved to retire to closed session, pursuant to Wisconsin Statutes 19.85(1)(c), (d), and (e), for consideration of the items. The motion passed, the vote being as follows:

Ayes — Directors Garcia, Leonard, O’Halloran, Siemsen, Zombor, and Vice-President Gokalgandhi
— 6.
Noes — None - 0.

The Board adjourned from the closed session at 7:10 p.m., taking no action.

TINA OWEN-MOORE, Ed. L.D.
Board Clerk

DRAFT