

**BOARD OF SCHOOL DIRECTORS  
MILWAUKEE, WISCONSIN  
APRIL 25, 2023**

The Annual Organizational Meeting of the Board of School Directors was called to order by the Board Clerk at 5:33 p.m.

The following individuals, who were elected or re-elected to membership on the Board on April 4, 2023, were formerly seated upon certification by the City Clerk that they had taken the oath of office and are duly qualified to serve:

Marva Herndon, District 1  
Darryl Jackson, District 3  
Megan O'Halloran, District 8  
Erika Siemsen, District 2  
Missy Zombor., Member at Large.

Directors Aisha Carr., District 4; Marcela Garcia, District 6; Jilly Gokalgandhi, District 5; and Henry Leonard, District 7, are continuing members.

The following members responded to roll call:

Present — Directors Carr, Garcia, Gokalgandhi, Herndon, Jackson, Leonard, O'Halloran, Siemsen,  
and Zombor — 9.  
Absent — None.

**ELECTION OF TEMPORARY PRESIDING OFFICER**

**(Item 1) Election of a Temporary Presiding Officer**

**Background**

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The Board will designate a temporary presiding officer to conduct the election of a board president for the coming year.

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

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Board Rule 1.01, Organizational Meetings

**Fiscal Impact Statement**

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No fiscal impact.

**Recommendation**

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That the Board select a *chair pro tem*.

Director Siemsen nominated Director Garcia to be *Chair Pro Tem*.

The Board elected Director Garcia as *Chair Pro Tem* by unanimous consent.

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Director Garcia in the Chair.

## ELECTION OF THE BOARD'S OFFICERS

### **(Item 1) Election of a Board President for the Ensuing Board Year**

#### **Background**

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Wisconsin Statutes, sec. 119.10(2), provides, in part, that the Board at its annual organizational meeting "...shall elect a president from among its members to serve for one year and until a successor is chosen..."

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

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Board Rule 1.01, Organizational Meetings

#### **Fiscal Impact Statement**

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No fiscal impact.

#### **Recommendation**

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That the Board elect its president for the 2023-24 board year.

The Board proceeded to vote by roll call, with the following result:

Director Herndon — Directors Carr, Herndon, Jackson, Leonard, Siemsen, and Zombor — 6.  
Director Gokalgandhi — Directors Gokalgandhi, O'Halloran, and Garcia — 3.

Director Herndon, having received a majority of the votes of the membership, was duly elected President of the Board of School Directors for the ensuing year.

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President Herndon in the Chair.

### **(Item 2) Election of the Board's Vice President for the Ensuing Board Year**

#### **Background**

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Board Rule 1.01(3) provides for the election of a vice president for the ensuing board year.

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

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Board Rule 1.01, Organizational Meetings

#### **Fiscal Impact Statement**

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No fiscal impact.

#### **Recommendation**

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That the Board elect a vice president for the ensuing board year.

The Board proceeded to vote by roll call, with the following result:

Director Gokalgandhi — Directors Garcia , Gokalgandhi, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 7.  
Director Jackson — Directors Carr and Jackson — 2.

Director Gokalgandhi, having received a majority of the votes of the membership, was duly elected Vice President of the Board of School Directors for the ensuing year.

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## **DESIGNATION OF BOARD CLERK FOR ENSUING BOARD YEAR**

### **(Item 1) Designation of a Board Clerk for the Ensuing Board Year**

#### **Background**

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Wisconsin Statutes, sec. 119.10(2), provides, in part, that the Board at its annual organizational meeting "...shall designate an individual to serve as a clerk...."

Dr. Jacqueline Mann is the current Board Clerk.

#### **Strategic Plan Compatibility Statement**

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Goal 3, Effective and Efficient Operations

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

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Board Rule 1.01, Organizational Meetings

#### **Fiscal Impact Statement**

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No fiscal impact.

#### **Recommendation**

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That the Board select its board clerk for the 2023-24 board year.

By consensus of the Board, Dr. Jacqueline M. Mann was designated Board Clerk for the ensuing year.

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## **APPOINTMENT OF THE BOARD'S REPRESENTATIVES**

### **(Item 1) Designation of the Board's Representative to the Library Board**

#### **Background**

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Board Rule 1.17(6) prescribes that "[t]he President is a member ex officio of the Library Board as of his/her election to the presidency. If he/she advises the Board that he/she elects not to serve as a member ex officio of the Library Board, the Board shall at the next regular meeting by roll-call vote elect one of its other members to serve as a member ex officio of the Library Board."

Director Siemsen was the Board's representative on the Library Board for the 2022-23 board year.

#### **Strategic Plan Compatibility Statement**

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Goal 3, Effective and Efficient Operations

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

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Board Rule 1.01, Organizational Meetings

#### **Fiscal Impact Statement**

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No fiscal impact.

#### **Implementation and Assessment Plan**

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If the President elects not to serve, the Board will need to elect a representative by a roll call vote at its regular May meeting.

**Recommendation**

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That, if the President chooses not to serve as the Board's representative on the Library Board, the Board hold this item until the Board's regular May 2023 meeting, at which time the Board shall elect its representative to the Library Board, pursuant to Board Rule 1.17(7).

President Herndon having chosen not to serve as the Board's representative on the Library Board, this item was held over until the Board's regular monthly meeting in May, pursuant to Board Rule 1.17(7).

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**(Item 2) Designation of the Board's Representative to the Milwaukee Education Partnership**

**Background**

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The Milwaukee Board of School Directors is an Executive Partner of the Milwaukee Education Partnership (MEP), a PK-16 Council of education, labor, business, government, university, foundation, parent and community groups. The Executive Partners provide the ongoing direction and overarching goals and objectives for the work of the Partnership.

The Board's president is the Board's *ex officio* delegate to the Milwaukee Education Partnership.

If the President chooses not to serve, the Board may select a representative for the 2023-24 board year.

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

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Board Rule 1.28, Board Memberships

**Fiscal Impact Statement**

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No fiscal impact.

**Recommendation**

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That, if the Board's President chooses not to serve as the Board's representative to the Milwaukee Education Partnership, the Board select its representative for the 2023-24 board year.

President Herndon having suggested that the Board choose its representative to the Milwaukee Education Partnership, Director Garcia nominated Director Leonard.

The Board appointed Director Leonard as its representative by unanimous consent.

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**(Item 3) Designation of the Board's Delegate to the Wisconsin Association of School Boards (WASB)**

**Background**

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Board Rule 1.28, Board Memberships, states, in part:

(3) In regard to the Wisconsin Association of School Boards (WASB), The Milwaukee Board of School Directors, following receipt of notice of an upcoming election from the WASB, shall elect the WASB delegate for Region 14 in September, October, November, or December of the year preceding any new three-year WASB term. If a delegate is unable to fulfill his/her designated duties to the organization, the President shall be notified, and an election shall be held at the next regularly scheduled Board meeting, and, upon the Board's approval, a replacement delegate shall be assigned as the District's representative to WASB for the interim period of appointment or unexpired term, as provided under the WASB's Bylaws.

At its regular meeting of December 2020, the Board elected former Director Sequana Taylor as the delegate for WASB's Region 14 for the ensuing three-year term; however, as Director Taylor is no longer of

a member of the Board, the Board will need to elect a delegate to WASB until WASB gives notice of an upcoming election.

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

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Board Rule 1.28, Board Memberships

**Fiscal Impact Statement**

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No fiscal impact.

**Recommendation**

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That the Board appoint a delegate to serve the remainder of the current term.

Director Carr nominated herself to serve as the Board's representative to the Wisconsin Association of School Boards until receipt of notice of an upcoming election from WASB.

The nomination failed of approval, the vote being as follows:

- Ayes — Directors Carr, Jackson, and President Herndon — 3,
- Noes — Directors Garcia, Gokalgandhi, Leonard, O'Halloran, Siemsen, and Zombor — 6.

Director Gokalgandhi nominated Director Garcia to serve as the Board's representative to the Wisconsin Association of School Boards until receipt of notice of an upcoming election from WASB.

The nomination was approved, the vote being as follows:

- Ayes — Directors Garcia, Gokalgandhi, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 7.
- Noes — Directors Carr and Jackson — 2,

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**(Item 4) Appointment of the Board's Representative to CESA #1**

**Background**

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CESAs (Cooperative Educational Service Agencies) "...serve educational needs in all areas of Wisconsin by serving as a link between school districts and between school districts and the state. Cooperative Educational Service Agencies may facilitate communication and cooperation among all public and private schools, agencies, and organizations that provide services to pupils." (Wisconsin State Statutes, Chapter 116, 1983)

CESA #1 is a cooperative governed by an 11-member Board of Control representing 45 public school districts in southeastern Wisconsin. The Board of Control is elected by a delegate assembly at the CESA #1's annual convention. The delegate assembly consists of one school board member from each of the school districts in the CESA #1 region, with special provisions made for areas served by union high/K-8 districts.

The Board of Control sets policy, determines and assesses services to be delivered, and approves program costs. The Board of Control is also responsible for authorizing expenditures to operate CESA #1, including those for personnel, space, and equipment. It also appoints the executive director for CESA #1.

The Board's representative is also a member of the Board of Control for the current year.

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

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Board Rule 1.01, Organizational Meetings

**Recommendation**

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That the Board select its representative to CESA #1 for the current board year.

Director Siemsen nominated Director O'Halloran to serve as the Board's representative to CESA #1 for the current board year.

There being no other nominations, the Board, by unanimous consent, appointed Director O'Halloran to serve as its representative to CESA #1 for the current board year.

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**(Item 5) Appointment of the Board's Delegate to the MPS Head Start Policy Council**

**Background**

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The Board annually appoints one of its members as its delegate to the Head Start Policy Council. This delegate attends the meetings of the Policy Council and reports on activities of the Council as part of the Reports of the Board's Delegates at the regular monthly meetings.

Director Siemsen was the Board's delegate to the Head Start Policy Council for the 2022-23 board year.

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

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Board Rule 1.28, Board Memberships

**Fiscal Impact Statement**

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No fiscal impact.

**Recommendation**

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That the Board select its delegate to the Head Start Policy Council for the 2023-24 board year.

Director O'Halloran nominated Director Siemsen to serve as the Board's representative to the Head Start Policy Council for the 2023-24 board year.

There being no other nominations, the Board, by unanimous consent, appointed Director Siemsen to serve as its representative to the Head Start Policy Council for the 2023-24 board year.

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**(Item 6) Appointment of the Board's Liaison to the Title I District Advisory Council**

**Background**

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Milwaukee Public Schools established the District Advisory Council (DAC) to ensure that parents of all students have an opportunity to share their ideas about the needs of children, to assist in the planning and operation of Title I programs for children, and to participate in evaluating the success of Title I efforts.

The DAC meets monthly to learn about and advise on district strategies and programs that have an impact on families, particularly those related to Title I. All school leaders must identify two family members of students in their schools as their schools' representatives to the DAC.

Director Leonard was the Board's liaison to the Title I District Advisory Council during the 2022-23 Board Year.

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

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Board Rule 1.28, Board Memberships

**Fiscal Impact Statement**

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No fiscal impact.

**Recommendation**

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That the Board select its liaison to the Title I District Advisory Council for the 2023-24 board year.

Director Zombor nominated Director Leonard to serve as the Board's liaison to the Title I District Advisory Council for the 2023-24 board year.

There being no other nominations, the Board, by unanimous consent, appointed Director Leonard to serve as the Board's liaison to the Title I District Advisory Council for the 2023-24 board year.

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## UNFINISHED BUSINESS

### **(Item 1) Action on the Disposition of Unfinished Business Pending Before the Board and Its Committees at the Close of Business on April 20, 2023**

#### **Background**

Since the Board, by statute, is a continuing body, items of business pending before the Board at the close of its last business meeting of the board year (April 20, 2023) are to be submitted to the Board at its annual organizational meeting for referral to the appropriate Committees or for other disposition, as the Board sees fit.

The following lists are items that are pending before the Board and its Committees as of the close of business on April 20, 2023.

#### **Disposition of Pending Outcomes**

The following are resolutions have previously been adopted by the Board, but the fulfillment of the Board's action remains pending. Items from this list that are set aside will remain in the committees to which they were assigned, with the expectation that the work will be completed as directed.

#### **Committee on Accountability, Finance, and Personnel (AFP)**

##### **[1] Resolution 1920R-007**

Description	On the creation of a defined-contribution retiree health benefit
Adopted	September 2019
Pending Outcome	Explore the options and report back.
History	Carried over April 2020, 2021, and 2022

##### **[2] Resolution 2223R-015**

Description	On a review of the three-tier busing model
Adopted	March 2023
Pending Outcome	A report is due back, to include any recommendations

##### **[3] Resolution 2223R-019**

Description	On a Green Revolving Fund
Adopted	April 2023
Pending Outcome	A report on the plan framework and timeline is due back.

#### **Committee on Legislation, Rules and Policies (LRP)**

##### **[4] Resolution 2223R-001**

Description	On Youth Engagement
Adopted	January 2023
Pending Outcome	Revise Administrative Policy 9.14 to include student-focused language

#### **Committee on Student Achievement and School Innovation (SASI)**

##### **[5] Resolution 2021R-002**

Description	On an Equity Evaluation
Adopted	November 2022
Pending Outcome	Draft evaluation to be brought back to the Board

##### **[6] Resolution 2122R-004**

Description	On the Creation of a Middle-and-high-school Equity Work Group
Adopted	May 2021
Pending Outcome	Follow-up report due to come back.

##### **[7] Resolution 2223R-013**

Description	On a Food Justice Task Force
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Adopted January 2023  
 Pending Outcome First report is due back.  
**[8] Resolution 2223R-014**  
 Description On an Early Years Success Center  
 Adopted March 2023  
 Pending Outcome A report on the required plan is due back.

**[9] Resolution 2223R-018**  
 Description On the Establishment of a D/HH (Deaf/Hard of Hearing) Taskforce  
 Adopted April 2023  
 Pending Outcome A report on the taskforce's composition and timeline is due back.

### **Committee on Strategic Planning and Budget (SPB)**

**[10] Resolution 2021R-004**  
 Description Call for Regional Plan to Promote School Desegregation  
 Adopted June 2020  
 Pending Outcome Chair and co-chair of SPB to form a regional plan for school desegregation to be brought back to the Board for discussion.  
 History Carried over April 2021 and 2022.

### **Disposition of Unfinished Business**

The following are items that have not yet been dispensed with or other items that have been introduced but which have not yet considered by the Board. Items from this list that are set aside will be referred back to the appropriate committee for consideration.

### **Committee on Legislation, Rules and Policies**

**[11] Item**  
 Description Consideration of proposed revisions to Administrative Policies 8.28, Student Discipline; 8.23, Weapons in the Schools; and 8.31, Student Suspension  
 Author Administration  
 Introduced April 21, 2022  
 History April 21, 2022, Board referred item to Committee, where it remains pending.

### **Committee on Student Achievement and School Innovation (SASI)**

**[12] Resolution 1920R-013**  
 Description On elementary classroom sizes  
 Authors Directors Siemsen and Miller  
 Introduced January 2020  
 History March 2020, Administration requested additional time for further analysis. Carried over April 2020, 2021, and 2022.

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

Board Rule 1.01, Organizational Meetings

### **Fiscal Impact Statement**

No fiscal impact.

### **Implementation and Assessment Plan**

Any items set aside will be carried over for action during the 2023-24 board year. All remaining items will be placed on file.

### **Recommendation**

That the Board determine how it wishes to dispose of the pending items of business as presented.

Director O’Halloran asked to set aside items 1 through 9 and 11 and 12, which will be referred back to their respective committees for future consideration.

Director Jackson moved to place the remaining item, item 10, on file.

The motion passed, the vote being as follows:

- Ayes — Directors Carr, Garcia, Gokalgandhi, Jackson, Leonard, O’Halloran, Siemsen, Zombor, and President Herndon — 9.
- Noes — None.

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## REGULAR ITEMS OF BUSINESS

### (Item 1) Transmittal of and Possible Action on the Tentative 2023-24 Board Calendar, Including the Possible Waiver of Board Rules 1.01 and 1.02

#### Background

Provided below for the Board’s review is the tentative calendar of the meetings of the Board and its Committees for the 2023-24 Board year.

FP = Committee on Accountability, Finance, and Personnel; LRP = Committee on Legislation, Rules and Policies; PACE = Committee on Parent and Community Engagement; SASI = Committee on Student Achievement and School Innovation; SPB = Committee on Strategic Planning & Budget

All meetings are conducted in the Central Services Auditorium unless noted otherwise.

Calendar is subject to change.

#### 2023

<b>May</b>		29	Regular Board Meeting — 5:30 p.m.
3	<i>Proposed budget and notice of Statutory Public Hearing published</i>	<b>July**</b>	
4	SPB — 5:30 p.m.	4	<i>Independence Day — Central Services Closed</i>
9	PACE — 5:30 p.m.	27	Regular Board Meeting — 5:30 p.m.
	<i>1<sup>st</sup>-round budget amendments due to OBG by noon</i>	<b>August</b>	
11	SASI — 5:30 p.m.	8	PACE — 5:30 p.m.
15	<i>Analysis of 1<sup>st</sup>-round budget amendments to OBG by 5:00 p.m.</i>	10	SASI — 5:30 p.m.
16	AFP — 5:30 p.m.	15	Board Retreat*
18	SPB — 5:30 p.m.	22	AFP — 5:30 p.m.
19	<i>2<sup>nd</sup>-round budget amendments due to OBG by noon</i>	31	Regular Board Meeting — 5:30 p.m.
22	<i>Analysis of 2<sup>nd</sup>-round budget amendments to OBG by 5:00 p.m.</i>	<b>September</b>	
23	SPB — 5:30 p.m.	12	PACE — 5:30 p.m.
25	Regular Board Meeting — 5:30 p.m.	14	SASI — 5:30 p.m.
26	<i>Memorial Day Break — No Staff or Student Attendance</i>	19	AFP — 5:30 p.m.
29	<i>Memorial Day — Schools and Central Services Closed</i>	28	Regular Board Meeting — 5:30 p.m.
<b>June</b>		<b>October</b>	
6	PACE — 5:30 p.m.	10	PACE — 5:30 p.m.
8	SASI — 5:30 p.m.	12	SASI — 5:30 p.m.
13	Board Retreat*	16	<i>Updated budget information sent to board members</i>
15	LRP — 5:30 p.m.	17	<i>Board members submit proposed amendments to OBG by noon; amendments to Administration by the end of the day.</i>
19	<i>Juneteenth Day — Central Services Closed</i>	18	<i>Finance submits responses to amendments to OBG by noon</i>
20	AFP — 5:30 p.m.	19	AFP — 5:30 p.m.
22	SPB — 5:30 p.m.	24	Special Board Meeting — 5:30 p.m.: Adoption of Amended FY23 Budget
		26	Regular Board Meeting — 5:30 p.m.
		31	Board Retreat*

<b>November</b>		14	SASI — 5:30 p.m.
2	PACE — 5:30 p.m.	19	AFP — 5:30 p.m.
9	SASI — 5:30 p.m.	21	Regular Board Meeting — 5:30 p.m.
14	AFP — 5:30 p.m.	23-30	<i>Winter Break</i>
16	Regular Board Meeting — 5:30 p.m.	23	<i>Central Services Closed</i>
23	<i>Thanksgiving Day — Central Services Closed</i>	28	Regular Board Meeting — 5:30 p.m.
24	<i>Thanksgiving Break — Central Services Closed</i>	29	<i>New Year's Break — Central Services Closed</i>
<b>December</b>			
12	PACE — 5:30 p.m.		
<b>2024</b>			
<b>January</b>		29	Regular Board Meeting — 5:30 p.m.
1	<i>New Year's Day — Central Services Closed</i>	<b>March</b>	
9	PACE — 5:30 p.m.	5	Board Retreat*
11	SASI — 5:30 p.m.	12	PACE — 5:30 p.m.
15	<i>MLK, Jr., Day — Central Services Closed</i>	14	SASI — 5:30 p.m.
16	AFP — 5:30 p.m.	19	AFP — 5:30 p.m.
25	Regular Board Meeting — 5:30 p.m.	21	Regular Board Meeting — 5:30 p.m.
30	Board Retreat*	29	<i>Good Friday — Central Services Closed</i>
<b>February</b>		<b>April**</b>	
8	PACE — 5:30 p.m.	9	Board Retreat*
13	SASI — 5:30 p.m.	18	Regular Board Meeting — 5:30 p.m.
20	AFP — 5:30 p.m.	23	Annual Organizational Meeting — 5:30 p.m.

\*This calendar includes six dates for possible board retreats. The topics, locations, and times for these retreats will be determined throughout the board year. As this is a tentative calendar, retreat dates are subject to change.

\*\*Board Rule 1.09 states that the Board may, at its regular April and July meetings, give public hearing on all regular items of business, which shall replace the reports of standing committees.

Unlike the Board’s regular monthly meetings and its 2024 annual organizational meeting, whose scheduling is dictated by Board Rules 1.01 and 1.02, the tentative scheduling of committee meetings, while based on the Board’s practice over the past several years, is flexible, and the scheduling of any committee meeting may be adjusted by the chair of that committee, in consultation with the Board Clerk and the Administration.

As Board Rule 1.02 sets the days and times of the Board’s regular monthly meetings, any changes to the date of any regular Board meeting will require a suspension of that Rule. It must be noted, however, that Wisconsin Statutes, ch. 119.10(3), which governs the scheduling of regular monthly board meetings, states in part, "The Board shall hold a regular meeting at least once each month at times fixed and published by the Board in its rules..." In light of this, the City Attorney's Office has advised the Office of Board Governance that the public has the right to expect that the Board will adhere to its rules as they apply to the scheduling of its regular monthly board meetings.

Likewise, as Board Rule 1.01 sets the day of the Board’s annual organizational meeting, any changes to the date of the Board’s 2024 organizational meeting will require a suspension of that Rule.

**Strategic Plan Compatibility Statement**

Goal 1, Academic Achievement

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

Board Rule 1.01, Organizational Meetings

**Fiscal Impact Statement**

This item has no fiscal impact.

**Implementation and Assessment Plan**

Upon adoption of the tentative 2023-24 board calendars by the Board, the Office of Board Governance will publish the calendars and set up the meetings for the approved dates and times. In addition, the Office

of Board Governance will bring to the Board for approval any necessary revisions to board rules relative to the calendar.

**Recommendation**

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The Office of Board Governance recommends that the Board

- 1. waive Board Rules 1.01 and 1.02, if necessary, in order to set its 2023-24 calendar; and
- 2. determine how it wishes to proceed relative to the tentative calendar.

Director O'Halloran moved to waive Board Rules 1.01 and 1.02 and to approve the calendar as presented.

The motion passed, the vote being as follows:

- Ayes — Directors Carr, Garcia, Gokalgandhi, Jackson, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 9.
- Noes — None.

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**(Item 2) Annual Review of and Possible Action on the Board's Compensation**

**Background**

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Pursuant to the Board's action of November 28, 2000, the Board's compensation is to be reviewed annually at its organizational meeting.

The Board's action of November 2000 also set the Board's salaries at \$18,121 per year for board members and \$18,667 per year for the Board's president. Board members' compensation remained at this level for 21 years, until April 2022, at which time the Board increased its compensation by 4.7%, commensurate with the cost-of-living adjustment given to employees. Thus, the Board's compensation was adjusted to \$18,972 for board members, with compensation of \$19,544 for the Board's president for the 2022-23 board year.

**Strategic Plan Compatibility Statement**

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Goal 3, Effective and Efficient Operations

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

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Board Rule 1.01, Organizational Meetings

**Fiscal Impact Statement**

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The fiscal impact of this item is dependent on the action the Board wishes to take.

**Recommendation**

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That the Board determine how it wishes to proceed with the review.

Director Leonard moved to postpone consideration of this item until the June 2023 board cycle.

The motion passed, the vote being as follows:

- Ayes — Directors Carr, Garcia, Gokalgandhi, Jackson, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 9.
- Noes — None.

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The Board adjourned at 6:13 p.m.

JACQUELINE M. MANN, Ph.D.  
Board Clerk



**BOARD OF SCHOOL DIRECTORS  
MILWAUKEE, WISCONSIN  
MAY 16, 2023**

Special meeting of the Board of School Directors called to order by Vice President Gokalgandhi at 5:33 p.m..

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

The Board Clerk read the following call of the meeting:

May 11, 2023

Special Board Meeting — Statutory Public Hearing  
5:30 p.m., Tuesday, May 16, 2023

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

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

1. Statutory Public Hearing on the Proposed Fiscal Year 2023-24 School Operations, Construction, and Extension Fund Budgets

This meeting is being presented pursuant to the provisions of Section 119.16(8)(a), Wisconsin Statutes, which requires the Board to hold a public hearing on the proposed school budget. The purpose of this meeting is strictly for giving the public hearing. No action will be taken at this meeting. The Board may take action on the proposed FY2024 budget at its tentatively scheduled meeting of May 25, 2023.

This meeting will be broadcast via livestream audio and via MPS YouTube Stream, the links to which may be found at: <https://mpsmke.com/boardcast>.

Public testimony will be taken, in person and virtually, during the meeting. The deadline to register for access to the virtual speaker platform is 3:00 p.m. on May 16, 2023. Registration may be completed by phone or email:

To register by phone, call (414) 475-8200 and follow the instructions.

To register by email, visit MPS's Boardcast webpage at <https://mpsmke.com/boardcast> and complete the electronic form:

Written testimony may be submitted to the Milwaukee Board of School Directors by U.S. Mail at Milwaukee Board of School Directors, c/o Office of Board Governance, 5225 W. Vliet Street, Milwaukee, WI 53208; by email at [governance@milwaukee.k12.wi.us](mailto:governance@milwaukee.k12.wi.us); and by Fax at (414) 475-8071.

Written comments received before 3:00 p.m. on May 16, 2023, will be forwarded to the Board for its consideration.

JACQUELINE M. MANN, Ph.D.  
Board Clerk

The Board proceeded to give hearing on the proposed Fiscal Year 2023-24 School Operations, Construction, and Extension Fund Budgets.

The Board adjourned at 6:07 p.m.

JACQUELINE M. MANN, Ph.D.  
Board Clerk



# BOARD OF SCHOOL DIRECTORS MILWAUKEE, WISCONSIN MAY 25, 2023

Regular meeting of the Board of School Directors called to order by President Herndon at 5:38 p.m.

Present — Directors Carr, Garcia, Gokalgandhi, Herndon, Siemsen, Zombor, and President Herndon — 7.

Absent and Excused — Directors Leonard and O'Halloran — 2.

Before proceeding to its agenda, the President asked that the Board share in a moment of silence to commemorate the passing of the following members of the MPS community:

- Gertrude Batton, a retired general assistant from Marshall High School;
- Mercedes Brown-Weeks, a student at Vincent High School;
- Liza Dunn, a retired physical therapist with Specialized Services;
- Harold Grechowiak, a retired material handler with Facilities and Maintenance;
- Patricia Gumz, a retired teacher from South Division High School;
- Annie Jones, retired assistant principal from Rufus King High School;
- Brianna Nimox, a paraprofessional from William T. Sherman Multicultural Arts School;
- Theresa Sobiesczyk, a retired food service assistant; and
- Stanley McWilliams, principal of the Wisconsin Conservatory of Lifelong Learning.

## AWARDS AND COMMENDATIONS

### (Item 1) Presentation of the 2023 MPS Valedictorians and Salutatorians

#### Background

We are pleased to honor the following 2023 MPS Valedictorians and Salutatorians for their impressive academic accomplishments.

#### The Alliance School

Valedictorian: Marcos Gonzalez  
Salutatorian: KaChee Chang

#### Audubon High School

Valedictorian: Noah Buendia  
Salutatorian: Hayden Howe

#### Bay View High School

Valedictorian: Jennifer Adongo  
Salutatorian: Desmond Diburgo

#### Bradley Technology and Trade High School

Valedictorian: Steven Concepcion  
Salutatorian: Nur Jannah Mohammad Ali

#### Golda Meir School

Valedictorian: William Neeb  
Salutatorian: Katherine Jensen

#### Green Tree Preparatory Academy

Valedictorian: KarShonn Byirt  
Salutatorian: Xavier Anderson

#### Groppi High School

Valedictorian: William Sackitt  
Salutatorian: Amerika Jones

#### Hamilton High School

Valedictorian: Rung P Din  
Salutatorian: Mamah Konneh

#### MacDowell Montessori School

Valedictorian: Justice Warren  
Salutatorian: Jeniya Wright

#### Madison Academic Campus

Valedictorian: Frederick Calhoun  
Salutatorian: Chianang Xiong

#### Milwaukee High School of the Arts

Valedictorian: Sam Krajewski  
Salutatorian: Lily Kent

#### Milwaukee Marshall High School

Valedictorian: Jenny Yang  
Salutatorian: Deasia Clark

#### Milwaukee School of Languages

Valedictorian: Amelia Baldwin  
Salutatorian: Erica Lor

#### North Division High School

Valedictorians: Corey Thomas

Salutatorian: Naomi Elim  
 Salutatorian: Janae Gentry-Watson

Obama SCTE High School  
 Valedictorian: Antwania Hayes  
 Salutatorian: Annika Burton

Project STAY High School  
 Valedictorian: Tyria Turner  
 Salutatorian: Jesus Gallegos-Cuarenta

Pulaski High School  
 Valedictorian: Yesenia Dominquez  
 Salutatorian: Zabul Rahman Harun

Reagan College Preparatory High School  
 Valedictorian: Alyssa Aranda  
 Ava Antonie  
 Ava Quirk  
 Biak Tial  
 Dawoud Ziadeh  
 Dean Ziadeh  
 Elise Grandbois  
 Ella Kuba-Schuenke  
 Isabel Teoh  
 Isidora Andric  
 Leslie Garcia  
 Malak Ahmad  
 Miranda Aviles  
 Nicole Saranec  
 Rory Hoeschen  
 Victoria Velazquez Rojas

Riverside University High School  
 Valedictorian: Evelinda Arteaga  
 Salutatorian: Jaycelie Stewart

Rufus King International High School  
 Valedictorian: Andrea Anyanwu  
 Christiana Hansen  
 Eliza Link  
 Eva Groeschl  
 Haley Truss  
 Kasim Alexander  
 Leng Moua  
 Margaret Rorabeck  
 Maria Scannell  
 Maxwell Siegel  
 Noelle Glazewski  
 Skye Anderson  
 Tamara Huynh Rodriguez  
 Tenley Dugan  
 Salutatorian: Jordyn Plitzner  
 Leopold Biel  
 Nolan Farah

South Division High School  
 Valedictorian: Nur Shahira Ayub  
 Salutatorian: Nant May

Transition High School  
 Valedictorian: Ta Neece Young  
 Salutatorian: Nakyah Biامي-Byrd

Vincent High School  
 Valedictorian: Daidra Scott  
 Salutatorian: Casei McGuire

Washington High School of IT  
 Valedictorian: Daniel Louis  
 Salutatorian: Andrew Her

Wisconsin Conservatory of Lifelong Learning  
 Valedictorian: Daja D. Tomlinson-Mathis  
 Salutatorian: Shaniya Byrd

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**(Item 2) Presentation of the 2023 WIABE (Wisconsin Association of Bilingual Education) Award Recipients**

**Background**

The WIABE’s Conference is the largest gathering of parents, teachers, administrators, future teachers, and professors dedicated to serving bilingual and multilingual learners in the state of Wisconsin. The 44<sup>th</sup> Annual WIABE Conference took place April 21-23, 2023, in Wisconsin Dells, WI. Participants engaged in professional learning around bilingual education presented by nationally recognized keynote speakers and workshops led by bilingual educators.

WIABE’s Educators of the Year, Student Art and Writing Contest winners, and the Tony Báez Lifetime Achievement Recipient were recognized and celebrated at the conference. WIABE was proud to recognize MPS’s educators and students at this year’s conference. In all, 33 bilingual educators in the state were honored, with 17 of them being from the Milwaukee Public Schools.

They recognized teachers are:

- Samantha Camacho, Longfellow School
- Elizabeth M. Colón, Greenfield Bilingual School
- Dorka Paris Davila, Alexander Mitchell Integrated Arts School
- Itza L. Espinoza, Allen-Field School
- Rebecca Hanten, Milwaukee School of Languages
- Daniel Maldonado, Department of Black and Latino Male Achievement
- Angela Muñoz, Lincoln Avenue School
- Delia Pravia, Escuela Vieau

- Zaidimar Rivera, Forest Home Avenue School
- Silvia Rodriguez, Riley Dual Language Montessori School
- Gladys Rivera González, La Causa Charter School
- Ana B. Santiago, South Division High School
- Cindy Santiago, Morgandale School
- Monica Stanchfield-Bastardo, Kagel School
- Vanja Suvajac, Hamilton High School
- Margaret Villafuentes, Hayes Bilingual School
- Claribel Rodriguez, Rogers Street Academy, was honored posthumously.

The theme for WIABE's 9<sup>th</sup> annual student art and writing contests was "Welcome to My Multilingual, Multicultural World." In all, six students — three student artists and three student writers — were recognized as winners, three of whom were from Milwaukee. Each participant received a certificate of participation, and winners received \$100 cash prizes, one-night hotel stays at the Kalahari Resort, and additional prizes.

Student contest winners affiliated with Milwaukee Public Schools are:

- Miguel Casalegño, South Division High School, Grades 9-12 writing contest winner
- Zayan Montañez, La Causa Charter School, Grades 6-8 art contest winner
- Jer Niah Wright, Milwaukee School of Languages, Grades 9-12 art contest winner, whose artwork was featured on the conference program's cover.

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### **(Item 3) Presentation of the MPS 2023 Herb Kohl Educational Foundation Award Recipients**

#### **Background**

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Each year, the Herb Kohl Educational Foundation awards public and private school students scholarships in the categories of Excellence and Initiative, selected teachers receive Honoree Awards, and selected principals receive Leadership Awards.

#### **2023 MPS Excellence Scholarship Recipients**

Five MPS students received the Herb Kohl Excellence Scholarship Award for demonstrating strengths in academics, motivation, and leadership.

- Diego Alfaro, Rufus King International High School
- Eve Anderson, Rufus King International High School
- Eva Groeschl, Rufus King International High School
- Katherine Jensen, Golda Meir School
- Stephanie Santoyo-Bustos, Milwaukee School of Languages

#### **2023 MPS Initiative Scholarship Recipients**

Four MPS students received the Herb Kohl Initiative Scholarship Award for demonstrating strong initiative in school and promise for college.

- Leopold Biel, Rufus King International High School
- Cadarius Farmer, Bay View High School
- Kolaris Griffin, South Division High School
- Keyyanna Guy, Marshall High School

#### **2023 MPS Teacher Honorees**

Nine MPS teachers received the Herb Kohl Teacher Honoree Award for demonstrating leadership, service, and the ability to motivate and instill love of learning to students.

- Virginia Fox, Elm Creative Arts School
- Angela Harris, Dr. Martin Luther King, Jr., School
- Claudia Heller de Messer, Milwaukee Parkside School for the Arts
- Nicole Labat, Lad Lake Synergy School
- Darren Lipman, Carmen High School of Science and Technology- South Campus
- Francisca Meraz, South Division High School
- Diane Raner, Hamilton High School

- Martha Reyes, Highland Community School
- Erin Sivek, Milwaukee Academy of Chinese Language
- Savannah Thompson, Marshall High School
- Catherine Voss, North Division High School

**2023 MPS Principal Honoree**

One MPS principal, Shantee Williams of Hawthorne School, received the Herb Kohl Principal Leadership Award for demonstrating professional development or a pursuit of unrealized goals in her school.

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**(Item 4) Excellence in Education Award**

**Background**

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The Milwaukee Board of School Directors recognizes an outstanding school, student, staff member, parent, or community member for a display of excellence, achievement, and innovation that may serve as an example to our school district and the entire Milwaukee community. This month, the Milwaukee Board of School Directors is pleased to present the “Excellence in Education Award” to Julie Busch, Rachelle Gardner, and Lisa Schermerhorn for achieving National Board Certification in 2022.

**Julie Busch**

Julie Busch has devoted 28 years of her career in education to Milwaukee Public Schools and currently serves the district as a K4 teacher at Clement Avenue School. Julie has been married almost 17 years to her husband, Bryan, and has two dogs, Sasha and Wanda. The most satisfying part of Julie’s job is working with the students and seeing how they learn and grow throughout the year. This is what makes her job so fulfilling.

**Rachelle Gardner**

Rachell Gardner has devoted 33 years of her career in education to Milwaukee Public Schools and currently serves as an itinerant teacher of the visually-impaired. Rachelle, who is an MPS graduate from Alexander Hamilton High School, has two sons, James and Aaron. Rachelle enjoys learning about her students and their individual needs. She finds ways to make learning fun and to make accessing their curriculum easier for them. By teaching, she feels she is making a difference in the lives of her students.

**Lisa Schermerhorn**

Lisa Schermerhorn has devoted 22 years of her career in education to Milwaukee Public Schools and currently serves as an itinerant teacher of the visually-impaired. Lisa enjoys reading and swimming when she is not working on lesson plans. The most satisfying part of Lisa’s job is problem solving to understand the needs of her students and then making the adaptations or modifications so that the students can participate with their peers.

The Milwaukee Board of School Directors honors Julie Busch, Rachelle Gardner, and Lisa Schermerhorn for their dedication and commitment to excellence on behalf of the students of the Milwaukee Public Schools and for achieving National Board Certification.

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**APPROVAL OF MINUTES**

The minutes of the Board’s special and regular meetings of April 2023 were approved as printed.

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## COMMUNICATIONS FROM CITY AND COUNTY DEPARTMENTS

### (Item 1) Action on a Request from the City Comptroller for Adoption of a Resolution Authorizing the Sale of Revenue Anticipation Notes (RANs)

#### **Background**

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The City of Milwaukee anticipates the issuance of Revenue Anticipation Notes (RANs) for the Milwaukee Public Schools in order to provide temporary funds in advance of the receipt of the payments of state aid. Should the Milwaukee Board of School Directors determine the temporary borrowing is desirable, Ms. Aycha Sawa, the City Comptroller, has forwarded the following resolution, which the Board will have to adopt in order to authorize issuance of the RANs.

Whereas, Milwaukee Public Schools (“MPS”) is a department of the City of Milwaukee (“City”) authorized by Sections 65.05 and 119.46, Wisconsin Statutes, to establish a School Operations Fund, and to determine its expenditures and the taxes to be levied therefor;

Whereas, MPS is temporarily in need of funds in the amount not to exceed \$275,000,000 to meet the immediate expenses of operating and maintaining the public instruction in MPS during the 2023-2024 school year (“Fiscal Year”);

Whereas, the Milwaukee Board of School Directors (“Board”) deems it necessary and in the best interest of MPS that funds be borrowed and revenue anticipation notes (“RANs”) be issued to fund the temporary need;

Whereas, in accordance with Section 67.12(1)(a), Wisconsin Statutes, the total amount borrowed shall not exceed 60% of MPS’s total actual and anticipated receipts in the fiscal year, and shall be repaid no later than 18 months after the first day of the fiscal year;

Whereas, the tax for the operations and maintenance of schools of MPS for the Fiscal Year heretofore has been voted to be collected on the next tax roll;

Whereas, to the best of the knowledge, information and belief of the Board, MPS complies with the revenue limits set forth in Sections 121.91 and 121.92, Wisconsin Statutes; and

Whereas, the City may enter into an interest rate exchange agreement in order to better match the interest rate on the RANs with the interest earnings on the investments to pay the maturing debt service; now, therefore, be it

Resolved, by the Board that it hereby requests the City to issue revenue anticipation notes pursuant to the provisions of Section 67.12(1), Wisconsin Statutes, in an amount not to exceed \$275,000,000; and be it

Further resolved, that the City and its proper City officers be and hereby are authorized and directed to segregate within the School Operations Fund, for the payment of the principal of the RANs and interest thereon, state aid revenue payments under Section 121.15, Wisconsin Statutes, received in June for the Fiscal Year in the amount of the principal of the RANs and interest thereon; and be it

Further resolved, that the City and its proper City officers be and hereby are authorized to irrevocably pledge and assign as security for the repayment of the RANs and interest thereon, all revenues of the School Operations Fund attributable to the Fiscal Year which are due MPS, in the Fiscal Year, and not yet paid as of the date of delivery of the RANs, and which are not otherwise pledged and/or applied; and be it

Further resolved, that all or a portion of the RANs may be issued as General Obligation and/or note anticipation note debt of the City and shall be considered RANs under this resolution. RANs may also be issued to refinance RANs, and that such refinancing(s) shall be in addition to the amount authorized by this resolution provided that the total amount of RANs outstanding shall not exceed the authorized amount; and be it

Further resolved, that the Board consents to the use of an interest rate exchange agreement in connection with the RANs in order to better match the interest rate on the RANs with the interest earnings on the investments used to pay the maturing principal and interest of the RANs.

#### **Strategic Plan Compatibility Statement**

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Goal 3, Effective and Efficient Operations

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

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Board Governance Policy BG 4.05, Budgeting/Forecasting

### **Fiscal Impact Statement**

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Adoption of the resolution will provide MPS temporary funds in advance of the receipt of payments of state aid.

### **Implementation and Assessment Plan**

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If the Board adopts the resolution, the Office of Board Governance will prepare and forward to the City Comptroller the required certified copies of the resolution as well as certification relating to the meeting at which the resolution will have been adopted (members present, specific board vote, etc.).

### **Recommendation**

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It is recommended the Board approve the resolution to authorize issuance of the RANs.

Director Garcia moved approval of the resolution authorizing the Revenue Anticipation Notes.

The motion passed, the vote being as follows:

Ayes —Directors Carr, Garcia, Gokalgandhi, Herndon, Siemsen, Zombor, and President Herndon —

7.

Noes — None.

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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**

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

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

Activities from late April through mid-May are included in the following report.

#### **Superintendent's Report**

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##### **Staff Appreciation**

##### **Administrative Professionals' Day**

Celebrations for Administrative Professionals' Day, April 26, 2023, took place throughout the district to recognize assistants for the work that they do in keeping schools, departments, and offices running efficiently. We very much appreciate their work.

##### **School Principals' Day**

Principals were celebrated on May 1, 2023, in honor of School Principals' Day. It takes the work of every staff member, community member, partner, and parent, along with the leadership of a school's principal, to keep a school running smoothly. We salute our principals for being at the forefront of the day-to-day and yearly successes of our schools.

### Teacher Appreciation Week

Teacher Appreciation Week, which took place May 8-12, 2023, provided an opportunity for all stakeholders to thank teachers for their dedication and continued service. Teachers are key to the academic excellence that students can achieve, providing them with encouragement, support, and rigorous education.

### School Nurses' Day

On May 10, 2023, the Department of Specialized Services recognized School Nurses Day, celebrating school nurses for their role in the success of students. School nurses support students with a host of services that include students' medical, nutritional, mental, and physical health needs. The care that school nurses provide can make the difference in a student's ability to remain productive in school. We recognize the need for and thank our school nurses.

We are grateful to all our staff for the work that they do daily. Thank you!

### Metropolitan Milwaukee Alliance of Black School Educators (MMABSE) MPS Teacher of the Year Honorees

On May 5, 2023, the Metropolitan Milwaukee Alliance of Black School Educators held its 21<sup>st</sup> annual Teacher of the Year Gala, at which the following 120 teachers in Milwaukee Public Schools were honored.

- Carmen Adams, Audubon Technology and Communication Middle School
- Rebecca Akin, A .E . Burdick School
- Kimberly Anderson, Milwaukee Sign Language School
- Kelly Ash, Clarke Street School
- Richard Baranowski, Milwaukee French Immersion School
- Tatiana Baskin, Audubon Technology and Communications High School
- Audrey Baur-Thompson, Luther Burbank School
- Alethea Biles, Bay View Montessori School
- Natalie Bishop, Ralph Waldo Emerson School
- Taylor Bocek, Eighty-first Street School
- Charlotte Booker, Milwaukee School of Languages
- Leah Bradley, Dr . Martin Luther King, Jr . School
- Connor Broderick, Gwen T. Jackson Early Childhood and Elementary School
- Deborah Bruno, Jeremiah Curtin Leadership Academy
- Terry Burns, Neeskara School
- Candace Carlisle, Hopkins Lloyd Community School
- Tysha Chambers, Milwaukee County Youth Education Center
- Edith Chiappetti, Allen-Field School
- Maria Colon, Greenfield Bilingual School
- Brenda Cwiklinski-Kertscher, Frederick J . Gaenslen School
- Bette Annette Davis, Milwaukee Environmental Sciences Academy (MESA)
- Carolyn D . Davis, Richard Kluge School
- Dena DeBerry, Elm Creative Arts School
- Roberto DeJesus, Rogers Street Academy
- Marti Diaz, Department of College and Career Readiness
- Maura Donohue, H W. Longfellow School
- Joylyn Duffy, Fifty-third Street School
- Kelly Ehlers, John Greenleaf Whittier School
- Jocelyn Fait, Lincoln Center of the Arts Middle School
- Miguel Feliciano, Wedgewood Park International
- Cindy Flechner, Humboldt Park School
- Allyson Friedkin, Alexander Mitchell Integrated Arts School
- Tony Garcia, Alexander Hamilton High School
- Valerie Glatzel, Golda Meir High School
- Areli Gomez, La Escuela Fratney
- Kathryn Gompper, Riverside University High School
- Jaime Gonzalez, Ronald Wilson Reagan College Preparatory High School
- Laura Gorecki, Morse Middle School for the Gifted and Talented
- Jennifer Gorenc, Louisa May Alcott School
- Heidi Grudnowski, U.S. Grant School
- Aruna Halala-Vishudh, Samuel Clemens School
- Maria Herrera, Hayes Bilingual School
- Christina Michelle Hill, Nathaniel Hawthorne School
- Pronte Hinton, William T. Sherman Multicultural Arts School
- Ava Holdmann, Milwaukee German Immersion School
- Dionne Jamison, Andrew S. Douglas School
- Roderick Johnson, Cass Street School
- Rodney T . Jones, Green Tree Preparatory Academy
- Mary Kindberg, Clara Barton School
- James Klug, Ralph H. Metcalfe School
- Marisa Koss, Lowell International Elementary School
- Precious L . Lefer-Johnson, Milwaukee Marshall High School
- Rama Leopold, Mary McLeod Bethune Academy
- Pao Li, William George Bruce School
- Jeffrey Lingo, Roosevelt Middle School of the Arts
- Michelle Loeffel, Brown Street Academy
- Fouad Lubna, Anna F . Doerfler School
- Jane Lundsgaard, Westside Academy
- Dr . Virginia Lynch, Washington High School of Information Technology
- Cindi Matousek, Gilbert Stuart School
- Lynda McTrusty, Lowell P. Goodrich School

- Amare Mebrahtu, Milwaukee High School of the Arts
- Samantha Michels, Golda Meir School 3-8
- Alicia Miranda, MPS PBIS Team
- Molly Mollet, Harold S . Vincent High School
- Anthony J . Morgan, Frances Brock Starms Discovery Learning Center
- Kathy Mount, William Cullen Bryant School
- Celene Mueller, Trowbridge Street School of Great Lakes Studies
- Jan Novara, Casimir Pulaski High School
- Bonnie O'Hara, Robert M. LaFollette School
- Yolanda R . Ogunbowale, Riley Dual-language Montessori
- Karin Olson, Alexander Mitchell Integrated Arts School
- Leah Osiecki, Lynde and Harry Bradley Technology and Trade High School
- Effia Owusu, Manitoba School
- Joyce Peoples, Hartford Avenue University School
- Rose Peterson, Barack Obama School of Career and Technical Education
- Vernita Phillips, Rufus King International Middle School
- Derrick Portalatin, South Division High School
- Mary Ellen Quesada, Fernwood Montessori School
- Marizol Rackers, Milwaukee Spanish Immersion-Upper Campus
- Sarah Ramlow, James Madison Academic Campus
- Kari Reck, Bay View High School
- Barbara Redd, River Trail School
- Dimarie Reyes, Milwaukee Spanish Immersion-Lower Campus
- Morgan Rosenberg, Academy of Accelerated Learning
- Christopher Scaffidi, Clement Avenue School
- Troy Schaeffer, Oliver Wendell Holmes School
- Justine Schwanz, Victory K-8 and Milwaukee Italian Immersion School
- Kimberly Shields, Ninety-Fifth street School
- Christina Singer, Milwaukee Parkside School of the Arts
- Shavodka Slaughter, Albert Story School
- Emily Sokolowski, Individualized Developmental Educational Approaches to Learning School
- Susan Starkman, Craig Montessori School
- Sharon Stockman, Maple Tree School
- Tyra Stokes, Auer Avenue
- Cynthia Suarez, Frances Brock Starms Early Childhood Center
- Marissa Tann, Milwaukee School of Languages
- Sarah Tavaghoee, Siefert School
- Mai Bao Thao, Lancaster School
- Deborah Tillman, Thurston Woods Campus
- Kali Topczewski, Dr . George Washington Carver Academy of Mathematics and Science
- Sharon Tucker, Congress School
- Ben Tyjeski, Hamlin Garland School
- Lisa Uvena, Lloyd Barbee Montessori School
- Carla Van Lieshout, Walt Whitman School
- Brodi Van Riper, Riverwest Elementary School
- Yeng Vang-Strath, Milwaukee Academy of Chinese Language
- Catherine Voss, North Division High School
- Dr . Letitia Walters, James E. Groppi High School
- Tracey Watkins-Gobbeo, Benjamin Franklin School
- Brooke Wetor, Browning School
- Chelsea Williams, Townsend Street School
- Joanelle Williams, Milwaukee College Prep-Lola Rowe North Campus
- Emily Wilson, Hi-Mount School
- Sheila Witherspoon, Project Stay
- Nancy Wong-Woessner, Keefe Avenue School
- Sonia Wooten, Grantosa Drive School
- Pa Vang Xiong, Forest Home Avenue School
- Erik Yellstrom, Henry David Thoreau School
- Aaron Young, Escuela Vieau School

### High-school Graduation

Graduation is a time for celebrating the accomplishments that one has achieved and for planning next steps in a lifelong journey. MPS congratulates all the 2022-23 graduates and wishes them much success in their future endeavors.

High school graduations are taking place May 24-31, 2023, at the UW-Milwaukee's Panther Arena and MATC's Cooley Auditorium. Tickets are required and should be obtained from an inviting graduate.

Graduates still have access to the College and Career Centers, where they can receive assistance with completing the Free Application for Federal Student Aid (FAFSA) application; applying for college admissions, grants, and scholarships; and exploring opportunities such as building trades, military service, and youth apprenticeships. We encourage all students to take full advantage of the College and Career Centers — whether they need assistance with FAFSA, résumé writing, or job searching, the Centers are available to them.

Congratulations to all of our graduates!

### College Decision Day

Decision Day is a May celebration! The 24 high schools in the district planned reveals that took place between May 2 and 12 for seniors with declared career paths so that these students could proudly share their future plans.

Each school planned an individual ceremony to recognize these seniors. Each of the thousands of seniors who will graduate and who declared his/her career plan was recognized to celebrate his/her hard work toward graduation and the journey to the career of choice. Congratulations to all of our students!

### Summer Opportunities

Summer is a time for students to engage in multiple activities that include academics, college campus experiences, recreation, and employment.

Academic opportunities that include math, science, English language arts, English as a second language, and STEM are now available for K5-grade 12 students.

- High school courses and registration
  - Session I: June 6-22, 2023, Monday-Friday, 8:00 a.m.-1:00 p.m. Registration for Session I closed on May 15, 2023.
  - Session II: June 26-July 27, 2023, Monday-Friday, 8:00 a.m.-1:00 p.m. Registration for Session II will close on June 5, 2023, at 11:59 p.m.
- K5-grade 8 courses and registration
  - Five-week session: Monday, June 26-Friday, July 28, 2023, 8:00 a.m.-noon. Registration for the five-week session will close on June 5, 2023, at 11:59 p.m.
- Specialty program courses and registration
  - For specialty programming with June dates, registration closed on May 15, 2023.
  - For specialty programming with July dates, registration will close on June 5, 2023, at 11:59 p.m.

More information is available in the Summer Academy Enrollment Guide and in the Summer Academy Specialty Courses flyer.

College campus opportunities are now available for high-school students. We offer College 101 courses through our Summer Academy. Some of these courses include the following:

- beach volleyball at UWM
- medical terminology at MATC
- written communication (English 195) at MATC
- aviation science's drone workshop at Carroll University

Approximately 90 students will participate.

The UW-Madison's PEOPLE Program's students will spend up to six weeks on campus (depending on grade level). Seniors who graduate and who will attend UW-Madison also will spend the summer on campus. Approximately 275 students will participate.

Schuler Scholars (Golda Meir and Riverside) are encouraged to participate in summer pre-college programming as well as a 10-day leadership camp. Approximately 40 students will participate.

Marquette and UWM have college summer opportunities through various programs such as Upward Bound and College for Kids.

The Boys & Girls Clubs of Greater Milwaukee's Graduation Plus program, aimed to support college access, offers programming for students in the summer.

Recreational opportunities are now available for all ages. Milwaukee Recreation offers Community Learning Centers, camps, camping, swimming, open playgrounds, twilight centers, drivers' education, space science, archery, and a host of other opportunities. Many activities are free for students. For a full list of opportunities, view the Summer Recreation Guide.

The Department of Recreation is also hiring. Employment opportunities are available through Employ Milwaukee and the City of Milwaukee. Employ Milwaukee offers the Earn-and-Learn program for ages 14-24 and the Camp RISE program for ages 10-13. The programs are designed to provide meaningful work or leadership experiences to youth in Milwaukee Public Schools and the community. The programs seek to provide one or more of the following in each program:

- structured, well-organized work-based learning experiences
- role models who encourage youth to continue in or return to school

- career assessment, awareness, and exploration as part of the learning experience
- opportunities that may lead to unsubsidized employment for youth making the transition from school
- leadership skills
- money management.

For more information on the Earn-and-Learn program, email [earn.learn@employmilwaukee.org](mailto:earn.learn@employmilwaukee.org) and apply for the Earn and Learn Summer Youth Employment Initiative. MPS students may also reach out to Ms. Ophelia King at 414-475-8128 with questions.

Camp RISE applications have closed for summer 2023, but interested parties may express their interest in future camp opportunities via the Camp RISE Interest Form.

The City of Milwaukee is also hiring for the summer. We will share more information at our Senior Send-off event on June 9, when the City joins us at Wick Field. The City of Milwaukee will give students an opportunity to interview and be hired on site. Watch for further details!

**Milwaukee Public Schools Is Hiring**

Become a member of the Milwaukee Public Schools family! Do you want to make a difference in the lives of our students? MPS is seeking exceptional educators and support staff to join our team, along with building service workers and food service workers.

The next hiring fair is June 21, from 11:00 a.m. to 1:00 p.m., at the Central Administration Building located at 5225 West Vliet Street. District personnel will share information about the hiring process, full-time and part-time openings, license requirements, and competitive pay and benefits. Residency in Milwaukee is not required.

MPS offers great benefits for full-time employees (30 hours or more per week):

- health insurance
- dental insurance
- life insurance
- vision insurance
- flexible health-savings account
- flexible dependent-care savings account
- generous vacation and sick leave
- pension
- 403b participation (voluntary)
- tuition reimbursement.

View open positions and read more about benefits on our website at [mpsmke.com/careers](http://mpsmke.com/careers). Apply online.

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

**(Item 1) Action on a Request to Retire to Closed Session to Confer with Legal Counsel Relative to Litigation in Which the Board is or is Likely to Become Involved**

*Consideration of this item was postponed until the end of the meeting.*

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

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The State Legislature continues work on the state budget, a shared revenue package, and additional education policy. Discussions are ongoing, and updates will be provided.

**Strategic Plan Compatibility Statement**

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

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

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Board Governance Policy BG 2.13, Board Legislation Program

**Fiscal Impact Statement**

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NA

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

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

**Background**

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

- Accountability and Transparency Services
- Process Improvement and Efficiency Services
- Contract Compliance Services.

The following report includes activities from late April through mid-May.

**Report to the Milwaukee Board of School Directors**

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

During the reporting period, the Office of Accountability and Efficiency continued to implement the OAE’s FY23 Work Plan.

**Accountability and Efficiency Services**

Between April 8, 2023, and May 13, 2023, Accountability and Efficiency Services fulfilled seven requests for information/research, three constituent inquiries, and three special projects. Accountability and Efficiency Services also fulfilled five requests for an impartial hearing officer assignment and participated in the work of the Criminal Background Check Appeals Committee.

Accountability and Efficiency Services completed its collaboration with the Office of Human Resources to review various retention rates among staff and brought forward an analysis through the Committee on Accountability, Finance, and Personnel this month. Additionally, the Office collaborated with the Office of Finance on matters related to the proposed FY24 budget.

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 the reporting period, Contract Compliance Services focused on student-engagement programming. For the third year, CCS partnered with the Milwaukee County Department of Health and

Human Services (DHHS) for in the latter’s Summer Youth Employment Initiative. CCS will sponsor internships for up to 30 students in various career industries.

Lastly, CCS continued to create internal work-based learning internships. Students were interviewed for internships in architecture, culinary arts, and technology. Three students were successfully placed.

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

**Strategic Plan Compatibility Statement**

Goal 3, Effective and Efficient Operations

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

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

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

The Board Clerk presented 34 reports of the Independent Hearing Officers of the Milwaukee Board of School Directors from the following dates and times for the Board's consideration and action:

- April 26, 2023, at 9:00 a.m., 10:30 a.m., 12:00 p.m., and 1:00 p.m.
- May 4, 2023, at 9:00 a.m., 10:00 a.m., 11:00 a.m., and 12:00 p.m.
- May 5, 2023, at 9:00 a.m.
- May 8, 2023, at 9:00 a.m., 10:30 a.m., 11:30 a.m., 1:00 p.m., and 2:00 p.m.
- May 9, 2023, at 9:00 a.m., 10:00 a.m., 11:30 a.m., and 1:00 p.m.
- May 10, 2023, at 8:00 a.m., 10:00 a.m., and 11:00 a.m.
- May 11, 2023, at 9:00 a.m.
- May 16, 2023, at 11:30 a.m. and 1:00 p.m.
- May 18, 2023, at 9:00 a.m., 10:00 p.m., and 11:30 a.m.
- May 19, 2023, at 9:00 a.m.
- May 22, 2023, at 9:00 a.m., 10:00 a.m., 1:00 p.m., and 3:00 p.m.
- May 23, 2023, at 8:00 a.m. and 10:00 a.m.

Also provided under separate cover for the Board’s information were the monthly expulsion summaries.

Director Carr moved approval of the reports of the Independent Hearing Officer from the dates and times listed.

The motion passed, the vote being as follows:

- Ayes —Directors Carr, Garcia, Gokalgandhi, Herndon, Siemsen, Zombor, and President Herndon — 7.
- Noes — None.

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**REPORTS OF THE STANDING COMMITTEES**

Separate consideration was requested of the following items:

- the Report of the Committee on Strategic Planning and Budget, which had been set aside in order to allow the Board to take action on the budget amendments and resolutions; and

- the Report of the Committee on Student Achievement and School Innovation, Item Three, Update with Possible Action on Resolution 2122R-004 Regarding Middle-school and High-school Equity, which had been set aside at the request of Director Zombor.

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

Ayes —Directors Carr, Garcia, Gokalgandhi, Herndon, Siemsen, Zombor, and President Herndon — 7.  
 Noes — None.

**REPORT OF THE 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) Action on Monthly Personnel Matters: Action on Classified Personnel Transactions, Action on Certificated Appointments, Action on Leaves of Absence, Report on Certificated Resignations and Classified Retirements, Affirmative Action**

**Classified Personnel Transactions**

Code	Name	Position	Salary	Date
New Hires				
2	Andre Campbell	Building Service Helper I	\$16.96/hr.	04/25/2023
2	Demettrion Goodlow	Building Service Helper I	\$15.90/hr.	04/25/2023
2	Edith Sledge	Building Service Helper I	\$17.49/hr.	04/24/2023
2	Shamik Ward	Building Service Helper I	\$15.90/hr.	04/24/2023
2	Nakia Welch	Building Service Helper I	\$15.90/hr.	04/10/2023
7	Reginald Williams	Building Service Helper I	\$15.90/hr.	03/27/2023
1	Sergio Alvarado	Building Laborer	\$35.42/hr.	04/17/2023
4	Lucia Ala	Children's Health Assistant	\$22,662.00	03/27/2023
2	Lisa Lewis	Children's Health Assistant	\$19,603.00	04/11/2023
2	Ashley Bohannon	Food Service Assistant	\$15.90/hr.	03/28/2023
4	Jenny Montanez	Food Service Assistant	\$15.90/hr.	04/10/2023
4	Yesensia Teron Benejan	Food Service Assistant	\$15.90/hr.	03/27/2023
2	Christine Thompson	Food Service Assistant	\$15.90/hr.	03/27/2023
4	Randy Avila	Paraprofessional	\$19,758.00	04/10/2023
5	Chloe Bachman	Paraprofessional	\$19,758.00	04/10/2023
3	Shashi Tej Chinta	Paraprofessional	\$26,345.00	03/31/2023
2	Teresa Guyton	Paraprofessional	\$20,241.00	04/10/2023
5	Milica Jelic	Paraprofessional	\$19,758.00	04/17/2023
4	Angelica Magana	Paraprofessional	\$19,758.00	04/19/2023
2	Annette Spence-Sangare	Paraprofessional	\$19,758.00	04/24/2023
2	Shawntay Humphrey	School Secretary I — 11-month	\$28,962.00	04/27/2023
2	Kyiesha Austin	School Secretary I — 12-month	\$34,382.00	04/03/2023
2	DeVania Pate	School Secretary I — 12-month	\$39,624.00	04/03/2023
5	Dana Mejic	School Kitchen Manager III	\$34,496.00	04/10/2023
2	Lisa Parker	School Kitchen Manager III	\$38,949.00	03/27/2023
2	Dontasia Stewart	School Kitchen Manager Trainee	\$18.18/hr.	03/28/2023
5	Ian Cranfield	Youth Apprentice	\$15.00/hr.	04/03/2023
2	Savion Gainer	Youth Apprentice	\$15.00/hr.	04/03/2023
6	Marcos Gonzalez	Youth Apprentice	\$15.00/hr.	03/31/2023
2	Tyree Howard	Youth Apprentice	\$15.00/hr.	03/31/2023
2	Madison Kyles	Youth Apprentice	\$15.00/hr.	04/03/2023
5	Natalie Piojda	Youth Apprentice	\$15.00/hr.	04/03/2023

Code	Name	Position	Salary	Date
5	Zachery Schroeder	Youth Apprentice	\$15.00/hr.	04/03/2023
5	Jonathan Sheppard	Youth Apprentice	\$15.00/hr.	04/03/2023
2	Javerius Smith	Youth Apprentice	\$15.00/hr.	04/03/2023
2	Khamani Tally	Youth Apprentice	\$15.00/hr.	04/03/2023
7	Dennis Young	Youth Apprentice	\$15.00/hr.	04/03/2023
Promotions				
5	Scott Sullivan	Building Laborer	\$35.42/hr.	04/03/2023
2	Wardell Dodds	Paraprofessional	\$19,758.00	04/24/2023
2	Ryan Jackson	School Engineer II	\$57,582.00	04/03/2023
4	Zyad Selim	School Engineer II	\$57,582.00	04/03/2023
2	Tonesha Brown	School Kitchen Manager I	\$30,577.00	04/17/2023
2	Bernita Kizer	School Kitchen Manager I	\$34,463.00	04/17/2023
2	Takiela Pittman	School Kitchen Manager I	\$29,022.00	04/17/2023
6	Awatef Muna	School Kitchen Manager Trainee	\$21.04/hr.	03/14/2023
2	Lenequi Roby	School Kitchen Manager Trainee	\$21.52/hr.	03/14/2023
2	Denanzel Taylor White	School Kitchen Manager Trainee	\$21.52/hr.	03/14/2023
Rehires				
2	Shacoda Erby	Children’s Health Assistant	\$20,214.00	04/10/2023
2	Takiea McCenton	Children’s Health Assistant	\$21,438.00	04/19/2023
2	Joyce Lewis	Food Service Assistant	\$16.38/hr.	03/27/2023
2	Stephanie Spence	Food Service Assistant	\$16.38/hr.	04/10/2023
4	Ambar Gonzalez	Paraprofessional	\$19,758.00	04/17/2023
2	Laurie Grayson	Paraprofessional — Parent Involvement	\$31,835.00	04/10/2023
2	Colleen Solberg	School Secretary I — 10-month	\$30,335.00	04/28/2023

Codes:

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

**Certificated Appointments**

Codes	Name	Appointment	Level	Salary	Date
<b>Teachers</b>					
4, r	Gonzalez, Sebastian	Bilingual Education	01/BA	\$52,158.00	4/17/2023
2, r	Hammer, Doneta A	Multi-categ. Comp. SEN	01/BA	\$46,979.00	4/24/2023
7, r	Shelton, Callie	Gen'l Elem & K8 — All Grades	01/BA	\$46,979.00	4/24/2023
<b>Permit Teachers</b>					
5, r	Collier, McKenzie	Early Childhood Spec Ed	XX/4W2	\$46,144.00	4/24/2023
4, r	Orta, Mercy E	Bilingual Education	XX/4W2	\$46,144.00	5/1/2023
<b>Permit Teacher, Early Start</b>					
2, nr	Smith, Rokenda Y.	Mathematics	XX/4W2	\$46,144.00	5/1/2023

Codes:

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

Level

B, BA	Bachelor's Level (Teachers)
C, MA	Master's Level (Teachers)

**Certificated Leaves of Absence**

	<u>Present Assignment</u>	<u>Effective From</u>
Illness Leave, November 2022 Angela Harris	Out of Assignment	November 11, 2022
Illness Leave, March 2023 Ulisses Molina	Lincoln Avenue School	March 29, 2023

Illness Leave, May 2023	Richanda Kaquatosh	Central Service Building	May 10, 2023
Personal Leave, April 2023	Sandra Santiago	Out of Assignment	April 10, 2023
	Maria Macias	Out of Assignment	April 14, 2023
Personal Leave, May 2023	Ashley Boese	Lloyd Barbee Montessori School	May 15, 2023

### Report on Certificated Resignations and Classified Retirements

Reason	Yrs Svc	Code	Name	Position	Location	Date
<b>Certificated Resignations</b>						
Personal	15.5	2	Oluwaseun Adetiba	Teacher	Central Svcs	03/30/2023
Personal	0.6	4	David Aldape	Teacher	Fratney	06/16/2023
Personal	2.8	3	Fatima Alsharifi	Counselor	Hamilton	05/24/2023
Retire	31.7	2	Veronica Anthony	Teacher	Fairview	08/15/2023
Retire	30.6	5	Mary Antkowski	Teacher	MSL	06/16/2023
Retire	2.5	2	Linda Arms	Teacher	Hawthorne	05/25/2023
Personal	6.6	2	DaNisha Avery	Teacher	Carver	06/16/2023
Retire	31.3	2	Dorothy Barron	Teacher	WCLL	05/24/2023
Personal	0.1	2	Wynter Bates	Teacher	Bethune	06/16/2023
Personal	4.7	5	Courtney Becker	SSW	Curtin	06/22/2023
Other Dist	5.2	5	Aaron Biterman	Teacher	Congress	05/24/2023
Personal	15.7	5	Tunisian Black	SSW	Pratt	06/02/2023
Personal	0.7	5	Hannah Borga	Teacher	Honey Creek	06/16/2023
Personal	1.7	5	Jenna Brown	Teacher	Curtin	06/16/2023
Retire	0.7	2	Ida Butler	Teacher	Grantosa	02/28/2023
Retire	31.6	5	Pamela Cada	SLP	Zablocki	06/19/2023
Personal	0.8	5	Patrick Cady	Teacher	MHSA	05/24/2023
Retire	22.7	5	Jewel Calton	Teacher	Congress	05/24/2023
Retire	21.7	5	Renee Champeau	Teacher	MSL	06/16/2023
Personal	3.8	5	Raeven Chappelle	Teacher	Allen Field	06/16/2023
Personal	0.7	5	Nihel Charfi	Teacher	Lancaster	06/16/2023
Personal	8.6	4	Rebeca Cobian	Teacher	Hayes	06/16/2023
Retire	25.8	5	Mounir Corban	Counselor	Meir	05/24/2023
Retire	28.7	5	Michael Crossot	Psych	Central Svcs	06/01/2023
Personal	3.7	4	Dinora Cruz	Nurse	ALBA	06/22/2023
Retire	25.7	5	Kathleen Daly	Teacher	Hamilton	05/24/2023
Retire	29.8	5	Mary Jo Danek	SST	Starms	06/01/2023
Personal	5.7	5	Frances David	Teacher	Lincoln MS	05/24/2023
Retire	0.7	5	Jesse Davis	Teacher	Wedgewood	05/24/2023
Personal	6.7	2	Santanna Dillon	Teacher	Roosevelt	05/24/2023
Retire	29.6	5	Lori Dingman	Teacher	Vincent	05/24/2023
Retire	21.7	2	Kimberly Edwards	Teacher	Carson	06/19/2023
Personal	1.2	4	Jennifer Esparza	Teacher	Lincoln Ave	06/16/2023
Retire	19.7	5	Judith Garvey	Teacher	Stuart	06/16/2023
Personal	3.2	5	Salvator Gauthier	Teacher	Hamilton	05/25/2023
Retire	25.7	5	Mary Geisen Musha	SSW	Central Svcs	06/01/2023
Other Work	16.7	5	Allison Gipp	Teacher	Audubon HS	05/25/2023
Retire	32.1	5	Barbara Graff	Teacher	Clement Ave	06/16/2023
Retire	9.3	5	Peggy Grafwallner	SST	Ronald Reagan	04/10/2023
Personal	2.3	2	Jimmie Grayson	Teacher	North Division	05/24/2023
Retire	26.6	2	Colleen Green	Teacher	Starms	05/24/2023
Retire	22.3	2	Rex Green	Teacher	Metcalfe	05/26/2023
Other Dist	1.2	5	Haley Grimm	Teacher	Carver	06/16/2023
Retire	29.7	5	Wendy Grzegorek	Teacher	Central Svcs	05/24/2023
Other Dist	14.7	6	Naomi Guzman	Teacher	Fernwood	06/16/2023
Personal	4.5	2	Mariah Hall	Teacher	MSL	05/24/2023
Personal	5.5	3	Linda Hang	SSW	Browning	06/22/2023

Reason	Yrs Svc	Code	Name	Position	Location	Date
Retire	23.8	2	Curley Harris	Teacher	Metcalfe	05/24/2023
Other Dist	3.8	5	Savannah Heigl	Teacher	Grant	06/16/2023
Retire	24.7	5	Sally Hochstein	SSW	Central Svcs	06/01/2023
Personal	8.5	5	Gail Hodkiewicz	Teacher	Central Svcs	06/16/2023
Retire	31.7	2	Debbie Ivy	Teacher	Hawthorne	05/25/2023
Personal	31.6	2	Stephanie Jones	Teacher	Morse	05/24/2023
Personal	3.4	5	Kyle Julian	Teacher	MacDowell	05/24/2023
Personal	2.7	5	Megan Karnitz	Teacher	Meir	05/24/2023
Retire	26.6	5	Daniel Kartz	Teacher	Riverwest	06/16/2023
Personal	6.7	5	Kelsey Kasik	Teacher	Longfellow	06/16/2023
Retire	31.0	5	Catherine Kaye	Teacher	Burdick	06/16/2023
Other Dist	1.7	2	Ebenezer Keane Rudolph	Teacher	Meir	05/24/2023
Personal	8.7	4	Holly Kingsbury	Psych	Central Svcs	06/22/2023
Personal	3.8	5	Martha Kinnen	SSW	Central Svcs	06/22/2023
Personal	14.7	5	Stefanie Klopp	SST	Riley	06/16/2023
Retire	32.7	5	Heather Knopp	Teacher	MSOL	05/25/2023
Personal	30.6	5	Mary Kraemer	Teacher	Garland	06/16/2023
Other Work	3.8	2	Janice Lang Ikwuazu	Teacher	Congress	05/26/2023
Personal	9.8	5	Robb LaPlant	Teacher	MSL	05/24/2023
Retire	32.3	5	Amy LaPlante Ortiz	Psych	Rufus King HS	06/01/2023
Retire	21.8	5	Mary Ellen Lederer	Teacher	River Trail	04/03/2023
Other Dist	3.7	5	Paige Lehr	Teacher	Franklin	06/16/2023
Retire	36.0	5	Linda Lemmen	Teacher	Trowbridge	06/16/2023
Retire	31.2	5	JoAnn Lens	Teacher	Hawley	06/16/2023
Personal	0.7	5	Lindsay Liss	Teacher	JMAC	04/10/2023
Personal	2.8	5	Rebecca Lloyd	Teacher	Vincent	05/24/2023
Other Dist	3.7	4	Abigail Lopez	Psych	Thurston Woods	06/22/2023
Retire	7.7	5	Becky Lutz	Teacher	Hamilton	05/24/2023
Other Dist	4.8	5	Brittney Malcomson	Teacher	Congress	05/24/2023
Other Dist	1.8	5	Nicole McGillicuddy	SLP	Longfellow	06/16/2023
Personal	0.7	5	Christina Myers	Teacher	Lancaster	06/16/2023
Personal	0.8	5	Maureen O'Dowd	Teacher	Roosevelt	05/24/2023
Retire	15.0	4	Erkies Marin Ortiz	Teacher	Greenfield	06/16/2023
Retire	30.2	2	Lisa Marion Howard	Principal	Engelburg	06/30/2023
Retire	14.8	5	Joan Masek	Teacher	Hamilton	05/24/2023
Retire	35.0	2	Calvin Matthew	Teacher	Barton	06/16/2023
Retire	30.7	2	Stanley McWilliams	Principal	WCLL	07/14/2023
Personal	10.4	5	Evelinda Mejia Rodriguez	Teacher	Lincoln Ave	06/16/2023
Retire	31.2	5	Sandra Menden	Psych	Garland	06/22/2023
Personal	3.8	5	Wendy Milbauer	Teacher	Hamilton	05/24/2023
Retire	24.8	4	Ulisses Molina	Teacher	Lincoln Ave	06/16/2023
Personal	4.7	2	Raven Moody	SSW	Keefe	06/22/2023
Retire	35.7	5	Lisa Napoli	AP	Grant	06/22/2023
Retire	23.7	4	Mayra Negron	Teacher	Fratney	03/16/2023
Personal	2.8	5	Grace Nell	Teacher	Lancaster	06/16/2023
Retire	8.2	5	Erik Nordgren	Teacher	Allen Field	06/16/2023
Retire	31.7	5	Dawn Norman	SST	French Imm	06/16/2023
Other Dist	14.8	1	Kim Novak	Ex Ed Sup	Central Svcs	06/22/2023
Personal	9.4	5	Michael Ogren	Teacher	MSL	06/16/2023
Retire	28.3	5	Garett Parworth	Teacher	MSL	06/16/2023
Personal	3.7	5	Alison Patton	Teacher	Jackson	06/30/2023
Retire	20.7	2	Joyce Peoples	Teacher	Hartford	06/20/2023
Retire	36.7	5	Kirk Peterson	Teacher	Allen Field	06/16/2023
Other Work	3.5	2	Alexandria Poole	Rec Sup II	Central Svcs	05/12/2023
Personal	0.1	4	Jane Proszek Gorniski	Teacher	Hamilton	05/24/2023
Personal	0.7	5	Marcus Protz	Teacher	Riverwest	06/16/2023
Personal	2.0	4	Ana Quezada	Teacher	Whitman	06/16/2023
Personal	1.7	4	Aislinn Ramos	Teacher	Riley	04/10/2023
Retire	25.4	4	Miguelina Ricardo	Teacher	Greenfield	06/16/2023
Retire	28.3	4	Ada Rosado	Teacher	South Division	05/24/2023

Reason	Yrs Svc	Code	Name	Position	Location	Date
Retire	5.7	5	Lynda Scolaro	Teacher	Douglas	05/24/2023
Retire	32.2	5	Nancy Smith	Teacher	South Division	05/24/2023
Retire	36.2	5	Wendy Smith	SST	Engleburg	06/16/2023
Personal	0.7	4	Francisco Solis Oropeza	Teacher	Mitchell	06/16/2023
Other Work	1.8	5	Alyssa Stallons	SLP	Washington HS	05/24/2023
Retire	7.7	5	Christine Steiner	Teacher	Spanish Imm	07/11/2023
Retire	8.8	5	Donna Stengrevics	Teacher	Hi Mount	06/19/2023
Personal	1.8	5	Matthew Stran	Teacher	ALBA	05/24/2023
Personal	1.1	5	Tristan Strelitzer	Teacher	Central Svcs	04/03/2023
Retire	31.2	5	Timothy Stritesky	Teacher	Bethune	07/18/2023
Retire	16.7	5	Jill Sweda	Teacher	Gaenslen	06/16/2023
Retire	28.3	5	Linda Ulrich	Teacher	German Imm	06/16/2023
Other Dist	3.8	5	Teah Ungerer	Teacher	Hartford	06/16/2023
Personal	2.7	3	Chia Vang	Counselor	Hamilton	05/31/2023
Retire	20.7	5	Carol Van Lare	Nurse	Central Svcs	06/01/2023
Retire	31.6	5	Alan Vey	Teacher	Riverside	05/25/2023
Personal	4.5	4	Mahaly Villegas	Teacher	Spanish Imm	06/17/2023
Retire	32.7	5	Michele Weissman	Teacher	Clemens	06/16/2023
Retire	24.7	5	Renee Wilde	Teacher	Burdick	06/19/2023
Personal	14.2	2	Tanya Williams	SST	Jackson	06/21/2023
Personal	0.8	5	Donaven Witt	Teacher	Roosevelt	05/24/2023
Personal	0.3	2	Alfreda Womack	Teacher	53 <sup>rd</sup> Street	06/16/2023
Personal	9.2	3	Diane Yang	SSW	Ronald Reagan	06/01/2023
Personal	4.7	3	Phoua Yang	Teacher	Story	06/16/2023
Personal	2.7	5	Kayce Youngbauer	Teacher	Congress	05/24/2023
Retire	16.7	5	Elizabeth Zaza	Teacher	Psych	06/01/2023

**Classified Retirements**

Retire	25.6	5	Ronald Heberlein	BSH II	MHSA	04/01/2023
Retire	28.2	2	Carla Hubbard	Secretary I	Westside Acad	04/15/2023
Retire	20.2	5	Cindy Johnson	Para	Ronald Reagan	04/01/2023
Retire	22.0	5	Patricia Krauss	Secretary II	Repair Division	04/01/2023
Retire	20.5	5	Olaf Ritter	Kitchen Mgr II	JMAC	04/22/2023
Retire	28.7	2	Josephine Taper	Kitchen Mgr I	Spanish Imm	04/20/2023
Retire	35.0*	4	Brian Vila	Engineer III	King MS	03/19/2023

\*correction of years of service reported in April

**Summary**

Other District..... 11  
 Other Work..... 4  
 Personal ..... 56  
 Retirement ..... 68 (6 Classified; 62 Certificated)

**Codes:**

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

**Monthly Affirmative Action Report**

The Affirmative Action monthly personnel transaction report for April 2023 is attached to the minutes of your Committee’s meeting. This is an informational item, and no action is required.

**Committee’s Recommendation**

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

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

\* \* \* \* \*

**(Item 2) Action on Recommended Administrative Appointments, Promotions, Reassignments and Reclassifications, Salary Increases/Decreases, and Limited-term Employment (LTE) Contracts Exceeding 60 Days**

**Recommended Appointments**

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

Codes	Name	Appointment	Location	Salary		
				Sched	Range	Amount
2. r	Leon Groce	Director I, Restorative Practices	Office of the Chief of Staff	03	14A	\$135,022
5. r	Brian Babbitts	Coordinator III, School Performance	Office of the Chief of Communications & School Performance	03	08A	\$106,351
5. r	Virginia Lynch	Assistant Principal III, Washington High School	Office of the Chief of School Administration	03	12C	\$97,323
2. nr	Charonda Farrington	Supervisor I, School Nursing	Office of the Chief of Academics	03	09A	\$89,574
4. r	Jamie Astigarraga	Occupational Health Nurse	Office of the Chief of Human Resources	03	08A	\$87,360
5. nr	Kelsey Robison	Coordinator III, School Performance	Office of the Chief of Communications & School Performance	03	08A	\$86,799
5. nr	Sara Ellenbolt	Supervisor I, School Nursing	Office of the Chief of Academics	03	09A	\$77,368
3. nr	Jenny Lo	Professional Development Specialist II	Office of the Chief of Academics	03	09A	\$77,368
5. r	Megan Burk	Grants Specialist I, State & Federal Programs	Office of the Chief of Finance	03	08A	\$74,802
5. nr	Jessica Tipkemper	Associate II, Recreation Supervisor	Office of the Chief of Operations	03	04A	\$74,147
4. nr	Brenda Saucedo	Accountant IV	Office of the Chief of Finance	03	06A	\$67,207
2. r	Gary Thomas	Associate II, Recreation Supervisor	Office of the Chief of Operations	03	04A	\$60,671
2. nr	Shaneila Hadnot	Planning Assistant II	Office of the Chief of Academics	03	02A	\$59,706
3. nr	Annabel Hoener	Accountant II	Office of the Chief of Finance	03	04A	\$55,749
4. r	Maria Barba	Student Enrollment Assistant I	Office of the Chief of School Administration	03	01A	\$50,857

**Recommended Limited-term Employment (LTE) Contracts Exceeding 60 Days**

Your Committee recommends that the Board approve the following limited-term employment (LTE) contracts exceeding 60 days, pursuant to Administrative Policy 6.23(4)(b), to be effective as indicated.

Codes	Name	Position	Location	Hourly	
				Wage	Dates
5. nr	Carolyn Stuessy	Recreation Outdoor Master Plan Renovation Projects	Office of the Chief of Operations	\$35.00	04/10/23-10/10/23
5. r	Brett Fuller	ESSER Reporting	Office of the Chief of Academics	\$30.00	04/27/23-06/27/23
4. nr	Joanna Rizzotto	Restorative Practices Coach	Office of the Chief of Staff	\$30.00	05/01/23-07/28/23
5. r	Mary Saldana	Induction & Support	Office of the Chief of Academics	\$30.00	05/15/23-06/15/23
5. r	Nancy McGrew	K4/K5/1 <sup>st</sup> -grade Class-size Reduction	Office of the Chief of Academics	\$15.00	07/01/23-12/31/23

Codes:

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

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

\* \* \* \* \*

**(Item 3) Action on a Request to Approve the Second Amendment to the Lease Agreement with Milwaukee Excellence Charter School for the Property Located at 4950 North 24<sup>th</sup> Street**

**Background**

Milwaukee Excellence Charter School is relocating its program from the Happy Hill School at 7171 W. Brown Deer Road to expand the program onto the second floor at 4950 North 24<sup>th</sup> Street. The mission of Milwaukee Excellence is to educate students in grades 6 through 12 through rigorous academics and character-education essentials for success so they are able to excel and to graduate from four-year colleges and pursue the professions of their choice. The goal of Milwaukee Excellence is for its graduates to carry with them character traits formed by values and to be equipped with the scholarly habits necessary to navigate their personal lives while attending college.

The Administration is requesting approval of the proposed second amendment to the lease agreement with Milwaukee Excellence that runs through June 30, 2026, which aligns with the charter contract. The lease rent revenue will be as follows:

- July 1, 2023-June 30, 2024..... \$386,888
- July 1, 2024-June 30, 2025..... \$394,626
- July 1, 2025-June 30, 2026..... \$402,519
- Total ..... \$1,184,033

**Strategic Plan Compatibility Statement**

Goal 3, Effective and Efficient Operations

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

Administrative Policy 5.02, Use of School Facilities

**Fiscal Impact Statement**

There are no expenditures associated with this item. Total lease revenue for lease term is \$1,184,033.

**Implementation and Assessment Plan**

Upon the Board's approval, the Second Amendment to the Lease Agreement with Milwaukee Excellence Charter School for the Property Located at 4950 North 24<sup>th</sup> Street, as attached to the minutes of your Committee's meeting, will be executed.

**Committee's Recommendation**

Your Committee recommends that the Board approve the Second Amendment to the Lease Agreement with Milwaukee Excellence Charter School for the Property Located at 4950 North 24<sup>th</sup> Street, as attached to the minutes of your Committee's meeting.

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

\* \* \* \* \*

**(Item 4) Action on a Request to Terminate a Lease with Milwaukee Excellence Charter School for Happy Hill School Located at 7171 West Brown Deer Road**

**Background**

The mission of Milwaukee Excellence Charter School is to educate students in grades 6 through 12 through rigorous academics and character education essentials for success so they are able to excel and to graduate from four-year colleges and pursue the professions of their choice. The goal of Milwaukee Excellence is for its graduates to carry with them character traits formed by values and to be equipped with the scholarly habits necessary to navigate their personal lives while attending college.

The Board approved a lease agreement with Milwaukee Excellence Charter School at Happy Hill School located at 7171 West Brown Deer Road in February 2022. In March 2023, Milwaukee Excellence Charter School at Happy Hill School requested to terminate its lease agreement as of June 30, 2023.

The Administration is requesting approval to terminate a lease agreement with Milwaukee Excellence Charter School for Happy Hill School, to be effective June 30, 2023.

**Strategic Plan Compatibility Statement**

Goal 3, Effective and Efficient Operations

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

Administrative Policy 5.02, Use of School Facilities

**Fiscal Impact Statement**

There are no expenditures associated with this item.

**Implementation and Assessment Plan**

Upon the Board’s approval, the Termination of the Lease Agreement with Milwaukee Excellence Charter School for Happy Hill School, as attached to the minutes of your Committee’s meeting, will be executed.

**Committee’s Recommendation**

Your Committee recommends that the Board approve the Termination of the Lease Agreement with Milwaukee Excellence Charter for Happy Hill School, as attached to the minutes of your Committee’s meeting.

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

\* \* \* \* \*

**(Item 5) Action on a Request to Approve the Fifth Amendment to the Lease Agreement with Banner Day Learning Corp. at the 35<sup>th</sup> Street School Property Located at 3517 West Courtland Avenue**

**Background**

The Administration is requesting approval of the proposed fifth amendment to the lease agreement with Banner Day Learning Corp. that will extend the lease term from July 1, 2023, through June 30, 2024, which aligns with the term of the current partnership contract with Milwaukee Pubic Schools and Banner Preparatory School of Milwaukee (Banner Prep).

Milwaukee Pubic Schools and Banner Prep have a long-standing relationship. Banner Prep was established in fall of 2006 to provide a continuum of services for students who have been expelled through a Central Services hearing process. The mission of Banner Prep is to provide an alternative small-school setting for secondary-level students when academic or behavioral issues have become major barriers to a student’s success in school.

In June 2018, the Board entered into a lease agreement with Banner Prep for a portion of the 35<sup>th</sup> Street School property located at 3517 West Courtland Avenue. In June 2019, the Board authorized a lease

amendment that extended the lease term through June 30, 2020. In June 2020, the Board authorized another lease term from July 1, 2020, through June 30, 2021. In June 2021, the Board authorized another lease term from July 1, 2020, through June 30, 2022. In June 2022, the Board authorized another lease term from July 1, 2022, through June 30, 2023.

The new lease term will be July 1, 2023, through June 30, 2024. Total revenue from this amended lease will be \$111,353.00.

**Strategic Plan Compatibility Statement**

Goal 3, Effective and Efficient Operations

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

Administrative Policy 5.02, Use of School Facilities

**Fiscal Impact Statement**

There are no expenditures associated with this item. Total lease revenue for the lease term is \$111,353.00.

**Implementation and Assessment Plan**

Upon the Board’s approval, the Fifth Amendment to the Lease Agreement with Banner Day Learning Corp. located at 3517 West Courtland Avenue, as attached to the minutes of your Committee’s meeting, will be executed.

**Committee’s Recommendation**

Your Committee recommends that the Board approve the Fifth Amendment to the Lease Agreement with Banner Day Learning Corp, as attached to the minutes of your Committee’s meeting.

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

\* \* \* \* \*

**(Item 6) Action on a Request to Approve the First Amendment to the Use and Maintenance Agreement with Boys and Girls Club at the Rogers Street Academy Property Located at 2430 West Rogers Street**

**Background**

Milwaukee Public Schools and the Boys & Girls Club (BGC) have a long-standing relationship. MPS agreed to finance an addition to the existing facility at 2430 West Rogers Street and enter into a partnership with BGC on June 21, 2004, as part of a 99 year Use & Maintenance Agreement.

MPS and BGC now desire to amend the Agreement to extend the time for the Parties to further negotiate the capital and ordinary maintenance expenses as set forth in the attachments to the minutes of your Committee’s meeting. The Administration is requesting approval for the first negotiation period of capital and ordinary maintenance expenses, as considered in the Agreement and beginning on the 18<sup>th</sup> anniversary of the Agreement’s commencement date, be extended to December 31, 2023. Once the expenses for the term have been negotiated, the Administration will recommend another amendment to the Use & Maintenance Agreement.

**Strategic Plan Compatibility Statement**

Goal 3, Effective and Efficient Operations

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

Administrative Policy 5.02, Use of School Facilities

**Fiscal Impact Statement**

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There are no expenditures associated with this item. There will be no lease revenue as part of the agreement.

**Implementation and Assessment Plan**

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Upon the Board’s approval, the First Amendment to the Use & Maintenance Agreement with Boys & Girls Club, as attached to the minutes of your Committee’s meeting, will be executed.

**Committee’s Recommendation**

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Your Committee recommends that the Board approve the First Amendment to the Use & Maintenance Agreement with Boys & Girls Club, as attached to the minutes of your Committee’s meeting.

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

\* \* \* \* \*

**(Item 7) Action on a Request for Authorization to Enter into a Lease Agreement with the Milwaukee Youth Arts Center, Inc., for Parking at Golda Meir Property Located at 1555 N. Dr. Martin Luther King, Jr., Drive**

**Background**

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Milwaukee Public Schools (MPS) and the Milwaukee Youth Arts Center (MYAC) have an excellent working relationship that supports student learning, high student performance, and a focus on services and programming in the arts. MYAC has a direct working relationship with the Golda Meir program, and both programs share resources on an as-needed basis.

MYAC has shared the use of its space for music training and workshops for our teachers. It has also provided programming as a part of the MPS Partnership for the Arts and Humanities. Based on its close proximity to Golda Meir, it has developed a strong partnership to provide arts programming specifically in the areas of theatre and dance.

As part of this long-standing relationship, MYAC has leased a parking lot located at the southwest corner of North 4<sup>th</sup> Street and West Galena Avenue and is looking to renew this agreement to assist with its overflow parking. The use of parking facilities is non-exclusive and is restricted to parking of vehicles owned or operated by its employees, guests, and invitees after normal school hours, Monday through Friday and all day on Saturday and Sunday. MYAC’s use will not interfere with normal school operations or special events of the school or the district.

The annual lease rate is \$1.00. In return, MYAC will provide educational services as may be mutually agreed to for Golda Meir or other schools. Such services shall be at no cost to the schools.

There is language within the lease that will allow the District to terminate the lease to accommodate the expansion at Golda Meir or any other long-term district needs.

The lease term will be July 1, 2023, through June 30, 2026. The lease rent revenue will be as follows:

- July 1, 2023-June 30, 2024..... \$1.00
- July 1, 2024-June 30, 2025..... \$1.00
- July 1, 2025-June 30, 2026..... \$1.00

**Strategic Plan Compatibility Statement**

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Goal 3, Effective and Efficient Operations

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

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Administrative Policy 5.02, Use of School Facilities

**Fiscal Impact Statement**

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There are no expenditures associated with this item. Total lease revenue for the lease term is \$3.00.

**Implementation and Assessment Plan**

Upon the Board’s approval, the Lease Agreement with Milwaukee Youth Arts Center, as attached to the minutes of your Committee’s meeting, will be executed.

**Committee’s Recommendation**

Your Committee recommends that the Board approve the Lease Agreement with Milwaukee Youth Arts Center, as attached to the minutes of your Committee’s meeting.

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

\* \* \* \* \*

**(Item 8) Action on a Request to Approve the Third Amendment to the Lease Agreement with the Milwaukee Bicycle Collective, Inc., for Use of the Merrill Park Field House**

**Background**

The Milwaukee Bicycle Collective, Inc., is a 501(c)(3) non-profit organization with a mission of making bicycling accessible to all. Milwaukee Bicycle Collective, Inc., is a volunteer-driven organization that has partnered with Milwaukee Public Schools to provide the District with valuable resources for bicycle repair and instruction, as well as refurbished bicycles, parts, and accessories.

Milwaukee Public Schools’ bicycling programs within the Department of Recreation and Community Services and the Department of Curriculum and Instruction-Health and Physical Education do not have adequate resources to repair and to service the bicycles owned by the District for students’ use. The agreement with the Milwaukee Bicycle Collective, Inc., further ensures that all Milwaukee Public Schools children involved in the District’s bicycling programs are using safe equipment, while also providing the Milwaukee Bicycle Collective, Inc., with needed storage space to provide this valuable service.

The Board approved a lease agreement with the Milwaukee Bicycle Collective, Inc., in June 2018, a First Amendment in 2019, and a Second Amendment in 2021 to further advance its work with Milwaukee Public Schools in providing services to students that promote growth and create additional opportunities for future success.

The Administration is requesting approval of a Third Amendment to the Lease Agreement with Milwaukee Bicycle Collective, Inc., for a two-year term, July 1, 2023-June 30, 2025. The lease rent revenue will be as follows:

- July 1, 2023-June 30, 2024..... \$1.00
- July 1, 2024-June 30, 2025..... \$1.00

**Strategic Plan Compatibility Statement**

Goal 3, Effective and Efficient Operations

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

Administrative Policy 5.02, Use of School Facilities

**Fiscal Impact Statement**

There are no expenditures associated with this item. Total lease revenue will be \$2.00.

**Implementation and Assessment Plan**

Upon the Board’s approval, the Third Amendment to the Lease Agreement between Milwaukee Public Schools and the Milwaukee Bicycle Collective, Inc., as attached to the minutes of your Committee’s meeting, will be executed.

**Committee’s Recommendation**

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Your Committee recommends that the Board approve the Third Amendment to the Lease Agreement with the Milwaukee Bicycle Collective, Inc., for use of Merrill Park Field House, as attached to the minutes of your Committee’s meeting.

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

\* \* \* \* \*

**(Item 9) Action on Monthly Facilities Matters: FMS Award of Change Order and Emergency Purchase Recommendation**

**Report of Change Order**

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

**Playfield Improvement Design at Lincoln Playfield**

Site Design Group Ltd., 888 South Michigan Avenue, Chicago, IL 60605

Total Amount of Change Order.....\$178,506.00

Due to the award of the Outdoor Recreation Legacy Partnership Program Grant, funded from the National Park Service and the Land & Water Conservation Fund, design for nature-based recreational amenities are being sought, including landscape architecture, civil engineering, structural engineering, electrical engineering, surveying services, and cost estimating. Scope of work includes tree assessment, riverbank restoration, trail design with site furnishings, non-motorized boat launch and boat drop-off, nature trails, and picnic areas.

The change order will be funded from account code STS OO RFI RC ECNC (Project No. 7096).

**Report of Emergency Purchase**

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This emergency purchase of four boilers and accessory packages to replace the existing, original boilers at James Madison High School in the amount of \$386,000 is being reported as required by Administrative Policy 3.09, Purchasing and Bidding Requirements.

During the design phase for the replacement of the unit-ventilators as part of an ESSER II-funded capital improvement project at James Madison High School, it was determined that the original boilers should also be replaced. The Integrated Project Delivery (IPD) contractor had obtained various quotes and determined that the boilers available from Vyray were the best option, since they met the design criteria for capacity, were designed to fit into the existing boiler room and schedule, and were available now for purchase and delivery by May 26, 2023. DFMS will be making the purchase with available performance-contracting funds, thereby allowing additional capital project work to be completed under ESSER II. The purchase of the boilers was completed as an emergency due to the need to procure and install them in time to allow for start-up of the boilers before the heating season begins. The IPD Contractor will be responsible for installation of the equipment.

Funds are available from account code FAR 00 ECE DW ECNC (Project No. 8579).

**Strategic Plan Compatibility Statement**

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Goal 3, Effective and Efficient Operations

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

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Administrative Policy 3.09, Purchasing and Bidding Requirements

**Fiscal Impact Statement**

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This item authorizes expenditures for:

- Change Order ..... \$178,506.00
- Emergency Purchase ..... \$386,000.00

**Implementation and Assessment Plan**

Upon the Board’s approval, the requested change order and emergency purchase will be executed.

**Committee’s Recommendation**

Your Committee recommends that the Board approve the requested change order and emergency purchase.

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

\* \* \* \* \*

**(Item 10) Action on Receipt of the Fiscal Year-end 2022 Audit Reports**

**Background**

Baker Tilly has completed the June 30, 2022, year-end reports, which are attached to the minutes of your Committee’s meeting for the Board's consideration.

Baker Tilly considers the District's internal control over financial reporting as a basis for designing its auditing procedures for the purpose of expressing an opinion on the District's financial statements. Internal control matters identified by Baker Tilly are reported to the District in the "Reporting and Insights From 2022 Audit, June 30, 2022." While this communication presents the auditor's observations on, and makes recommendations regarding, various district management and internal control issues; it does not express an opinion on the effectiveness of the District's internal control.

“Reporting and Insights from 2022 Audit, June 30, 2022,” also includes a report on the status of prior-year issues.

**Strategic Plan Compatibility Statement**

Goal 3, Effective and Efficient Operations

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

Administrative Policy 3.07, Fiscal Audits

**Fiscal Impact Statement**

No fiscal impact

**Committee’s Recommendation**

Your Committee recommends that the Board

- 1, accept the following documents, as attached to the minutes of your Committee’s meeting:
  - a. 2022 ACFR Financial Statements
  - b. Reporting and Insights From 2021 Audit, June 30, 2021
  - c. Milwaukee Board of School Directors Early Retirement Plan
  - d. Milwaukee Board of School Directors Early Retirement Plan for Teachers
  - e. Report on Federal and State Awards; and
2. direct the Administration to bring to the Board a progress update within the December 2023 board cycle

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

\* \* \* \* \*

**(Item 11) Action on Monthly Finance Matters: Authorization to Make Purchases; Report on Change Orders in Excess of \$25,000; Acceptance of the Report on Revenues and Expenses; Monthly Expenditure Control Report; Report on Budget Transfers; Report on Contracts Under \$50,000 and Cumulative Total Report; Report on Monthly Grant Awards; and Acceptance of Donations**

**Purchases**

\_\_\_\_\_ Authorization to Purchase from CDW Government, LLC, for Licenses, Equipment, and Support

The Administration is requesting authorization to make purchases from CDW Government LLC for licenses, equipment, and support. The Rubrik software being purchased under this agreement will be used to backup virtual-server infrastructure in use by the District for daily operations. These resources, which will be backed up off site, will then have the ability to be restored as part of the disaster-recovery process. This agreement is for a three-year subscription for backup and restoration services from this vendor.

This purchase is made under the CESA Purchasing Cooperative 022-G. The total cost of items purchased will not exceed \$263,047.20.

Budget Code: TSV-0-0-TLN-DW-EMTC (Technology — Contracted Services) .....\$263,047.20

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

\_\_\_\_\_ Authorization to Purchase Six VxRail E660F from Systems the Redesign Group

The Administration is requesting authorization to make a one-time purchase from the Redesign Group for six VxRail E660F systems. These items make up a hardware upgrade to the server infrastructure that currently supports over 200 district enterprise servers and databases. This new hardware will allow near-obsolete servers and storage to be combined into a single supported solution at the Central Services Datacenter.

This purchase is made under the Midwestern Higher Education Commission (MHEC) Cooperative Purchasing Agreement MHEC-04152022. The total cost of goods purchased from vendor will not exceed \$431,032.00

Budget Code: TSV-0-0-TLN-DW-EEQ5 (Technology — Equipment) .....\$431,032.00

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

\_\_\_\_\_ Authorization to Purchase Software Maintenance for the District’s VoIP Telephone System Total Communications, Inc.

The Administration is requesting authorization to purchase software maintenance for the District’s VoIP telephone system from Total Communications, Inc. This renewal of software maintenance is necessary in order for the District to receive critical software updates and applications as they become available for the District’s Mitel MiCam voicemail system. The Mitel MiCam voicemail feature is available on all district telephones used in schools and departments. The voicemail platform is a critical tool that is necessary for effective communications.

This purchase is made under the Sourcewell Contract #022719-MBS. The total cost of goods purchased from Total Communications will not exceed \$59,542.72.

Budget Code: PIN-0-0-TLN-DW-ETEL (Technology — Contracted Services).....\$59,542.72

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

Authorization to Issue a Purchase Order to West Music Company, Inc., for Class Sets of General Music Percussion Instruments

The Administration is requesting authorization to issue a purchase order to West Music for 100 14-inch tubanos, 100 12-inch tubanos, 100 10-inch tubanos, 20 frame drum sets, and 20 boomwhacker sets.

Phase four of the music expansion will add teachers to a number of schools where no previous music program existed. This purchase will provide instruments and equipment for new music programs.

One primary goal of the project is to support general music educators to meet the music standards for performing music. A variety of hand percussion instruments provide developmentally appropriate instruction to each student.

This purchase is being made under Choice Partners Cooperative Agreement 19/034KC-07. The total cost for this purchase will not to exceed \$95,961.20

Budget Code: MUS-O-S-LAM-DW-ESUP.....\$95,961.20

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

Authorization to Renew Virtual Library Services Subscriptions with Various Vendors

The Administration is requesting authorization to purchase one-year renewal subscriptions for district-wide virtual library services. The current virtual library databases offer continuity in the District’s overall plan to invest in library staffing and technology and continue to be a core resource for the library-skills (research and inquiry) curriculum. Digital resources allow students to engage in research/inquiry to investigate topics and provide experiences for self-directed, real-life investigations.

These purchases will be paid for with Common School Funds, which provide annual library aid support to all Wisconsin public school districts. Each district must spend its total Library Aid allocation for appropriate library materials by June 30 of the same year. Digital, video-streamed, or web-based resources are earmarked materials that support the school library media program. The District’s collection of digital resources provides equity to all MPS sites. Additionally, full access to all databases is available from home on a 24/7 basis. On-site and online professional development is available to all MPS educators for all resources.

The purchases are made under the cooperative agreements listed below.

Vendor	Products	Subscription Period	Focus	Amount	Cooperative Agreement
Brain POP, LLC	BP, JR, ELL, Espanol, Creative Coding	10/1/23-9/30/24	K4-12	\$338,137.80	Gurnee School District 56 IL — NDPA_SWC CCASE
Capstone	Pebble Go	7/1/23-6/30/24	K4-3	\$129,493.95	Omnia Partners R170702
Cengage Learning, Inc.	Biography in Context & Research in Context/Middle-school Opposing Viewpoints in Context	6/30/23-6/29/24	7-12	\$55,633.14	Choice Partners 20/051SG-02
Cengage Learning, Inc.	Gale in-Context: Elementary, High-school, Environmental Studies	7/1/23-6/30/24	K-12	\$116,505.00	Choice Partners 20/051SG-02
Defined Learning, LLC	Defined STEM	7/30/23-7/31/24	K-12	\$277,860.00	The Interlocal Purchasing System (TIPS) #200105

Vendor	Products	Subscription Period	Focus	Amount	Cooperative Agreement
Discovery Education, Inc.	DE Curriculum Services (Streaming)	7/1/23-6/30/24	K4-12	\$489,000.00	The Interlocal Purchasing System (TIPS) #220802
Follett School Solutions,, LLC	Library Manager	8/30/23-8/31/24	K4-12	\$191,191.48	PACE P00176
Follett School Solutions,, LLC	Resource Manager	8/30/23-8/31/24	K4-12	\$107,736.69	PACE P00176
Infobase Holding, Inc.	Credo Source Reference	6/30/23-6/30/24	6- 12	\$67,680.00	TIPS #200105
OverDrive,, Inc.	Digital Library, eBooks, Video, and Audio	8/1/23-8/1/24	K-12	\$70,000.00	Commonwealth of Massachusetts 21-DOC-9009
Mackin Educational Resources	Comics Plus	7/1/23-6/30/24	K-12	\$97,786.22	Florida State Cooperative #20-172
Nearpod, Inc.	Flocabulary	8/5/23-8/4/24	K4-12	\$184,127.00	The Interlocal Purchasing System (TIPS) #18/056KD- 39
Proquest, LLC	Culture Grams Online	7/1/23-6/30/24	3-12	\$61,208.67	CTR057656
Texthelp,, Inc.	Read & Write	8/1/23-8/1/24	K4-12	\$131,908.78	DIR-CRO- 4479
Anaca Technologies, Ltd., dba Xello	Google/Snapverter CCSpark	10/1/23-9/30/24	K-12	\$55,125.00	PCA-3-177- 17

The total cost of subscription services will not exceed \$2,373,393.73

Budget Code: SLB-0S-CSF-DW-ESWR (School Library — Non-textbooks).....\$2,265,657.04  
 GEN-00-INV-DW-ETXB (Textbook Funds — for Resource Manager).....\$107,736.69

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

RFP 1103 Authorization to Enter into Purchase Orders with Savvas Learning Company, LLC, and The McGraw Hill Companies for the Selection of Textbooks/Instructional Materials for Social Studies: African American History, AP Human Geography, Justice and You, Sociology, Psychology, and Ethnic Studies

The Administration is requesting authorization to issue purchase orders with Savvas Learning Company, LLC. and the McGraw Hill companies for the selection of textbooks/instructional materials to be used during the 2023-24 school year as detailed in this item.

In accordance with the textbooks/instructional materials adoption rules of Administrative Policy 7.26, Textbooks/Instructional Materials Adoption, textbooks/instructional materials evaluation committees were formed as a result of the Board’s action on December 22, 2022, which opened subject areas for selection studies. The committees have completed the necessary studies with respect to the following courses and are recommending the following for adoption for use during the 2023-24 school year.

Vendor	Amount
Savvas Learning Company LLC	\$1,500,000.00
The McGraw Hill Companies	\$1,500,000.00
<b>Total</b>	<b>\$3,000,000.00</b>

Contractors were chosen pursuant to RFP 1103, which closed on February 17, 2023.

Budget Code: SSC-0-I-8G3-CI-ETXB (Textbooks).....\$3,000,000.00

Savvas Learning Company, LLC

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
1,372	340	843	No	5%	5%	TBD	NA	600	10

The McGraw Hill Companies

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
1,353	230	949	No	5%	5%	TBD	NA	600	10

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

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

**C029866 Ice Miller, LLP, for legal Services Related to Internal Revenue Service (IRS) Compliance and Other Plan Legal Issues**

Original Contract Amount.....	\$40,000.00
RCC 2/9/2022.....	\$6,000.00
RCC 2/10/2023.....	<u>\$30,000.00</u>
Ending amount .....	<u>\$76,000.00</u>

On February 18, 2021, the Milwaukee Board of School Directors and Ice Miller, LLP, entered into Professional Services Contract number C029866 (“Contract”), with a term of March 1, 2021, through February 28, 2022, for legal services related to Internal Revenue Service (IRS) compliance and other plan legal issues, including, but not limited to, restatement of plan documents and associated submissions to the IRS, pertaining to the Milwaukee Board of School Directors’ Supplemental Early Retirement Plan for Teachers, the Milwaukee Board of School Directors’ Early Retirement Supplemental and Benefit Improvement Plan, and the Milwaukee Public Schools’ 403(b) Plan. A Request to Change Contract (RCC) was submitted on February 9, 2022, to extend the contract through February 28, 2023, and to increase the compensation. On February 10, 2023, another RCC was submitted to extend the contract through February 28, 2024, and to increase compensation.

**C030905 Children’s Outing Association, dba COA Youth & Family Centers, to Provide a Community Learning Center**

Original Contract Amount.....	\$123,500.00
RCC 2/14/2023.....	<u>\$32,500.00</u>
Ending amount .....	<u>\$156,000.00</u>

On July 28, 2022, the Milwaukee Board of School Directors and Children’s Outing Association, dba COA Youth & Family Centers, entered into Professional Services Contract number C030905 (“Contract”), with a term of August 1, 2021, through June 30, 2023, to provide a Community Learning Center. On February 14, 2023, a Request to Change Contract (RCC) was submitted to add the carryover from DPI to the contract.

**C029511 Owners Group, dba Learning Exchange, for Title IA, IIA, IIIA, and IVA Services**

Original Contract Amount.....	\$10,714,225.38
RCC 7/15/2020.....	\$7,127,550.90
Board 2/25/2021 .....	\$21,081,695.44
Year 2 .....	\$16,486,349.97
Year 3 .....	\$22,833,033.98
RCC 2/1/2023.....	<u>\$8,174,035.75</u>

Ending Amount .....\$86,416,891.42

On April 23, 2020, the Milwaukee Board of School Directors and Owners Group, dba Learning Exchange, entered into Professional Services Contract number C029511(“Contract”), with a term of July 1, 2020, through June 30, 2021, for Title IA, IIA, IIIA, and IVA services. On July 15, 2020, a Request to Change Contract (RCC) was submitted to increase compensation and to include Elementary and Secondary School Emergency Relief (ESSER) funding. On February 25, 2021, the Board increased the compensation by \$21,081,695.44 to include Governor’s Emergency Education Relief (GEER) funding. On April 22, 2021, the Board extended the contract for a term of July 1, 2021, through June 30, 2022, with compensation not to exceed \$16,486,349.97. On May 26, 2022, the Board approved the third, and final, extension for a term of July 1, 2022, through June 30, 2023, and compensation not to exceed \$22,833,033.98. On February 1, 2023, an RCC was approved to increase compensation based upon the final allocation numbers.

**C029512 Mainstream Development Educational Group, LLC, for Title IA, IIA, IIIA and IVA Services**

Original Contract Amount .....\$1,995,716.49  
RCC 7/15/2020.....\$843,633.10  
Board 2/25/2021 .....\$473,216.27  
Year 2 .....\$3,707,646.49  
RCC 3/21/2022.....\$1,291,697.52  
Year 3 .....\$5,076,069.34  
RCC 2/1/2023.....\$1,949,026.62  
Ending Amount .....\$15,337,005.83

On April 23, 2020, the Milwaukee Board of School Directors and Mainstream Development Educational Group, LLC, entered into Professional Services Contract number C029512(“Contract”), with a term of July 1, 2020, through June 30, 2021, for Title IA, IIA, IIIA and IVA services. On July 15, 2020, a Request to Change Contract (RCC) was submitted to increase compensation and to include Elementary and Secondary School Emergency Relief (ESSER) funding. On February 25, 2021, the Board increased the compensation by \$473,216.27 to include Governor’s Emergency Education Relief (GEER) funding. On April 22, 2021, the Board extended the contract for a term of July 1, 2021, through June 30, 2022, with compensation not to exceed \$3,707,646.49. On March 21, 2022, an RCC was approved to increase compensation by \$1,291,697.52. On May 26, 2022, the Board approved the third, and final, extension for a term of July 1, 2022, through June 30, 2023, and compensation not to exceed \$5,076,069.34. On February 1, 2023, an RCC was approved to increase compensation based upon the final allocation numbers.

**C029513 Catapult Learning West, LLC, for Title IA, IIA, IIIA and IVA Services**

Original Contract Amount .....\$11,079,743.38  
Board 7/15/2020 .....\$ 6,503,141.10  
Board 2/25/2021 .....\$20,704,029.70  
Year 2 .....\$10,974,753.39  
Year 3 .....\$7,934,540.50  
RCC 12/5/2022.....-\$6,030,708.62  
RCC 12/6/2022.....-\$2,056,215.93  
RCC 2/1/2023.....\$3,004,545.50  
Ending Amount .....\$52,113,829.02

On April 23, 2020, the Milwaukee Board of School Directors and Catapult Learning West, LLC, entered into Professional Services Contract number C029513(“Contract”), with a term of July 1, 2020, through June 30, 2021, for Title IA, IIA, IIIA and IVA services. On July 15, 2020, a Request to Change Contract (RCC) was submitted to increase compensation and to include Elementary and Secondary School Emergency Relief (ESSER) funding. On February 25, 2021, the Board increased the compensation by \$20,704,029.70 to include Governor’s Emergency Education Relief (GEER) funding. On April 22, 2021, the Board extended the contract for a term of July 1, 2021, through June 30, 2022, with compensation not to exceed \$10,974,753.39. On May 26, 2022, the Board approved the third and final extension for a term of July 1, 2022, through June 30, 2023, and compensation not to exceed \$7,934,540.50. On December 5, 2022, an RCC was submitted to release funds as ESSER 1 Grant closed. On December 6, 2022, an RCC was submitted to decrease funds as

GEER Grant was closed. On February 1, 2023, an RCC was approved to increase compensation based upon the final allocation numbers.

**C030783 Buelow Vetter Buikema Olson & Vliet, LLC, to Provide Legal Services as Needed on Various Employment Matters**

Original Contract Amount.....\$24,999.00  
 RCC 3/21/2023.....\$25,000.00  
 Ending amount .....\$49,999.00

On July 25, 2022, the Milwaukee Board of School Directors and Buelow Vetter Buikema Olson & Vliet, LLC, entered into Professional Services Contract number C030783 (“Contract”), with a term of July 25, 2022, through December 31, 2022, to provide legal services as needed on various employment matters. On December 15, 2022, a Request to Change Contract (RCC) was submitted to extend the contract through December 31, 2023. On March 21, 2023, an RCC was submitted to add additional funds as litigation has not concluded, and addition services are need through completion of litigation.

**Routine Monthly Reports**

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

**Donations**

Location	Donor	Amount	Gift or Purpose
<b>Monetary Donations</b>			
Bay View Montessori School	Dawn Springer	\$100.00	General Classroom Supplies
Bay View Montessori School	Bay View Montessori School PTO	\$100.00	Wooden Stools
Bay View Montessori School	Charities Aid Foundation America	\$1,000.00	General Classroom Supplies
Browning School	The Blackbaud Giving Fund	\$1,000.00	General Classroom Supplies
Clemens School	Melva J Tatum	\$25.00	General Classroom Supplies
Emerson School	Anonymous Donor	\$20.00	General Classroom Supplies
Fratney Street School	Chante Bean	\$100.00	Sports Program
Honey Creek Elementary School	Herb Kohl Philanthropies	\$200.00	Accelerated Reading Program
James Fenimore Cooper School	NFPA	\$486.38	NFPA Fluid Power Challenge
King High School	John N Foley	\$70.00	Library
MacDowell Montessori	P.T. First	\$50.00	Chicago Field Trip - Music
MacDowell Montessori	Jill Wesolowski	\$144.00	Nature's Classroom
MacDowell Montessori	William & Jean Jaeger	\$200.00	Nature's Classroom
MacDowell Montessori	Alice's Kids	\$280.00	Nature's Classroom
Meir School	John Twardowski	\$300.00	Start Up Board Game Club
Office of Academics — Specialized Services	Delta Memorial Endowment Fund, Inc.	\$500.00	HEP For Humanitarian Work
Office of Academics — Specialized Services	Milwaukee Public Market	\$2,000.00	Providing Resources to the School-to-work- program
Parkside School	Kiwanis of Bay View, Cudahy, St Francis	\$100.00	Fieldtrip
Parkside School	Anonymous Donor	\$120.00	General Classroom Supplies
Parkside School	Lions Tooth	\$175.23	General Classroom Supplies
Recreation and Community Services	Redemption Lutheran Church	\$500.00	Swim Caps
Riley School	Charities Aid Foundation America	\$500.00	General Classroom Supplies
Story School	Natural Resources Foundation of WI, Inc	\$500.00	Teachers Outdoor Fund
<i>Total Monetary Donations</i>		\$8,470.61	

Location	Donor	Amount	Gift or Purpose
<b>Non-monetary Donations</b>			
Mitchell School	DonorsChoose	\$194.36	Snack Time
Andrew S. Douglas	DonorsChoose	\$284.07	Positive Praise and Incentives
Benjamin Franklin School	DonorsChoose	\$488.76	Food, Clothing & Hygiene
William Cullen Bryant School	Michelle Clements	\$150.00	Bake goods
Pulaski High School	DonorsChoose	\$639.07	Books
Emerson School	Sasha Brown	\$326.00	Clothing
Fernwood School	DonorsChoose	\$630.12	A Comfy Seat and a Sequel
Fifty-third Street School	DonorsChoose	\$140.12	I Love to Read
Frances Brock Starms Early Childhood Center	DonorsChoose	\$474.75	Books
Grant Gordon Learning Center	DonorsChoose	\$705.12	Read Me A Story
Grantosa Drive School	DonorsChoose	\$171.37	Sensory Supports
Grantosa Drive School	DonorsChoose	\$461.48	New Year New Gear
Hayes Bilingual School	DonorsChoose	\$567.99	7th Grade Super Stars
Hi-Mount School	DonorsChoose	\$257.32	Diverse Classroom Library
Goodrich School	DonorsChoose	\$176.18	Positive Behavior Prizes
Goodrich School	DonorsChoose	\$193.12	Water Bottles and Snacks
Goodrich School	DonorsChoose	\$233.00	Resources for Learning
Goodrich School	DonorsChoose	\$249.26	Fine Motor Practice
Goodrich School	DonorsChoose	\$332.42	Art Basics
MacDowell Montessori	DonorsChoose	\$202.78	STEM Tools and Toys
MacDowell Montessori	DonorsChoose	\$314.20	New Book Bonanza
MacDowell Montessori	DonorsChoose	\$390.32	Classroom Basics
MacDowell Montessori	DonorsChoose	\$612.27	Classroom Basics
Milwaukee Sign Language School	DonorsChoose	\$224.24	Educational Kits & Games
Morgandale School	DonorsChoose	\$293.65	Hydration Station
Ninety-fifth Street School	DonorsChoose	\$138.02	Beat the Winter Blues
Ninety-fifth Street School	DonorsChoose	\$164.95	ABC and 1, 2, 3
Ninety-fifth Street School	DonorsChoose	\$380.96	Independent Learning Activities
Ninety-fifth Street School	DonorsChoose	\$469.56	Pens and Pencils
Holmes School	DonorsChoose	\$477.78	Supplies, Supplies, Supplies
Parkview School	DonorsChoose	\$485.22	Literacy Stations for the Win
Parkview School	DonorsChoose	\$705.67	Playtime Choices
Emerson School	DonorsChoose	\$179.68	Positively Glowing Party
Emerson School	DonorsChoose	\$233.89	Perfectly Positive Prizes
Kluge School	DonorsChoose	\$640.80	Needed Classroom Essentials
River Trail School	DonorsChoose	\$428.27	Hygiene Products & More
Roosevelt Middle School	DonorsChoose	\$559.17	Black History Resources
King High School	DonorsChoose	\$228.87	I Want to Read
Siefert School	DonorsChoose	\$458.20	The Power of Puppets
Siefert School	DonorsChoose	\$764.98	Instructional Technology
Office of Academics — Specialized Services	MARTA*	\$286.00	Socks & Toothpaste for HEP Students
Strategic Partnerships and Customer Service	Milwaukee Bucks	\$250.00	Giveaway Items
Strategic Partnerships and Customer Service	Milwaukee Church of Christ	\$500.00	Toiletry/Hygiene Drive
Trowbridge School	DonorsChoose	\$141.08	Classroom Basics Needed
Trowbridge School	DonorsChoose	\$151.79	Surf Desk Storage Rack
Trowbridge School	DonorsChoose	\$176.10	STEM Bins
Vieau School	DonorsChoose	\$260.72	Differentiating Instruction
<i>Total Non-monetary Donations</i>		\$16,793.68	
Total Value of Donations		\$25,264.29	
<i>*Donations from MPS Alumni</i>		\$286.00	

### **Strategic Plan Compatibility Statement**

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Goal 3, Effective and Efficient Operations

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

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Administrative Policy 3.06, Fiscal Accounting and Reporting

### **Committee's Recommendation**

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Your Committee recommends that the Board:

1. authorize the purchases as attached to the minutes of your Committee's meeting; and
2. accept the donations as listed, 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 12) Action on the Award of Professional Services Contracts**

RFP 1040 Authorization to Enter into Contracts with Curriculum Associate, LLC, and Imagination Stations, Inc., dba Istation, for Tier 2 and Tier 3 Interventions

The Administration is requesting authorization to enter into a contract with Curriculum Associates, LLC, and Imagination Station, Inc., dba Istation, for computer-based interventions as Tier 2 and Tier 3 academic supports to meet requirements of Response to Intervention (RtI). The purchase of this software meets the District's need, as required by the Every Student Succeeds Act (ESSA), for evidence- or research-based interventions, to align with Wisconsin Department of Public Instruction's (DPI's) vision for RtI, and to support compliance with DPI's special education corrective action. The software allows students, families, teachers, school administrators, and district administrators to monitor individual students' and schools' use and progress within the software. Interventions are based online and are available for students to access during a school's identified intervention time, as well as at home, in after-school programs, or in other settings.

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

Contractors were chosen pursuant to RFP 1040, which closed on March 8, 2021. The original contract had a term of July 1, 2021, through June 30, 2022, with the option of two additional one-year terms if certain performance metrics were met. The contracts will run from July 1, 2023, through June 30, 2024, using the second, and final, one-year option to extend.

Curriculum Associates, LLC, will provide online licenses as one option for both English-and Spanish-speaking students in Tier 2 math and reading interventions in grades K5-9 at all schools. The total cost of this portion for these online services will not exceed \$600,000.00.

Curriculum Associates, LLC, will also provide ongoing professional development sessions and onsite support partner, which will provide school-based support in the effective delivery and monitoring of online and teacher-led interventions. The total cost of this portion will not exceed \$175,000.00.

In addition, Curriculum Associates, LLC, will also provide teacher-led intervention for schools identified through the Every Student Succeeds Act as Comprehensive Support and Improvement (CSI), Targeted Support and Improvement (TSI), and Additional Targeted Support and Improvement (ATSI). The portion will not exceed \$574,940.00.

The total cost of this contract with Curriculum Associates, LLC, will not exceed \$1,349,940.00.

A contract not to exceed \$96,950.00 will be issued to Imagination Station, Inc., dba Istation, for the provision of online intervention licenses for students, professional learning, and webinars for adults, including one webinar for parents for kindergarten-8th-grade Spanish speaking students in the area of reading at selected schools.

Budget Code: OSC-0-S-1T4-RH-ECTS .....\$871,950.00  
 SDV-0-S-TV4-RH-ECTS .....\$574,940.00

Contractor	Amount
Curriculum Associates, LLC	\$1,349,940.00
Imagination Station, Inc., dba Istation	\$96,950.00
Total	\$1,446,890.00

Curriculum Associates, LLC

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
1,668	437	1,168	No	NA	NA	NA	NA	300	20

Imagination Station, Inc. dba Istation

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
287	89	146	No	NA	NA	NA	NA	300	20

**RFP 1043 Authorization to Extend a Contract with Playworks Education Energized for Recess-support Services and Professional Development**

The Administration is requesting authorization to extend a blanket contract (B0001468) with Playworks Education Energized (“Playworks”) for recess-support and professional development services. Under the contract, Playworks will be used for the operation and coordination of recess-support services targeting K-8th grade for schools in the district that make the decision to order the services.

The recess-support services will consist of two components: Component B is full-time program staff providing recess support and training splitting on-site time between four school locations (ratio of 1:4, staff to schools). Component C is professional development on an hourly basis to schools not participating in Component B. Playworks will report to the Department of Curriculum and Instruction the program’s outputs and deliverables twice during each contract year (by March 1 and June 30).

Contractor was chosen pursuant to RFP 1043, which closed on May 18, 2021. The original contract provided for two one-year options to extend if certain performance objectives were met. This second contract extension will run from August 1, 2023, through July 31, 2024, (“Year 3”). The total cost of the contract in Year 3 will not exceed \$525,000.

Budget Code: 000-0-0-000-BL-ECTS (Budget code varies by location) .....\$532,140

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
668	417	414	No	5%	NA	NA	NA	300	10

**RFP 1048 Authorization to Extend a Contract with The Stepping Stones Group, LLC, for Physical and Occupational Therapy Services**

The Administration is requesting authorization to extend a contract with The Stepping Stones Group, LLC, for physical and occupational therapy services. This 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.

In a typical school year, 2-3 leave coverages of 12 weeks or more occur. OTs and PTs provided through this RFP may be engaged for a period of weeks up to an entire school year. Assignments may be short-term, such as those vacancies created by leaves or fluctuations in the District’s enrollment.

Contractor was chosen pursuant to RFP 1048, which closed on May 7, 2021. The contract extension will run from July 1, 2023, through July 31, 2024. The total cost of the contract extension will not exceed \$100,000.

Budget Code: OTS-0-S-9G3-DE-ECTS .....\$100,000

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
3,279	1,601	1,248	No	5%	5%	TBD	NA	300	10

**RFP 1065 Authorization to Contract with Proximity Learning, Inc., for Credit-acceleration and Academic Support/Tutoring Services**

The Administration is requesting authorization to enter into a contract with Proximity Learning, Inc., for credit-acceleration services and academic support/tutoring services. This contractor will be used to deliver the acceleration activities for students in grades 9 through 12 and the academic support/tutoring activities for students K5 through 12.

In order to increase access to a variety of courses, Proximity Learning will provide online credit-acceleration options with licensed teachers for students in need of credit-bearing graduation requirements. To address academic deficits Proximity will provide virtual academic support through tutoring services and small-group instruction in the area of reading for students in need of additional support.

Contractor was chosen pursuant to RFP 1065, which closed on January 21, 2022. The original contract ran from June 1, 2022, through May 31, 2023, (the “Initial Term”) with two additional one-year options to extend if certain performance metrics incorporated into the contract are met. This contract (“Year 2”) will have a term of June 1, 2023, through May 31, 2024, and will not exceed \$375,000.00.

Budget Code: DTI-0-S-8F3-EO-ECTS.....\$375,000.00

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
756	392	451	No	NA	NA	NA	NA	300	10

**RFP 1093 Authorization to Contract with Childrens Hospital of Wisconsin, Inc., for Licensed Athletic Training and Skinfold Testing Services**

The Administration is requesting authorization to enter into a contract with Childrens Hospital of Wisconsin, Inc., for licensed athletic training (LAT) and skinfold testing services. This contractor will be used to deliver LATs for MPS high-school soccer, basketball, wrestling, cross country, golf, cheerleading, football, and track and field meets.

Licensed athletic training and skinfold services are needed to evaluate and to treat injuries sustained by MPS’s student-athletes during MPS-sponsored athletic events and practices, application of first aid (with district-purchased supplies), and recommendations for rehabilitation exercise or physical therapy for minor injuries. LATs will also keep accurate records of all athletic injuries to coordinate post-game follow-up care with student-athletes, parents, coaches, and family physicians in accordance with best practices as recommended by the athletic training industry for future injury prevention, including, but not limited, to concussion testing, hydration, and heat advisory/acclimatization requirements as set forth by the MPS, NATA, and WIAA medical mandates.

Contractor was chosen pursuant to RFP 1093, which closed on November 18, 2022. The contract will run from July 1, 2023, through June 30, 2026. The total cost of the contract will not exceed \$322,500.

Budget Code: ATH-0-0-IAT-DW-ECTS (Recreation — Contracted Services) (\$107,500 annually) .....\$322,500

Year 2 and 3 budget codes will be encumbered on or prior to the anniversary dates of the contract.

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
6,081	1,355	5,315	No	0	NA	NA	NA	See below	

Expenditure Range	Student Employment	Educational Experience	Expenditure Range	Student Employment	Educational Experience
\$0-\$49,999		0	\$400,000-\$599,999	400	10
\$50,000-\$74,999	100	10	\$600,000-\$799,999	600	10
\$75,000-\$199,999	200	10	\$800,000-\$999,999	800	10
\$200,000-\$399,999	300	10	\$1,000,000+	900	30

**RFP 1095 Authorization to Enter a Contract with Mackesey and Associates, LLC, for MPS Kitchen Consultant Services**

The Administration is requesting authorization to enter a contract with Mackesey and Associates, LLC, for food-service kitchen consulting services. The vendor will provide an inventory of all current kitchen equipment in each school kitchen and will identify those pieces of equipment that need immediate replacement to improve the functionality of each kitchen. With the assistance of the vendor, kitchen equipment will be standardized for uniform performance. Vendor will assist in compiling equipment needs and equipment specifications for the development of an equipment RFP. At the same time, models of food delivery will be reviewed for the most effective system and efficient model to meet the District’s need. Equipment recommended will be labor saving and energy efficient. Vendor will assist the District in the receipt and placement of new equipment purchased through the equipment RFP.

Phase two will include developing a 5-10-year district-wide kitchen-equipment replacement plan for future budgeting purposes.

Contractor was chosen pursuant to RFP 1095, which closed on April 11, 2023. The original contract provides for two one-year options to extend if certain performance objectives are met. This initial contract will run from June 1, 2023, through May 31, 2024. The total cost of the contract in the initial term will not exceed \$264,000.00.

Budget Code: LNC-0-0-LNH-DW-ECTS (Contracted Service — Lunch) .....\$264,000.00

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
NA	NA	NA	NA	NA	NA	NA	NA	100	10

**RFP 1075 Authorization to Contract with Three Vendors for 21<sup>st</sup> Century Community Learning Centers and Safe Places**

The Administration is requesting authorization to enter into contracts with three community- based organizations to provide comprehensive summer learning programs at 34 21<sup>st</sup> Century Community Learning Centers (CLCs) and Safe Place locations. Contractors will facilitate academic and recreational enrichment programming to youth throughout the city of Milwaukee.

Summer programs provide youth with academic supports, engaging recreational enrichment activities, and nutritious meals during the summer months. Dependent on the respective programs’ times, a combination of breakfast, lunch, and dinner will be offered at all locations.

Implementation of the programs is contingent upon State of Wisconsin’s legislative orders, community need, community-based partners’ capacity, and building-modification projects.

Contractors were chosen pursuant to RFP 1075, which closed on August 8, 2022.

The Administration recommends that contracts run from June 1, 2023, through August 31, 2023. Programs’ actual locations and start and end dates may vary. The total amount of the contracts will not exceed \$1,477,500, which will be distributed amongst the CLCs as follows:

Boys and Girls Club of Greater Milwaukee ..... \$1,187,500  
 Children’s Outing Association ..... \$230,000  
 Milwaukee Christian Center ..... \$60,000

Budget Codes: CSV-0-0-CNR-XX-ECTS (Extension Fund — Contracted Services).....\$1,350,000  
 PRC-0-S-9W3-XX-ECTS (ESSER III) .....\$37,500  
 000-0-0-W2C-XX-ECTS (Wisconsin Shares).....\$90,000

Boys and Girls Club of Greater Milwaukee

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

Children’s Outing Association

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

Milwaukee Christian Center

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

**Strategic Plan Compatibility Statement**

Goal 3, Effective and Efficient Operations

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

Administrative Policy 3.09, Purchasing and Bidding Requirements

**Fiscal Impact Statement**

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

- Curriculum Associate, LLC, for Tier 2 and Tier 3 Interventions,  
 OSC-0-S-1T4-RH-ECTS .....\$775,000.00  
 SDV-0-S-TV4-RH-ECTS .....\$574,940.00;
- Imagination Station, Inc., dba Istation, for Tier 2 and Tier 3 Interventions,  
 OSC-0-S-1T4-RH-ECTS .....\$96,950.00;
- Playworks Education Energized, for Recess Support Services and Professional Development,  
 000-0-0-000-BL-ECTS .....\$532,140.00;
- The Stepping Stones Group, LLC, for Physical and Occupational Therapy Services,  
 OTS-0-9-SG3-DE-ECTS .....\$100,000.00;

- Proximity Learning, Inc., for Credit-acceleration and Academic Support/Tutoring Services,  
DTI-0-S-8F3-EO-ECTS.....\$375,000.00;
- Childrens Hospital of Wisconsin, Inc., for Licensed Athletic-training and Skinfold-testing Services,  
ATH-0-0-IAT-DW-ECTS.....\$322,500.00;
- Mackesey and Associates, LLC, for MPS Kitchen Consultant Services,  
LNC-0-0-LNH-DW-ECTS.....\$264,000.00;
- Boys and Girls Club of Greater Milwaukee, for 21<sup>st</sup> Century Community Learning Safe Place Centers and Safe Places,  
CSV-0-0-CNR-XX-ECTS.....\$1,090,000.00  
PRC-0-S-9W3-XX-ECTS .....\$7,500.00  
000-0-0-W2C-XX-ECTS .....\$90,000.00;
- Children’s Outing Association, for 21<sup>st</sup> Century Community Learning Safe Place Centers and Safe Places,  
CSV-0-0-CNR-XX-ECTS.....\$215,000.00  
PRC-0-S-9W3-XX-ECTS .....\$15,000.00;
- Milwaukee Christian Center, for 21<sup>st</sup> Century Community Learning Safe Place Centers and Safe Places,  
CSV-0-0-CNR-XX-ECTS.....\$45,000.00  
PRC-0-S-9W3-XX-ECTS .....\$15,000.00

Total.....\$4,518,030.00

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

**Implementation and Assessment Plan**

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

**Committee’s Recommendation**

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

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

\* \* \* \* \*

**(Item 13) Action on the Award of Professional Services Contracts Related to Transportation**

RFP 1036 Authorization to Extend into Contracts with Five Contractors for Regular School-day Transportation Services

The Administration is requesting authorization to enter into contracts with the following contractors for regular school-day transportation services:

- Durham School Services, formerly known as National Express Durham Holding Corporation, dba Durham School Services LP;
- First Student, Inc.;
- Lamers Bus Lines, Inc.;
- North America Central School Bus Intermediate Holding Company, LLC, dba Illinois Central School Bus; and
- Specialized Care Transport, Inc.

These contractors were all chosen pursuant to RFP 1036. This will be the final term, beginning July 1, 2023, and ending June 30, 2024 (“Year 3”).

The Administration is seeking authorization of an amount not to exceed \$55,278,860.56 to be distributed across the contractors as follows:

Contractor	Amount
Durham School Services LP	\$6,871,443.40
First Student, Inc.	\$19,045,788.36
Lamers Bus Lines, Inc.	\$9,665,548.20
North American Central School Bus Intermediate Holding Company LLC, dba Illinois Central School Bus LLC	\$17,391,909.60
Specialized Care Transport, Inc.	\$2,304,171.00
<b>Total</b>	<b>\$55,278,860.56</b>

  

Budget Codes: RTS-0-0-TRS-DW-EPPT .....	\$31,462,916.22
RWT-0-0-TRS-DW-EPPT .....	\$18,539,765.50
TED-0-0-TRS-DW-EPPT .....	\$4,634,941.84
AST-0-0-TRS-DW-EPPT .....	\$608,067.00
PMO-0-0-TRS-DW-EPPT .....	\$33,170.00
<b>Total.....</b>	<b>\$55,278,860.56</b>

Please see the attachments to the minutes of your Committee’s meeting for information regarding HUB participation and student engagement.

**RFP 1050 Authorization to Extend into Contract with Lakeside Buses of Wisconsin, Inc., for Regular School-day Transportation Services**

The Administration is requesting authorization to enter into a contract with Lakeside Buses of Wisconsin, Inc., for additional regular school-day transportation service. MPS provides home-to-school transportation for almost 45,000 students daily during the regular school year. Transportation is provided to each MPS school site, to 23 suburban districts as part of the Chapter 220 Inter-district integration program, and to various non-public schools. School bus services to be provided pursuant to this RFP will generally fall during the periods of 6:00 a.m. until 9:30 a.m. and 2:00 p.m. to 5:30 p.m., Mondays through Fridays, August through June. Transportation is provided for students in grades K3-12, including students receiving special education services.

This contractor was chosen pursuant to RFP 1050. This will be final term, beginning July 1, 2023, and ending June 30, 2024 (“Year 3”).

The Administration is requesting the approval of the contract and is seeking authorization of an amount not to exceed \$17,715,169.00.

Budget Codes: RTS-0-0-TRS-DW-EPPT .....	\$11,427,942.00
RWT-0-0-TRS-DW-EPPT .....	\$6,287,227.00
<b>Total.....</b>	<b>\$17,715,169.00</b>

Please see the attachments to the minutes of your Committee’s meeting for information regarding HUB participation and student engagement.

**Strategic Plan Compatibility Statement**

Goal 3, Effective and Efficient Operations

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

Administrative Policy 3.09, Purchasing and Bidding Requirements

**Fiscal Impact Statement**

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

- Durham School Services LP, for Regular School-day Transportation Services,

RTS-0-0-TRS-DW-EPPT.....	\$5,503,336.76
RWT-0-0-TRS-DW-EPPT.....	\$1,030,716.00
TED-0-0-TRS-DW-EPPT.....	\$257,679.64
AST-0-0-TRS-DW-EPPT.....	\$75,586.00
PMO-0-0-TRS-DW-EPPT.....	\$4,125.00
• First Student, Inc., for Regular School-day Transportation Services,	
RTS-0-0-TRS-DW-EPPT.....	\$8,159,214.56
RWT-0-0-TRS-DW-EPPT.....	\$8,532,512.80
TED-0-0-TRS-DW-EPPT.....	\$2,133,128.00
AST-0-0-TRS-DW-EPPT.....	\$209,503.00
PMO-0-0-TRS-DW-EPPT.....	\$11,430.00
• Lamers Bus Lines, Inc. for Regular School-day Transportation Services,	
RTS-0-0-TRS-DW-EPPT.....	\$6,791,841.99
RWT-0-0-TRS-DW-EPPT.....	\$2,209,268.16
TED-0-0-TRS-DW-EPPT.....	\$552,317.05
AST-0-0-TRS-DW-EPPT.....	\$106,321.00
PMO-0-0-TRS-DW-EPPT.....	\$5,800.00
• North American Central School Bus Intermediate Holding Company LLC, dba Illinois Central School Bus, LLC, for Regular School-day Transportation Services,	
RTS-0-0-TRS-DW-EPPT.....	\$10,276,914.33
RWT-0-0-TRS-DW-EPPT.....	\$5,530,599.41
TED-0-0-TRS-DW-EPPT.....	\$1,382,649.86
AST-0-0-TRS-DW-EPPT.....	\$191,311.00
PMO-0-0-TRS-DW-EPPT.....	\$10,435.00
• Specialized Care Transport, Inc., for Regular School-day Transportation Services,	
RTS-0-0-TRS-DW-EPPT.....	\$731,608.58
RWT-0-0-TRS-DW-EPPT.....	\$1,236,669.13
TED-0-0-TRS-DW-EPPT.....	\$309,167.29
AST-0-0-TRS-DW-EPPT.....	\$25,346.00
PMO-0-0-TRS-DW-EPPT.....	\$1,380.00
• Lakeside Buses of Wisconsin, Inc., for Regular School-day Transportation Services,	
RTS-0-0-TRS-DW-EPPT.....	\$11,427,942.00
RWT-0-0-TRS-DW-EPPT.....	\$6,287,227.00
Total.....	<u>\$72,994,029.56</u>

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

**Implementation and Assessment Plan**

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

**Committee’s Recommendation**

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

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

\* \* \* \* \*

**(Item 14) Action on the Award of Exception-to-bid Contracts**

\_\_\_\_\_ **Authorization to Extend a Contract with Cooperative Education Service Agency #1 (CESA #1) to Provide Educational Coaching**

The Administration is requesting authorization to extend a contract with Cooperative Education Service Agency #1 (“CESA #1”) for educational coaching. The contractor will provide a total of 138 full days of instructional coaching to Milwaukee Public Schools from July 1, 2023, through June 30, 2024. As part of the "Every Student Succeeds Act," Milwaukee Public Schools is required to implement a research-based professional learning strategy. Through this high-quality professional learning strategy, schools will implement evidence-based professional learning for staff in content knowledge and instructional practices. The professional learning must be aligned to curriculum, assessments, and standards focusing on a topic for a minimum of 50 hours over time. Authentic experiences should be provided in which teachers can collaborate and struggle through issues related to implementing the new information into their practice. All professional learning needs measurable outcomes for learning, implementation, and students’ learning. Ongoing supports must be evident such that staff are provided with coaching, mentoring, observations, and feedback to successfully implement their learning.

Part of this strategy includes a robust coaching component. CESA #1 will be contracted to provide training for all Instructional Coaches and School Support Teachers to effectively implement and support the district-wide and school-based professional learning work in the district. This work will be aligned to the Ambitious Instruction: Accelerating Learning framework. CESA #1 will also provide ongoing school-based coaching support and guidance to designated school staff in specific high-needs schools.

This contract is an exception to bid per the direction of the Department of Public Instruction. The exception from the requirement of a competitive procurement process for this contract has been granted on the basis that the services under this contract comply with an established MPS standard (Administrative Policy 3.09(7)(e)(1)(b)(vi)).

This contract will run from July 1, 2023, through June 30, 2024. The total cost will not exceed \$246,400.

Budget Code: SDV-0-S-3Z4-DW-ECTS (Contract Services) .....\$246,400.00

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

\_\_\_\_\_ **Authorization to Extend a Contract with Cooperative Educational Service Agency #9 (CESA #9)/Wisconsin Virtual School for the Provision of a Virtual Program/School**

The Administration is requesting authorization to extend a contract with Cooperative Educational Service Agency #9 (CESA #9)/Wisconsin Virtual School (WVS) for the provision of equitably-accessible, high-quality online educational options, courses, and services for Milwaukee Public Schools (MPS) and its students for use in an MPS virtual program/school. Contractor will be used to deliver online education courses in grades 6 through 12 as well as advanced-placement and credit-recovery courses that align with Wisconsin State Standards. Contractor will use staff that hold appropriate teachers’ licenses from the Wisconsin Department of Public Instruction (DPI) for the subject area and grade level of each online education course. Contractor will also provide guidance and training for MPS administration and staff to teach courses and to further develop and operate the MPS virtual program and school.

This contract is in response to, and in alignment with, the Board’s approval of the Administration’s regional development plan on July 26, 2018, which directed establishing a MPS virtual school to begin effective with the second semester of the 2018-19 school year.

WVS, which has been operated out of CESA #9 since 2000, is the state-led online and blended-learning supplemental program that partners with school districts throughout Wisconsin to offer online courses to middle- and high-school students. WVS has an agreement with DPI to provide online courses and services to Wisconsin schools as a partner in the Wisconsin Digital Learning Collaborative (WDLC), which consists of two collaborating organizations, WVS and the Wisconsin eSchool Network. These two organizations

partner with DPI to provide a single point for schools to access quality online courses. Combined, the programs provide partnership pathways for schools to provide a variety of online and blended-learning opportunities. WVS provides high-quality, media-rich online courses that meet Wisconsin’s and national standards and are taught by instructors holding appropriate Wisconsin DPI licensing. WVS also offers assistance and training to districts in developing their own virtual programs. As such, WVS is uniquely situated to provide the services requested by MPS.

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

The contract extension will run from July 1, 2023, through June 30, 2024. The total cost will not exceed \$350,000.

Budget Code: GOE-0-I-1T4-SM-ECTV.....\$350,000.00

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
NA	NA	NA	NA	0	0	NA	NA	200	10

Authorization to Contract with Chenhalls Nissen, S.C., (Chenhalls) to Provide Legal Services in Processing H-1B Paperwork for Recruitment of International Teachers

The Administration is requesting authorization to enter into a contract with Chenhalls Nissen, S.C., (Chenhalls) to provide legal assistance in processing H-1B paperwork for current employees and new hires. Specifically, Chenhalls will provide counsel and legal advice to the District concerning its Labor Condition Application (LCA) with the U.S. Department of Labor. Additionally, Chenhalls will complete, file, and maintain petitions seeking approval of H-1B classification and status from U.S. Citizenship and Immigration Services (USCIS) for district employees. Chenhalls has provided legal services to the District with regard to employees on H-1B visas since 2017. Jennifer Nissen, the attorney of record on the District’s H-1B visa cases, has provided these services to the District since 2014.

Chenhalls has worked closely with Human Resources on H-1B visa cases and has extensive knowledge of district operations, which facilitates efficient processing of H-1B visa cases. Switching law firms would be detrimental to district operations as efficiencies would be diminished, which could result in delays in getting international teachers into classrooms.

The exception to bid has been approved on the basis of continuity (Administrative Policy 3.09(7)(E)(1)(b)(iv)).

The contract will run from September 1, 2023, through August 31, 2024. The total cost of the contract will not exceed \$350,000.00.

Budget Code: DTI-0-S-9C4-HR-ECTS (Contracted Services) .....\$350,000.00

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

Authorization to Enter into a Contract with Qualtrics, LLC, for Provision of Survey Software and Associated Dashboards.

The Administration is requesting authorization to enter into a contract with Qualtrics, LLC, to continue to provide technical support and maintenance as well as administration of the District’s survey software and associated dashboards. This request continues with the use of the software to the "Employee Experience Life Cycle and Exit" solution. This includes unlimited touchpoints, dashboards, automated directory import, automated actions, expert content, and pre-configured questions and reporting, as well as “always-on” feedback.

Qualtrics, LLC, was originally chosen via Quick Quote to provide survey software for the Division of Research and Evaluation, which has expanded to now include all district staff under the current contract; therefore, the exception from the requirement of a competitive procurement process for this contract has been granted on the basis of continuity of services (Administrative Policy 3.09(7)(e)(1)(b)(iv)).

This contract will run from July 1, 2023, through June 30, 2024. The total cost of the contract will not exceed \$277,068.75.

Budget Codes: SYS-0-0-AMT-RH-ECTS (Instructional Resources — Software) .....\$184,668.75  
DTI-0-S-9C4-HR-ECTS (Instructional Resources — Software .....\$92,400.00

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

Authorization to Enter into a Contract with The Writing Revolution, Inc., for Writing Strategies Training

The Administration is requesting authorization to issue a contract with The Writing Revolution Inc., for Advanced Thinking through Writing training. This three-day training course introduces participants to the Hochman Method, an explicit set of sequenced strategies for teaching expository writing that can be integrated into any content. Specific strategies are presented to improve the structure, coherence ,and clarity of students’ writing, beginning at the sentence level. The focus moves to outlines, paragraphs, and compositions. Participants will also learn how to teach notetaking, summarization, and revision. There are opportunities to practice and to create activities as well as to receive feedback from The Writing Revolution’s faculty. This training is for educators in grades 3-12 and high-school writing coaches.

The exception to bid has been approved on the basis of continuity (Administrative Policy 3.09(7)(E)(1)(b)(iv)).

The contract will run from July 1, 2023, through June 30, 2024. The total cost of the contract will not exceed \$56,000.

Budget Code: S22-0-S-8H4-CI-ECTS.....\$56,000.00

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

**Strategic Plan Compatibility Statement**

Goal 3, Effective and Efficient Operations

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

Administrative Policy 3.09, Purchasing and Bidding Requirements

**Fiscal Impact Statement**

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

- Cooperative Education Service Agency #1, to Provide Educational Coaching, SDV-0-S-3Z4-DW-ECTS .....\$246,400.00
- Cooperative Educational Service Agency #9 (CESA #9)/Wisconsin Virtual School, for the Provision of Virtual Program/School, GOE-0-I-1T4-SM-ECTV .....\$350,000.00

- Chenhalls Nissen, S.C., (Chenhalls), to Provide Legal Services in Processing H-1B Paperwork for Recruitment of International Teachers,  
DTI-0-S-9C4-HR-ECTS .....\$350,000.00
- Qualtrics, LLC, for Provision of Survey Software, Associated Dashboards,  
SYS-0-0-AMT-RH-ECTS.....\$184,668.75  
DTI-0-S-9C4-HR-ECTS .....\$92,400.00
- The Writing Revolution Inc., for Writing Strategies Training,  
S22-0-S-8H4-CI-ECTS .....\$56,000.00

Total.....\$1,279,468.75

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

**Implementation and Assessment Plan**

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

**Committee’s Recommendation**

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

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

\* \* \* \* \*

**(Item 15) Report with Possible Action on the Food Justice Task Force**

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

**Background**

At its regular monthly meeting on January 26, 2023, the Board adopted Resolution 2223R-013, establishing the Food Justice Task Force. This is the first bimonthly report of the Food Justice Task Force on its work.

The Food Justice Task Force had two meetings, on March 8, 2023, and April 12, 2023, to discuss the current state of the MPS school meals operation and the challenges affecting it. During the April 12, 2023, meeting, the Department of Nutrition Services’ staff presented a presentation to the Food Justice Task Force regarding their mission, vision, and update on the work already underway to address the goals included in this resolution (see below). Throughout the presentation, students’ and other participants’ comments and questions were discussed and answered by the Department of Nutrition Services’ staff.

At the end of the presentation, a group activity was conducted to prioritize the six key points of this resolution:

- defining a “full-production kitchen” and making recommendations for the expansion of such kitchens in our schools;
- providing recommendations for opportunities to attract and to retain kitchen staff;
- making recommendations for professional development opportunities for food-service workers to learn about the various dietary needs of the student populations that they serve;
- recommending specific improvements to the quality and delivery of food to students;
- determining recommendations on how to maximize the use of local food sources;
- recommending menu options that meet the dietary needs of our diverse student population.

The two key points prioritized by the Task Force were opportunities to attract and to retain kitchen staff and menu options that meet the dietary needs of our diverse student population. The Food Justice Task Force will write smart goals to help create achievable goals. At the next meeting, in May 2023, these smart goals will be reviewed and submitted to the MPS Administration for further review and refinement. The smart goals will then be used in a project plan for implementation.

## **Department of Nutrition Services' Presentation**

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### **Mission**

To serve high-quality, nutritious meals, with an emphasis on exceptional customer service and financial responsibility.

### **Vision**

To offer high-quality nutritious meals and instill lifelong good eating habits in students through student engagement and well-trained staff at welcoming and fully-equipped cafeterias.

### **Update on Conversion to Production Kitchens**

In school food service, production kitchens are defined as semi-full production sites where food is ordered, delivered, and prepared and served on-site using a combination of processed products, fresh products, and from-scratch cooking. MPS's production sites fall under this category.

- Production kitchens at the end of 2021-22 school year..... 21
- Production kitchens YTD in 2022-23 School Year..... 30
- Expect to add 10 more schools by August 2023
- Expect to add additional 10 schools by September 2023

### **Overview of Menu Improvements, SY 2022-23**

#### **New Menu, effective September 2022**

- All grade levels: vegetarian entree offered daily
- Two entree choices offered at elementary level daily
- Fresh fruit offered at all pre-pack lunch sites
- Individual items offered to allow students more choices each day
- High-school breakfast offers three entrees each day.
- High-school lunch offers cold and hot options daily.

#### **Continued Improvements**

- Chef Freddie, registered dietitians, and kitchen managers created new recipes. These were showcased at Reagan, Riverside, and Marshall High Schools.
- Student feedback was used to alter and to select recipes for the April menu.
- Representatives from YES attended the taste test at Riverside.
- Nutrition Services conducted manager training for new recipes and quality control.
- Each day, local food items are on our menus.

### **Special Dietary Needs of Our Students**

In addition to providing daily vegetarian entrees at lunch, the Department of Nutrition Services has procedures in place to accommodate students with food allergies, intolerances, or dietary restrictions. Students that require dietary modifications must have a Special Dietary Needs Form on file, per the USDA. The form should be completed, given to the school food-service manager, and faxed to Nutrition Services (475-8376). Special Dietary Needs Forms are available in multiple languages on our website, <https://mps.milwaukee.k12.wi.us/en/Families/Family-Services/School-Nutrition/Special-Dietary-Needs.htm>

### **Staffing/Professional Development**

We adopted the food-service industry's standard Meals per Labor Hour model

We worked with the MPS Talent Acquisition Team to recruit new staff members, eliminated the civil service exam requirement, and implemented a virtual interview process

- Number of applicants interviewed and hired during 2022-23 school year
  - Applicants ..... 302
  - Hired..... 124
- Revamped food-service manager trainee program
- Meet USDA’s professional development requirements
- Number of current vacancies..... 198
  - Managers ..... 39
  - Assistants..... 159

**Administrative Review**

DPI conducts an administrative review every five years. MPS is scheduled for an administrative review during the 2023-24 school year.

- Procurement
- Claims
- Contract compliance (site visits)
- Financial documentation (meal & supplies cost)
- Menu & meal pattern compliance
- District wellness policy implementation and compliance
- Production records accuracy
- Professional development, and safety and sanitation records

**Strategic Plan Compatibility Statement**

Goal 3, Effective and Efficient Operations

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

Administrative Policy 4.05, School Nutrition Management

**Fiscal Impact Statement**

NA

**Implementation and Assessment Plan**

NA

\* \* \* \* \*

**(Item 16) Update with Possible Action on Remote Work**

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

**Background**

The COVID-19 pandemic fundamentally altered the workplace landscape and forced employers to rethink how work can be done. As a result, many employers have implemented remote-work opportunities for employees.

In November 2022, the Administration launched a remote-work pilot program which focused on the areas of Finance, Human Resources, and Technology. Eligible employees in these areas were allowed to work remotely for up to three days per week. During the February 2023 board cycle, the Board approved a permanent remote-work provision to be added to the District's Employee Handbook.

**Remote Work Update**

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**Remote-work Expansion**

The Employee Handbook allows non-school-based employee groups outside of Finance, Human Resources, and Technology to be considered for remote work.

A review and analysis of non-school based positions conducted by departmental chiefs. More than 300 positions were reviewed. A remote-work position-eligibility list was developed.

**Updated Remote-Work Guidance Document(including request form)**

**Remote-work Website**

A website has been developed to increase employees’ accessibility and clarity regarding remote work in the district. Information provided on the website includes:

- the Employee Handbook’s remote-work provision;
- a remote-work guidance document;
- a position-eligibility list; and
- a request form.

**Additional Remote-work Updates**

A remote-work statement has been incorporated into job postings for remote-work-eligible positions.

A flyer has been developed for employees who are working remotely.

We are working on creating professional development videos regarding remote work with Organizational Development.

We are contracting with the Wisconsin Center for Education Research (WCER) to survey employees and supervisors who are participating in the remote-work program.

**Strategic Plan Compatibility Statement**

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Goal 3, Effective and Efficient Operations

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

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Administrative Policy 6.01, General Personnel Policies

**Fiscal Impact Statement**

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This item does not authorize expenditures.

**Implementation and Assessment Plan**

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N/A

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**(Item 17) Report with Possible Action on an Analysis of Teacher Retention Rates**

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

**Background**

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The Office of Accountability and Efficiency continues to collaborate with the Administration on reviewing and monitoring matters related to organizational performance. The following report and presentation on an analysis of teacher retention rates details the output of this collaboration. This analysis presents a disaggregation of the District’s teacher retention rates by board district and local school. In summary, the analysis finds that teacher retention rates vary both between and within board districts.

The following presentation contains a discussion on the sustainability of current retention rates.

## Teacher Retention Rates

### Methods

#### Teacher Retention Rate Analysis

- Considers traditional and instrumentality charter school-based teacher positions
  - Includes permit teachers
  - Excludes substitute teachers, speech pathologists, school counselors, etc.
- Includes both board- and categorically-funded teachers
- Considers retention as an active assignment in all contiguous snapshot periods
- Does not consider turnover
  - Staff hired and separated between snapshot periods

### Analysis

Retention Rates — Board District Detail  
Teachers — Staff from Previous Periods Retained in FY23

	Retention Rates (Number and Percentage)											
	1-Yr		2-Yr		3-Yr		4-Yr		5-Yr		7-Yr	
<i>District 1</i>												
Barton School	17	89.5%	17	89.5%	16	72.7%	15	65.2%	14	63.6%	14	45.2%
Bruce School	14	87.5%	13	72.2%	9	60.0%	6	40.0%	6	33.3%	4	20.0%
Bryant School	14	77.8%	13	72.2%	11	61.1%	8	42.1%	6	35.3%	6	30.0%
Goodrich School	20	87.0%	18	85.7%	15	71.4%	11	55.0%	11	57.9%	7	38.9%
Green Tree Prep Academy	6	50.0%	3	20.0%	3	20.0%		NA		NA		NA
Hawthorne School	19	95.0%	17	89.5%	14	66.7%	11	52.4%	10	45.5%	8	40.0%
Kluge School	24	92.3%	22	75.9%	18	66.7%	15	53.6%	14	56.0%	12	44.4%
Madison Academic HS	24	60.0%	23	53.5%	19	46.3%	16	41.0%	14	32.6%	12	24.0%
Maple Tree School	10	58.8%	9	56.3%	8	50.0%	7	35.0%	5	26.3%	2	8.7%
Milw Sign Language School	24	72.7%	23	56.1%	21	50.0%	20	47.6%	19	45.2%	15	34.1%
Morse Middle School	15	65.2%	12	60.0%	9	47.4%	2	15.4%		NA		NA
Parkview School	22	81.5%	21	80.8%	20	80.0%	17	63.0%	11	39.3%	8	25.8%
River Trail School	21	84.0%	20	80.0%	18	69.2%	14	51.9%	14	48.3%	12	37.5%
Stuart School	17	85.0%	13	65.0%	12	63.2%	11	52.4%	11	45.8%	10	38.5%
Thoreau School	22	78.6%	20	76.9%	18	69.2%	17	65.4%	16	59.3%	14	43.8%
Thurston Woods School	14	63.6%	13	59.1%	12	46.2%	7	31.8%	6	27.3%	6	18.8%
Vincent Acc Academy	2	100.0%	2	100.0%	1	33.3%	1	25.0%	1	25.0%		NA
Vincent HS	43	81.1%	37	75.5%	31	63.3%	26	51.0%	23	39.7%	20	25.3%
<i>District 2</i>												
Browning School	22	100.0%	20	100.0%	18	78.3%	15	71.4%	11	44.0%	10	34.5%
Craig Montessori School	7	50.0%	6	46.2%	5	38.5%	2	10.5%		NA		NA
Eighty-first Street School	18	75.0%	16	66.7%	15	65.2%	13	59.1%	12	50.0%	12	42.9%
Emerson School	14	82.4%	11	73.3%	9	52.9%	7	36.8%	7	33.3%	6	28.6%
Engleburg School	21	87.5%	20	87.0%	20	90.9%	18	81.8%	17	70.8%	14	46.7%
Grantosa Drive School	26	81.3%	25	69.4%	22	57.9%	16	39.0%	14	30.4%	11	23.4%
Hampton School	15	78.9%	14	70.0%	13	76.5%	13	76.5%	12	60.0%	11	55.0%
Hi-Mount School	9	69.2%	9	69.2%	7	53.8%	6	50.0%	4	25.0%	3	14.3%
Kilbourn School	12	80.0%	12	75.0%	11	61.1%	11	57.9%	10	62.5%	9	52.9%
Lancaster School	11	61.1%	9	56.3%	7	36.8%	3	20.0%	1	4.3%		NA
Marshall HS	42	73.7%	35	59.3%	22	47.8%	14	28.6%	11	19.3%		NA
Milw French Imm. School	22	84.6%	21	77.8%	17	68.0%	15	57.7%	14	56.0%	10	43.5%
Milw German Imm. School	26	96.3%	25	92.6%	20	76.9%	17	58.6%	16	55.2%	14	46.7%
Milw School of Languages	58	85.3%	57	86.4%	48	72.7%	39	58.2%	37	52.9%	31	42.5%
Neeskara School	26	100.0%	25	96.2%	23	92.0%	18	69.2%	16	55.2%	13	35.1%
Ninety-fifth Street School	18	85.7%	16	72.7%	13	59.1%	11	50.0%	10	45.5%	9	42.9%
<i>District 3</i>												
Barbee Montessori School	13	76.5%	12	63.2%	11	61.1%	9	50.0%	8	42.1%	7	35.0%

	Retention Rates (Number and Percentage)											
	1-Yr		2-Yr		3-Yr		4-Yr		5-Yr		7-Yr	
Carson Academy	21	72.4%	19	65.5%	18	56.3%	12	46.2%	11	37.9%	9	25.7%
Clemens School	22	95.7%	20	95.2%	19	95.0%	16	80.0%	13	68.4%	13	54.2%
Congress School	38	90.5%	36	81.8%	30	69.8%	22	52.4%	18	41.9%	16	31.4%
Fifty-third Street School	18	81.8%	14	70.0%	13	54.2%	11	42.3%	10	31.3%	7	22.6%
Franklin School	21	65.6%	15	55.6%	13	50.0%	10	33.3%	7	24.1%	4	12.9%
King IB HS	62	76.5%	61	73.5%	51	61.4%	45	55.6%	42	50.0%	34	40.5%
LaFollette School	10	62.5%	8	57.1%	7	43.8%	6	35.3%	6	31.6%	2	10.0%
Pratt Elementary	13	68.4%	6	31.6%	4	21.1%	3	16.7%	3	16.7%	2	9.5%
Obama SCTE	25	64.1%	24	57.1%	22	53.7%	19	38.0%	16	33.3%	14	25.9%
Sherman School	16	72.7%	15	62.5%	13	54.2%	10	40.0%	8	32.0%	6	20.0%
Townsend Street School	15	71.4%	14	63.6%	12	66.7%	12	60.0%	11	50.0%	10	47.6%

*District 4*

Andrew S Douglas Middle School	9	75.0%	5	33.3%	5	29.4%	NA	NA	NA	NA	NA	NA
Auer Ave. School	8	61.5%	7	63.6%	6	50.0%	3	18.8%	3	17.6%	1	5.3%
Bethune Academy	28	73.7%	24	68.6%	22	66.7%	18	50.0%	16	43.2%	14	38.9%
Brown Street Academy	19	79.2%	17	70.8%	16	69.6%	16	66.7%	16	64.0%	14	56.0%
Clarke Street School	10	55.6%	8	42.1%	4	22.2%	3	13.0%	2	8.3%	1	3.8%
Groppi HS	7	100.0%	7	100.0%	3	50.0%	3	30.0%	3	27.3%	2	11.1%
Hawley Environmental School	16	76.2%	12	57.1%	9	47.4%	7	35.0%	7	31.8%	5	26.3%
Hopkins Lloyd School	8	57.1%	8	50.0%	6	35.3%	4	23.5%	4	18.2%	4	13.8%
Jackson School	17	81.0%	13	68.4%	11	47.8%	9	36.0%	9	36.0%	7	24.1%
Keefe Ave. School	7	46.7%	5	35.7%	5	38.5%	2	18.2%	1	5.3%	1	4.3%
Metcalfe School	18	78.3%	14	60.9%	10	55.6%	10	58.8%	7	38.9%	7	29.2%
Milw Acad of Chinese Lang	26	72.2%	23	62.2%	19	54.3%	17	45.9%	14	41.2%	8	30.8%
Milw Co Youth Educ. Center	2	66.7%	2	66.7%	NA	NA	NA	NA	NA	NA	NA	NA
Milw HS of Arts	50	86.2%	47	81.0%	38	67.9%	33	62.3%	26	44.8%	20	37.7%
North HS	19	67.9%	14	56.0%	10	41.7%	9	33.3%	9	27.3%	5	15.6%
Project STAY HS	5	71.4%	4	50.0%	4	44.4%	3	33.3%	3	23.1%	3	27.3%
Siefert School	10	58.8%	8	44.4%	8	42.1%	7	36.8%	6	30.0%	5	20.0%
Starms Discovery School	11	61.1%	9	50.0%	8	40.0%	5	26.3%	4	16.0%	4	13.3%
Starms Early Childhood	10	71.4%	8	57.1%	7	46.7%	5	33.3%	5	38.5%	3	17.6%
Story School	14	73.7%	12	57.1%	12	50.0%	9	39.1%	9	34.6%	7	23.3%
Transition HS	9	90.0%	8	88.9%	7	77.8%	7	70.0%	7	53.8%	6	46.2%
Washington HS of IT	22	55.0%	18	43.9%	15	44.1%	11	29.7%	10	21.7%	9	18.0%
Westside Academy	11	64.7%	11	61.1%	11	68.8%	8	44.4%	7	35.0%	5	17.9%
WCLL	20	71.4%	18	60.0%	18	48.6%	15	35.7%	13	31.7%	12	24.0%

*District 5*

Alliance School	12	92.3%	10	76.9%	8	57.1%	7	50.0%	6	40.0%	5	38.5%
Carver Academy	17	68.0%	15	60.0%	10	50.0%	9	50.0%	7	35.0%	5	19.2%
Cass Street School	17	73.9%	17	65.4%	16	61.5%	12	44.4%	10	35.7%	6	24.0%
Elm Creative Arts School	16	84.2%	14	70.0%	11	50.0%	6	23.1%	4	15.4%	1	3.2%
Fratney School	23	85.2%	20	62.5%	17	56.7%	12	41.4%	11	35.5%	11	36.7%
Gaenslen School	38	69.1%	37	67.3%	35	56.5%	26	43.3%	22	34.9%	17	27.4%
Hartford University School	14	60.9%	14	60.9%	13	56.5%	8	27.6%	7	25.0%	7	20.6%
Holmes School	17	81.0%	17	81.0%	15	75.0%	12	52.2%	11	50.0%	10	41.7%
King ES	14	66.7%	11	52.4%	10	41.7%	6	31.6%	6	27.3%	5	17.2%
King IB MS	9	37.5%	6	26.1%	3	15.0%	2	9.5%	2	8.7%	1	4.0%
Lincoln Center of the Arts	23	67.6%	22	61.1%	19	59.4%	15	42.9%	12	27.3%	9	20.9%
Maryland Ave Montessori	24	100.0%	22	100.0%	22	100.0%	19	82.6%	19	82.6%	15	71.4%
Meir School	48	76.2%	42	64.6%	36	54.5%	30	50.0%	24	40.0%	16	33.3%
Riverside University HS	65	77.4%	56	67.5%	54	65.1%	47	56.6%	40	44.0%	36	41.4%
Riverwest Elementary	17	89.5%	14	70.0%	14	70.0%	12	57.1%	9	39.1%	6	24.0%
Roosevelt MS	14	70.0%	13	65.0%	11	61.1%	8	33.3%	5	19.2%	3	7.9%

*District 6*

ALBA	22	73.3%	18	58.1%	16	50.0%	14	46.7%	13	40.6%	10	41.7%
Allen-Field School	34	85.0%	33	76.7%	27	61.4%	20	43.5%	20	40.0%	18	29.5%
Bradley Tech	35	71.4%	27	56.3%	23	45.1%	21	42.9%	20	34.5%	17	27.9%

	Retention Rates (Number and Percentage)											
	1-Yr	2-Yr	3-Yr	4-Yr	5-Yr	7-Yr						
Doerfler School	30	85.7%	28	84.8%	25	69.4%	23	54.8%	18	40.9%	16	29.1%
Forest Home Ave. School	46	93.9%	42	80.8%	40	80.0%	35	66.0%	32	56.1%	28	40.6%
Grant School	31	91.2%	30	83.3%	29	76.3%	28	65.1%	27	61.4%	26	54.2%
Hayes Bilingual School	33	89.2%	29	70.7%	26	70.3%	24	60.0%	22	59.5%	14	35.9%
Kagel School	12	75.0%	11	73.3%	11	68.8%	9	42.9%	8	42.1%	8	33.3%
Lincoln Ave. School	23	76.7%	20	66.7%	17	54.8%	13	38.2%	11	30.6%	10	21.3%
Longfellow School	43	86.0%	42	84.0%	34	69.4%	27	50.9%	26	44.8%	25	39.7%
Mitchell School	33	78.6%	28	62.2%	26	60.5%	22	51.2%	19	43.2%	16	33.3%
Riley Dual Language Montessori	14	66.7%	12	52.2%	10	37.0%	9	33.3%	6	19.4%	4	12.1%
Rogers Street Academy	31	83.8%	26	74.3%	26	66.7%	21	55.3%	16	40.0%	13	27.7%
South Acc Academy	3	100.0%	2	100.0%	1	50.0%	1	50.0%	1	33.3%		NA
South Division HS	46	78.0%	39	63.9%	38	58.5%	33	55.0%	32	41.6%	26	29.5%
Vieau School	34	81.0%	29	69.0%	26	60.5%	24	53.3%	23	54.8%	21	47.7%
<i>District 7</i>												
Acad of Accelerated Learning	26	78.8%	25	75.8%	23	67.6%	20	57.1%	19	50.0%	17	47.2%
Alcott School	14	82.4%	12	75.0%	12	70.6%	12	63.2%	11	52.4%	10	52.6%
Audubon HS	23	85.2%	18	75.0%	15	65.2%	14	58.3%	11	42.3%	7	31.8%
Audubon Tech & Comm Ctr MS	20	71.4%	18	54.5%	13	43.3%	9	30.0%	8	26.7%	8	21.1%
Burbank School	32	78.0%	27	67.5%	26	68.4%	24	58.5%	21	47.7%	19	44.2%
Curtin Leadership Academy	15	93.8%	13	81.3%	12	80.0%	11	68.8%	8	50.0%	7	41.2%
Fairview School	31	88.6%	28	75.7%	24	68.6%	18	50.0%	17	41.5%	16	39.0%
Greenfield School	32	88.9%	26	72.2%	22	71.0%	20	57.1%	17	50.0%	14	31.8%
Hamilton HS	82	89.1%	80	81.6%	72	74.2%	60	63.2%	55	52.4%	42	41.6%
Honey Creek School	19	90.5%	18	85.7%	14	63.6%	12	52.2%	10	45.5%	9	40.9%
MacDowell Montessori School	39	79.6%	35	72.9%	31	66.0%	28	60.9%	23	52.3%	18	41.9%
Manitoba School	24	77.4%	21	72.4%	17	58.6%	15	48.4%	13	39.4%	10	32.3%
Milw Spanish Imm. School	25	71.4%	24	64.9%	19	50.0%	13	37.1%	9	27.3%	5	17.2%
Pulaski HS	53	86.9%	43	75.4%	37	64.9%	31	52.5%	26	41.3%	22	28.6%
Wedgewood Park School	30	65.2%	29	64.4%	28	59.6%	23	46.9%	17	33.3%	11	20.0%
Whitman School	19	86.4%	16	66.7%	10	45.5%	10	43.5%	9	36.0%	7	30.4%
<i>District 8</i>												
Bay View HS	46	82.1%	41	74.5%	35	64.8%	26	50.0%	20	35.1%	11	21.2%
Bay View Montessori	16	94.1%	15	78.9%	12	80.0%	10	71.4%	7	63.6%	6	66.7%
Burdick School	22	75.9%	19	65.5%	17	58.6%	15	51.7%	15	45.5%	15	44.1%
Clement Ave. School	19	86.4%	18	78.3%	18	75.0%	17	65.4%	16	61.5%	13	52.0%
Cooper School	24	85.7%	22	81.5%	21	77.8%	20	69.0%	18	62.1%	17	63.0%
Fernwood Montessori School	33	94.3%	30	85.7%	30	83.3%	26	70.3%	21	60.0%	17	48.6%
Garland School	28	84.8%	26	78.8%	25	73.5%	24	70.6%	21	65.6%	17	53.1%
Humboldt Park School	27	81.8%	25	80.6%	20	64.5%	17	53.1%	16	48.5%	15	48.4%
I.D.E.A.L.	15	93.8%	13	92.9%	12	85.7%	12	70.6%	11	64.7%	8	57.1%
Lowell School	14	93.3%	14	93.3%	11	78.6%	10	66.7%	9	47.4%	8	42.1%
Milw Parkside School	38	74.5%	37	75.5%	36	70.6%	27	52.9%	26	50.0%	18	39.1%
Morgandale School	26	81.3%	24	75.0%	23	74.2%	22	68.8%	18	60.0%	11	32.4%
Reagan HS	60	90.9%	58	89.2%	54	84.4%	43	69.4%	39	56.5%	37	52.1%
Trowbridge School	13	76.5%	12	70.6%	11	64.7%	11	57.9%	10	50.0%	10	55.6%
Victory School	25	78.1%	23	74.2%	19	61.3%	14	42.4%	13	36.1%	13	33.3%
Whittier School	9	90.0%	9	90.0%	8	88.9%	8	88.9%	7	77.8%	7	77.8%
Zablocki School	18	75.0%	17	70.8%	17	73.9%	17	63.0%	17	53.1%	13	32.5%

## Discussion

### Limitations

- Retention calculation may be impacted by budgeted staff changes.
- Is sensitive to cohorts of teachers who retiring at the same time.
- Does not distinguish between voluntary or involuntary separation.

Outcomes

There is a distinct variation both between and within board districts.  
The staffing trajectory is unsustainable.

- Hiring more teachers faster does not address retention rate.
- Importance of retention is amplified during teacher shortages.

There must be accountability and responsibility.

**Next Steps**

- Conduct a qualitative review
  - Exit-interview data
  - School-climate survey data
- Conduct focus groups
- Develop plan of action

**Strategic Plan Compatibility Statement**

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Goal 3, Effective and Efficient Operations

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

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Administrative Policy 6.19, Positions: Staff

**Fiscal Impact Statement**

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No Fiscal Impact

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**REPORT OF THE COMMITTEE ON PARENT AND COMMUNITY ENGAGEMENT**

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

TO THE BOARD OF SCHOOL DIRECTORS:

Your Committee on Parent and Community Engagement presents the follow report.

**(Item 1) Update with Possible Action on the District’s Multi-tiered System of Supports and Interventions**

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

**Background**

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This work is aligned with the Five Priorities for Success, with the vision of creating a positive school climate for all students. Schools use proactive strategies and interventions within a multi-tiered system of support to support all students. School teams and administration use data to best-practice strategies within Tier 1 supports, focusing on those demonstrating a need for additional intervention.

**Multi-tiered System of Supports and Interventions**

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**Proactive Supports & Interventions**

All Discipline Champions received guidance and best practices on culture and climate throughout the year. The focus in April was on restorative strategies and addressing conflict. School leaders attend professional development in using restorative statements when addressing conflict with staff and with

students. Additional resources were shared on engaging in restorative conversations to address behaviors throughout the school.

PBIS coaches met with school-based PBIS Tier 1 teams and Building Intervention Teams (BITs) regarding school data, support, and school-improvement plans' goals and action steps. PBIS Coaches provide ongoing coaching support for identified staff members in need of coaching regarding classroom climate.

Below are the numbers of Tier 2 and Tier 3 interventions provided to date for the 2022-23 school year.

	Students
Check-in/Check-out (CICO)	2,293
Individualized CICO	586
Social Academic Instructional Group (SAIG)	1,766
Behavioral Assessment/Intervention Plan (BAIP)	158
FBA/BIP	262
Educational Wraparound and RENEW	159
<b>Total Interventions</b>	<b>5,224</b>

Total documented classroom strategies used from March 1, 2023, through April 30, 2023, across all schools are included in the table below.

	Total		Total		Total
Brain Breaks	239	Moving seats	824	Restorative conversation	421
Behavior Contract	193	One-on-one conversation	9,657	Restorative Circle	38
Rewind/Broken Record	374	Proximity Control	1,319	Secret Signal	15
Buddy Classroom	1,185	Praise 5:1	48	Support staff consultation	3,056
Community Service	32	Parental Contact	6,774	Self-monitoring	187
Collection of Property	342	Planned ignoring	2,239	Tangible Acknowledgement	
Engagement opportunities	183	Redirection	6,338	System	221
Go Guardian	90	Recovery area (within		Reflection sheet	239
Independent work	105	room)	553	VABB	22
Mindfulness	190	Referral to BIT	91		

Below are all behavioral events that led to out-of-school suspensions or Student Services suspensions across the district from March 1, 2023, through March 31, 2023, as recorded in Infinite Campus.

	Hispanic	American Indian	Asian	Black	Pacific Islander	White	Multi-ethnic	Total
Assault	6	1		37		1	1	46
Battery	6	1	2	41		1	2	53
Bullying	4	0	1	18	0	2	0	25
Chronic Disruption or Violation of School Rules	51	7	2	450		11	14	535
Disorderly Conduct	142	2	8	675		21	17	865
Endangerment of Physical Safety/Mental Well-being	26		2	215		3	3	249
Extortion	1							1
False Fire Alarms				4				4
Fighting	100	5	14	608	2	17	13	760
Gambling				5				5
Gang Activity				1				1
Inappropriate Personal Property	7	1	1	49		1	1	60
Inappropriate use of electronic communication devices	16	1	1	58		4	2	82
Intent to Distribute Drugs/Alcohol/ Meds	1							1
Leaving the Classroom Without Permission	1			1				2
Loitering		2		7				9
Other Substances/Materials	10			30		2		42
Personal Threat	15			41		3		59
Possession of Drug Paraphernalia	2		1	15		1		19
Possession of Stolen Property				1				1
Possession/Ownership/Use of Alcohol	4					1		5
Possession/Ownership/Use of Drugs	6			31		3	1	41
Possession/Ownership/Use of Gun				4				4

	Hispanic	American Indian	Asian	Black	Pacific Islander	White	Multi-ethnic	Total
Possession/Ownership/Use of Weapon Other than Gun	6			16		2		24
Possessions/Use of Fireworks	1			1				2
Robbery			1	2		1		4
Sexual Assault	2			9				11
Sexual Harassment	8			12				20
Skipping Class	3			3				6
Substantial Environmental Disruption	18			71		2	3	94
Theft	1			10			1	12
Use of Tobacco, Including Chewing	15		1	42		6	2	66
Vandalism	2		1	20		1		24
Verbal Abuse/Profanity/Harassment	5	1		41		2		49
Grand Total	459	21	35	2,518	2	85	60	3,180

**Total Suspension Events by Grade Level:**

K4-K5.....	29	5 <sup>th</sup> Grade.....	225	10 <sup>th</sup> Grade.....	308
1 <sup>st</sup> Grade.....	42	6 <sup>th</sup> Grade.....	410	11 <sup>th</sup> Grade.....	149
2 <sup>nd</sup> Grade.....	76	7 <sup>th</sup> Grade.....	437	12 <sup>th</sup> Grade.....	70
3 <sup>rd</sup> Grade.....	129	8 <sup>th</sup> Grade.....	481		
4 <sup>th</sup> Grade.....	166	9 <sup>th</sup> Grade.....	658		

**Alternatives to Suspension**

The following alternatives to suspension were used by administrators through March 31, 2023.

Conference.....	213	Mediation.....	98	Repairing Harm Circle.....	18
Counseling.....	1,756	Referral to BIT.....	19	Restorative Conference.....	65
Detention.....	199	Referral to Support Staff.....	41		

	American Indian	Asian	Black	Hispanic	Pacific Islander	White	Multi-ethnic
Population	1%	8%	50%	28%	<1%	9%	4%
YTD Suspension Rate	<1%	1%	79%	14%	<1%	3%	3%

Below are all behavioral events that led to out-of-school suspensions or Student Services suspensions across the district from April 1, 2023, through April 30, 2023, as recorded in Infinite Campus.

	Hispanic	American Indian	Asian	Black	Pacific Islander	White	Multi-ethnic	Total
Arson				3				3
Assault	8		2	20		1	1	32
Battery	4	1		34		1	2	42
Bullying	3	0	0	15	0	1	0	19
Chronic Disruption or Violation of School Rules	42		1	312		6	15	376
Disorderly Conduct	95	3	5	478		21	19	621
Endangerment of Physical Safety/Mental Well-being	13		1	154		3	9	180
False Fire Alarms				3				3
Fighting	71	1	9	424		11	25	541
Gambling				11				11
Inappropriate Personal Property	7			36		1	3	47
Inappropriate use of electronic communication devices	9			39				48
Leaving the Classroom Without Permission				3		1		4
Loitering				9			1	10
Other Substances/Materials	7	1		35			2	45
Personal Threat	13		1	36		1	2	53
Possession of Drug Paraphernalia	3		1	4			1	9

	Hispanic	American Indian	Asian	Black	Pacific Islander	White	Multi-ethnic	Total
Possession of Stolen Property				2		1		3
Possession/Ownership/Use of Drugs	9			29		2		40
Possession/Ownership/Use of Gun			2	6		1	1	10
Possession/Ownership/Use of Weapon Other than Gun	6		1	21		1	1	30
Possession/Use of Fireworks				3				3
Sexual Assault	3			16				19
Sexual Harassment	2		1	3				6
Substantial Environmental Disruption	11			42	1	1		55
Theft				8				8
Trespassing				1				1
Use of Tobacco, Including Chewing	11		2	18		4	1	36
Vandalism	3			15		1	2	21
Verbal Abuse/Profanity/Harassment	8		1	21				30
<b>Grand Total</b>	<b>328</b>	<b>6</b>	<b>27</b>	<b>1801</b>	<b>1</b>	<b>58</b>	<b>85</b>	<b>2306</b>

**Total Suspension Events by Grade Level**

K4-K5..... 19	5 <sup>th</sup> Grade..... 154	10 <sup>th</sup> Grade..... 236
1 <sup>st</sup> Grade..... 19	6 <sup>th</sup> Grade..... 280	11 <sup>th</sup> Grade..... 137
2 <sup>nd</sup> Grade..... 39	7 <sup>th</sup> Grade..... 340	12 <sup>th</sup> Grade..... 46
3 <sup>rd</sup> Grade..... 74	8 <sup>th</sup> Grade..... 358	
4 <sup>th</sup> Grade..... 124	9 <sup>th</sup> Grade..... 480	

**Alternatives to Suspension**

The following alternatives to suspension were used by administrators through April 30, 2023.

Conference..... 114	Referral to BIT ..... 6
Counseling..... 1,111	Referral to Support Staff..... 14
Detention ..... 104	Repairing Harm Circle..... 8
Mediation ..... 61	Restorative Conference..... 60

**Student, Staff, and Community Collaboration**

**Integration of Courageous Conversations about Race**

	<u>Sessions</u>		<u>% Attending</u>
March 2021-July 2021	19	School Principals	96%
August 2021-July 2022	23	School Psychologists	98%
August 2022-April 2023	34	School Social Workers	98%
All Time	76	School Counselors	83%
May 2023-June 2023	7	Teachers	65%
		Paraprofessionals	13%
		Parent Coordinators	28%
		Assistant Principals	94%
		Secretaries	68%
		Special Ed Supervisors	76%
		Safety Aides	62%

On April 19, 2023, the District Discipline Disproportionality Team held its District Climate Data Gallery for staff members to attend. A variety of teams and departments supporting district climate were there to present their work and to answer questions from participants. Teams present included Second Step, the 53206 Initiative, Success Center, Specialized Services’ professional development, Violence Prevention Program, School Community Partnership for Mental Health (SCPMH), school social workers, mental health,

Crisis Team, PBIS, discipline disproportionality, Restorative Practices, and Research (Essentials of School Culture & Climate as well as Youth Risk Behavior Survey data).

In April, the District Equity Leadership Team (DELT) met to continue its understanding and application of the Courageous Conversations about Race protocols, including the Four Agreements, Courageous Conversations Compass, and Six Conditions. The Team held conversations using the protocols to discuss a variety of current events through a lens of race, drawing parallels to experiences here in Milwaukee.

On April 20, 2023, the Student Leadership Summit was held for students from all traditional middle and high schools, with 214 total students attending. The summit was held as a hybrid model, with students gathering at their school and engaging in a centralized Zoom. Topics of defining equity, district climate and culture, and Victory over Violence were presented, with students engaging in offline conversations on the topics. Overall student recommendations were captured by a school-based facilitator for the District’s analysis.

Overall, 77.5% of students indicated that they liked the summit and the hybrid format used, while 18.5% indicated that they neither liked nor disliked the summit. For each of the three topics, more than 90% of students indicated that they found the topic clear and relevant. More than 50% of students indicated the topic was a high level concern for them. Overall comments about the discussions included students appreciating the opportunity to discuss and be heard, wanting the conversations to continue with more students, a desire for more equity, and additional opportunities to work with school staff and leaders. The most common preferences from students for future topics were school lunch, mental health, jobs/internships, and racial equity.

**Next Steps**

Community Conversation will occur on May 17, 2023, on opportunities available over the summer. This community opportunity will occur in-person at Central Services from 5:30 to 6:30pm.

An annual, end-of-the-year discipline survey will be shared with all MPS staff members to provide feedback and recommendations regarding the District’s approach to addressing discipline.

My Brothers Keeper, a two-day, in-person seminar, is designed to support President Obama’s My Brother’s Keeper initiative to create the space for, surface, and learn from the voices of boys and young men of color to eliminate the racial inequities and institutionalized practices that marginalize, criminalize, and ostracize these students. Participants will critically examine their data, school culture, and climate.

Using Courageous Conversation® participants will examine ways to transform their systems into environments that nurture high-level engagement and achievement.

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

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Administrative Policy 1.06, Equity in MPS

**Fiscal Impact Statement**

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N/A

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**(Item 2) Report with Possible Action on Family and Community Engagement 2022-23**

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

**Background**

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The purpose of this report will be to provide an update on family-and-community-engagement activities for the 2022-23 school year. The Department of Strategic Partnerships and Customer Service works closely with families and the community to assist MPS’s students with achieving successful outcomes in and outside of the classroom. Our goal is to ensure that families have the opportunity to serve as equal partners in their children's education and to form a healthy bond with their school communities. In addition, the efforts of numerous district volunteers and the MPS Customer Service Team provide frontline support to schools and families that need assistance.

## **Strategic Partnerships and Customer Service**

### **Family-engagement Framework**

#### **Schools**

Schools are welcoming and culturally-relevant environments.

#### **Families**

Families have avenues to serve as leaders.

#### **Community**

Schools are connected to the community.

#### **Tools**

Families have the tools and knowledge needed to be active in their children's education.

#### **Connect**

Families have opportunities to build peer networks.

#### **Network**

Schools have tools and knowledge needed to build relationships with families and the community.

### **Family-engagement Opportunities**

- District Advisory Council
- The Parent Coordinator Community of Practice (PCCP)
- Take-home Family-engagement kits
- 1,400 family engagement activities and events conducted

### **Parent Coordinators Institute's Topics**

#### **August**

- Family-engagement Framework & Title I Overview
- Parent Coordinators' Roles & Responsibilities

#### **October**

- Gender and Inclusion Overview, Part 1
- School Improvement Plan
- Milwaukee Parent Institute
- District Multicultural Multilingual Advisory Council (DMMAC)

#### **November**

- Gender and Inclusion, Part 2
- Fundraising
- School Website Basics

#### **December**

- Mango Language
- Kindergarten Enrollment Fair & Overview
- School Website Basics
- Parent Portal Overview
- Kindergarten Enrollment Fair & Overview

#### **January**

- Immigrant Grant & Lessons Learned
- Extended Learning Opportunities
- English as Second Language

- City of Milwaukee (Office of African-American Affairs)

#### **February**

- School Counselor Overview
- National Alliance on Mental Illness (NAMI) Overview
- Marketing Tool Kit
- Family Leadership Organizations
- Parenting Network
- Financial Literacy

#### **March**

- Gender and Identity Inclusion, Part 2 (Repeat)
- Special Session: Really Good Stuff Family-engagement Kits
- Book Creator Session
- Staffing Opportunities in MPS

#### **April**

- Filter Water, Not Kids — Healthier Hydration In Your School
- Center for Self-sufficiency
- Parenting Network
- Wisconsin Challenge Academy
- Milwaukee Rec Summer Camps & Hiring

#### **May**

- End-of-the-year Closeout & Celebration

### **Family Customer Service**

- MPS Customer Service Team
- Welcome Center Staff

- District-wide Customer Service Training

**Plans for 2023-24**

- Expansion of adult literacy services
- New family events that support academics and learning
- Programming for Specialized Services families
- Male-focused family engagement
- Family-engagement professional development sessions for teachers and administrators

**Volunteer Initiatives**

2023 Volunteer of the Year Recipients

- Yudit Rivas, Greenfield Bilingual School
- Carrie Cooke, Auer Avenue School
- Marjan Nezafat, Refugee Students
- Candida Diaz, Hayes Bilingual School
- Kathleen Conway, Bethune Academy

**Strategic Plan Compatibility Statement**

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Goal 2, Student, Family and Community Engagement

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

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Administrative Policy 9.11, School Engagement Councils

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**REPORT OF THE COMMITTEE ON STRATEGIC PLANNING AND BUDGET**

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

TO THE BOARD OF SCHOOL DIRECTORS:

Your Committee on Strategic Planning and Budget presents the follow report.

**(Item 1) Action on the Report of the Committee on Strategic Planning and Budget Regarding the Superintendent’s Proposed FY24 Budget**

**Background**

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Your Committee reports the following activities for the month of May 2023:

- On May 4, 2023, your Committee received an overview of the Superintendent’s proposed 2023-24 budget and gave hearing to the public.
- On May 16, 2023, the Board held its Statutory Public Hearing to receive public testimony on the Superintendent’s proposed 2023-24 budget in accordance with the provisions of Wisconsin Statutes, §119.16(8(a)).
- On May 23, 2023, your Committee received additional information on the Superintendent’s proposed 2023-24 budget and gave hearing to the public, after which, the Committee conducted a work session on proposed amendments, as attached to the minutes of your Committee’s meeting, to the proposed FY24 budget.

**Strategic Plan Compatibility Statement**

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

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

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Administrative Policy 3.01, Annual Operating Budget

**Committee's Recommendation**

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Your Committee recommends that:

- in regard to Amendment #1, on the creation of an advocacy position to serve as a parent liaison for Central Office disciplinary hearings, with funding of \$98,150 to come from the vacancy adjustment, the Board adopt the amendment, with the position to be assigned to the Department of Strategic Partnerships and Customer Service;
- in regard to Amendment #2, on the creation of a Coordinator position for the MPS Foundation, the Board adopt the amendment, with funding of \$98,150 to come from the vacancy adjustment;
- in regard to Amendment #3, on adding two planning assistant positions to the Black and Latino Male Achievement (BLMA) program, the Board adopt the amendment, with one planning assistant to be assigned to the Department of Black and Latino Male Achievement, and the other planning assistant to be assigned to the Department of Gender, Identity, and Inclusion. Total funding of \$177,098.86 is to come from the vacancy adjustment;
- in regard to Amendment #4, on planning relative to the growth indicators for elementary IB and other high-select school programs, the Board adopt the amendment to conduct a study to:
  1. explore, with community input, the creation of a new facility;
  2. evaluate the potential gaps in current regional development options through an equity lens; and
  3. evaluate high-quality programs and where they may be most equitably expanded, with funding of \$500,000 to come from ESSER III's health initiative's dollars; and
- in regard to Amendment #5, on funding for training on anti-racist, anti-bias, and restorative practices, the Board adopt the amendment to fund training at the 43 schools identified in the disproportionality reports, for one year, with funding of \$129,000 to come from ESSER dollars; and direct the Administration to form a taskforce to steer the work.

Your Committee further recommends that the Board adopt the proposed FY24 budget, including the following resolutions for the School Operations, Construction, and Extension Funds:

**SCHOOL OPERATIONS FUND**

RESOLVED, That, pursuant to the provisions of Section 119.46, Wisconsin Statutes, relating to the School Operations Fund, the Board of School Directors hereby advises the Common Council that the amount of \$1,093,859,149 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 2024 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 *\$/TO BE DETERMINED* will be required for the operation of the Milwaukee Parental Choice Program; and that *\$/AMOUNT TO BE DETERMINED* will be required for the operations of the Milwaukee Public Schools and that a total of *\$/AMOUNT TO BE DETERMINED* 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 2024, pursuant to the provisions of Section 65.07(1)(e), Wisconsin Statutes, said amount to be raised by tax levy being in addition of the money to be received from state aids, shared taxes, and from other miscellaneous sources.

CONSTRUCTION FUND

RESOLVED, That, pursuant to the provisions of Section 119.48, Wisconsin Statutes, the Board of School Directors hereby advises the Common Council that the amount of \$7,100,000 will be required for the 2024 Fiscal Year Construction Fund budget purposes and that it is to provide, in accordance with Section 65.07(1)(f), Wisconsin Statutes, \$5,000,000 by a tax levy on all real and personal property in the City of Milwaukee subject to taxation for Milwaukee Public School purposes in 2024, said amount to be in addition to the money received from other miscellaneous sources.

EXTENSION FUND

RESOLVED, That, pursuant to the provisions of Section 119.47, Wisconsin Statutes, relating to the Extension Fund, the Board of School Directors hereby advises the Common Council that the amount of \$42,483,928 will be required for the maintenance of playgrounds, recreation centers, and similar activities during the 2024 Fiscal Year, and that \$34,725,000 thereof is to be raised by a tax levy on all real and personal property in the City of Milwaukee subject to taxation for Milwaukee Public School purposes in 2024, pursuant to the provisions of Section 65.07(1)(g), Wisconsin Statutes, said amount being required in addition to other miscellaneous sources.

Director Gokalghandi moved approval of the Committee's recommendations regarding the amendments to the proposed FY24 budget.

The motion passed, the vote being as follows:

- Ayes — Directors Carr, Garcia, Gokalghandi, Herndon, Siemsen, Zombor, and President Herndon — 7.
- Noes — None.

Director Gokalghandi moved approval of the resolutions for the School Operations, Construction, and Extension Funds.

The motion passed, the vote being as follows:

- Ayes — Directors Carr, Garcia, Gokalghandi, Herndon, Siemsen, Zombor, and President Herndon — 7.
- Noes — None.

\* \* \* \* \*

**REPORT OF THE 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 follow report.

**(Item 1) Action on the Head Start Cost of Living Adjustment (COLA) Application and Quality -improvement Funding (QIF) Application FY23**

**Background**

The Milwaukee Public Schools' Head Start Program is eligible to apply for a supplemental cost-of-living adjustment (COLA) grant and Quality-improvement Funding (QIF) through the Administration for Children and Families, Office of Head Start.

The Consolidated Appropriations Act, 2023, contains an increase of approximately \$960 million for programs under the Head Start Act for Fiscal Year (FY) 2022. The increase provides \$596 million for COLA and \$262 million for QIF investments for Head Start. A portion of the increase provides a COLA of 5.60% to assist all Head Start grantees in increasing staff salaries and fringe benefits or in off-setting higher operation costs. QIF is allocated proportionately, based on federally-funded enrollment, with additional

consideration given to small grantees to allow for a meaningful investment, as permitted by the Consolidated Appropriations Act.

The Milwaukee Public Schools Head Start Program has been allocated as follows:

COLA.....	\$645,620
QIF .....	<u>\$426,229</u>
Total.....	<u>\$1,071,849</u>

Awarded funds will be applied as follows:

- raises to Head Start staff awarded in the 2023-24 school year;
- fringe benefits for increased salaries;
- increases in the operational cost in the last school year; and
- updated, age-appropriate outdoor equipment to help keep students safe.

The attachments to the minutes of your Committee’s meeting present the COLA narrative and budget narrative, the Quality Improvement narrative and budget justification, and the Milwaukee Public Schools’ 2202-23 adjusted indirect rates, as provided by the Wisconsin Department of Public Instruction.

The full application will be submitted by June 1, 2023.

**Strategic Plan Compatibility Statement**

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Goal 1, Academic Achievement

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

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

**Fiscal Impact Statement**

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The Federal Head Start Cost of Living Adjustment (COLA) Supplemental and Quality Improvement Funding (QIF) Grant is expected to be \$1,071,849.

**Implementation and Assessment Plan**

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Upon the Board’s approval, MPS Head Start office will submit the federal and county Head Start COLA and Quality Improvement Funding (QIF) application.

**Committee’s Recommendation**

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Your Committee recommends that the Board approve the submission of the applications for the Head Start Cost of Living Adjustment (COLA) Application and Quality Improvement Funding (QIF).

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

\* \* \* \* \*

**(Item 2) Update with Possible Action on Resolution 2223R-014 on an Early Years Success Center**

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

**Background**

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In March 2023, the Board adopted Resolution 2223R-014, to create an Early Years Success Center. In accordance with the resolution, the following report provides the timeline, a description, the necessary planning, and a detail of the anticipated costs.

## Early Years Success Center

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### MPS Success Center

The Success Center supports social, emotional, mental, and physical health so each student can thrive, live an authentic life, and reach his or her full potential. Collaborative programs, in partnership with families and schools, equip each student's support team to address challenges together. We believe strongly in restorative philosophy and strive to cultivate, to maintain, and to repair trusting relationships as a foundation for healthy growth.

- We value the knowledge and wisdom of families and communities.
- We provide our students and schools with a high level of support.
- We hold all participants, including ourselves, accountable for our relationships with one another.
- We encourage perseverance through conflicts to achieve social and emotional growth.

### Our Partners

- Marquette Center for Peace Making
- Lutheran Social Services
- Bloom Center for Arts and Integrated Therapies
- Inner Light Yoga Studio

### Proposed Staffing for K4-12

- |                                     |                                  |
|-------------------------------------|----------------------------------|
| • Program Coordinator (1 FTE)       | • Paraprofessionals (3 FTE)      |
| • Teacher Leader (1 FTE)            | • Secretary (1 FTE)              |
| • School Social Worker (1 FTE)      | • Peace Work Specialists (3 FTE) |
| • School Psychologist (1 FTE)       | • Licensed Therapists (3.5 FTE)  |
| • Transition Coach (1 FTE)          | • Family Coach (0.5 FTE)         |
| • Teacher (1 FTE)                   | • Art Therapists (3 FTE)         |
| • Special Education Teacher (1 FTE) | • Mindfulness Coach (3 FTE)      |
| • Parent Coordinator (1 FTE)        |                                  |

### Timeline and Description

#### April 2023-January 2024

- Determine staff-development needs and provide appropriate professional learning
- Communicate, accept, and review referrals for grade 3
- Determine scheduling needs of students
- Facilitate open houses for families and staff
- Collaborate with partners to determine developmentally-appropriate services for students
- Provide transition supports to students
- Welcome grade-3 students in January 2024

#### January 2024-September 2025

- Research best practices for early elementary-age students and collaborate with partners to determine therapeutic offerings
- Revise the referral process to meet the needs of younger children
- Communicate, accept, and review referrals for grades 1-2 for the 2024-25 school year and for K4-K5 for the 2025-26 school year
- Provide transition supports to students
- Determine transportation needs based on scheduling

**Sample Student Schedule**

2023-24: adding grade 3	2024-25: adding grades 1-2	2025-26: adding grades K4-K5
<ul style="list-style-type: none"> <li>• Talk Therapy</li> <li>• Peace Works</li> <li>• Peace Works</li> <li>• Art Therapy</li> <li>• Mindfulness</li> <li>• Academic Support</li> </ul>	<ul style="list-style-type: none"> <li>• Early Childhood Therapy (includes play therapy)</li> <li>• Art Therapy &amp; Mindful Movement</li> <li>• Family Therapy</li> <li>• Peace Works &amp; Academic Support</li> </ul>	<ul style="list-style-type: none"> <li>• Early Childhood Therapy (includes play therapy)</li> <li>• Art Therapy &amp; Mindful Movement</li> <li>• Family Therapy</li> <li>• Peace Works &amp; Academic Support</li> </ul>
Transition Supports and Family Therapy		

**Proposed Budget**

2023-24 School Year	
Contracted Services Total.....	\$1,269,437
Total Proposed Budget.....	\$1,633,824
2024-25 School Year	
Contracted Services Total.....	\$1,527,021
Total Proposed Budget.....	\$2,154,225
2025-26 School Year	
Contracted Services Total.....	\$1,786,591
Total Proposed Budget.....	\$2,447,815

**Strategic Plan Compatibility Statement**

Goal 1, Academic Achievement

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

Administrative Policy 7.01, Teaching and Learning Goals

**Fiscal Impact Statement**

The proposed expenditures for the Early Years Success Center are outlined below, and will be a part of the FY24 budget cycle:

2023-24 School Year	
Contracted Services Total .....	\$1,269,437
Total Proposed Budget.....	\$1,633,824
2024-25 School Year	
Contracted Services Total .....	\$1,527,021
Total Proposed Budget.....	\$2,154,225
2025-26 School Year	
Contracted Services Total .....	\$1,786,591
Total Proposed Budget.....	\$2,447,815

\* \* \* \* \*

**(Item 3) Update with Possible Action on Resolution 2122R-004 Regarding Middle-school and High-school Equity**

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

**Background**

At its regular monthly meeting of June 2021, the Board adopted Resolution 2122R-004 on middle-school and high-school equity. Subsequently, high-school principals from both select-criteria and non-select criteria schools met with the regional superintendent for the High School Region; the Senior Director of

Student Services; the Director of Research, Assessment, and Data; the Regional Manager of Specialized Services; the Manager of Assessment and Data; the Manager of Student Services; and the Manager of Enrollment Services to discuss the District’s concerns and issues.

In October 2021, the Middle School and High School Equity group was formed. This group of 56 participants included a wide range of stakeholders. Recommendations from this group were presented to the Board in December 2021. A smaller steering committee was formed from the work group to study in depth the concerns and issues brought forth. The recommendations of the steering committee were approved by the Board in June 2022 and were implemented in fall of 2022.

This report will provide information on the process this year, with continued updates moving forward.

**Update on Middle-school and High-school Equity**

**High-school Applications**

71% of 8<sup>th</sup>-graders submitted applications. SY22-23 saw an increase of approximately 1,400 applicants from MPS schools. 3,460 students were accepted into one of their schools of choice (an increase of 1,077). 2,765 students (80%) of those applicants were accepted to their first-choice schools. 695 students were not eligible for choice 1, but were ultimately selected for their choices 2-5. 191 students did not get placed at any of their choices. 110 students were waitlisted across all schools that used select criteria.

**1<sup>st</sup>-choice Applications for Fall 2023**

Reagan	1,092	Vincent	58
King	495	South Division	55
Golda Meir	443	Milwaukee School of Languages	53
Milwaukee High School of the Arts	319	Green Tree Preparatory	29
Riverside	294	Marshall	22
Audubon	242	Madison	19
Hamilton	186	North	17
Bay View	139	Obama	17
Bradley Tech	124	Washington	15
Milwaukee School of Languages (partial Spanish immersion)	93	Alliance	10
Pulaski	76	Wisconsin Conservatory of Lifelong Learning	2
MacDowell Montessori	61		

**Schools That Used Select Criteria**

School	Students Accepted	Cut Score
Audubon High School	First choice only	4+
Golda Meir School	First choice and current students only	8+
King IB High School	First choice only	5+
MacDowell Montessori School	First choice only	NA
Milwaukee High School of the Arts	First choice only	No cut score; audition required for program placement
Reagan High School	First choice only	10+ (siblings with a 9)
Riverside University High School	First, second, and third choices	No cut score

**Non-MPS Applicants**

422 total applicants were from outside of MPS. 281 were accepted, 24 were waitlisted, and 117 did not receive their choices (e.g., those who made only a single choice; those whose first choices were Reagan, Golda Meir, or King; or those whose second-choice schools were already filled).

**Non-MPS Schools with Largest Number of Applicants**

<u>School</u>	<u>Students</u>
Bruce Guadalupe .....	57
Central City Cyberschool .....	35
Notre Dame School .....	22

Saint Marcus Lutheran .....	19
Saint Roman .....	27
United Community Center Acosta Middle School .....	19
Woodlands School.....	27

## **Communications**

### **Letter to Families of Current 7<sup>th</sup>-grade Students**

A letter was sent to families of current 7th-grade students. It was post as a main web story on the District's website for one week starting March 22. It is still in the news section of the website. It was also included in the Family Friday Newsletter weekly from March 24 to April 14.

Principals received an email on March 27 with a letter to send home to families of all 7th-graders. A message was included in Thursday Updates to let principals know about sending out the letter.

Additionally, there were social media stories

### **Process to Address Attendance-score Concerns**

We discussed concerns with the families and explained the criteria (e.g., all absences count, below 90% is absentee, options had been available in 2021-22 to make up work to recode absences). We also reviewed the students' records and assisted the families if updates to the schools' records were an option.

### **Successes/Wins**

- The application process was made easier, resulting in an increased number of applications.
- The number of students who got into their first-choice schools increased.
- Only a few concerns were expressed about the essay.
- The High-school Admissions Application Report supported the accuracy and efficiency of the process for the District.
- Acceptance letters were sent to families earlier than the originally scheduled date of January 6, 2023.

### **Considerations for the Future**

- First-choice matters:
  - Most schools were filled, based on the number of students marking the schools as their first choices.
  - Students marking schools as their second, third, fourth, or fifth choices did not have access to these schools, as the schools were already filled.
- Some parents did not understand the scoring (e.g., four-point essay score translation to 1 or 2 points, 0 points for standardized testing if below proficient).
- Parents did not understand that attendance includes both excused and unexcused absences. (Both types are treated equally based on all the State's accountability measures).
- We need to support current high-school students in understanding that they cannot use this enrollment process to change schools in grades 10, 11, or 12.
- We need to address rejected applications due to missing information and to families not responding when contacted by the District.
  - Instead of seeking to change their original choices, families submitted duplicate applications.
  - Families are not having students participate in auditions at Milwaukee High School of the Arts, which are required for placement into a program area.

### **Actions for 2023-24**

- Increase communication to schools and families to explain the Five-choice Process
- Increase communications to families of 6th- and 7th-graders
- Possibly provide criteria scores to students/families for attendance, report cards, state testing prior to application time to help students make better first choices

## **Strategic Plan Compatibility Statement**

Goal 1, Academic Achievement

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

Administrative Policy 1.06, Equity in MPS

**Fiscal Impact Statement**

None at this time.

**Implementation and Assessment Plan**

None at this time.

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**(Item 4) Report with Possible Action Regarding the 53206 Initiative**

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

**Background**

To better serve the community in the 53206 ZIP code, the Board approved implementation of the 53206 Initiative. The 53206 Initiative is focused on three pillars: Alignment; Academics, Pathways and Engagement; Filling Gaps; Equitable Access and Opportunity; Strengthening Outcomes; and College and Career Readiness. The Principals' Cohort, consisting of nine school leaders from North Division, Andrew Douglas, Auer Avenue, Benjamin Franklin, Hopkins-Lloyd, Gwen T. Jackson, Keefe Avenue, Green Bay Avenue Success Center, and LaFollette, continue to meet regularly to further discuss the needs in 53206 schools.

**53206 Initiative**

**53206 Demographics**

- 2,013 Students
- 8 Schools
- 0.2% English-language Learners
- 24.3% Students with Disabilities
- 88.3% Economically Disadvantaged

Black/African American.....	92.60%
Hispanic.....	3.70%
Multi-ethnic.....	2.30%
White.....	0.60%
Asian.....	10.40%
American Indian or Native Alaskan.....	0.30%
Hawaiian or Other Pacific Islander.....	0.10%

**53206 Staffing**

53206 Promise Partnership Schools Staffing, February Compared with Current

Performance Measure	Beginning of Year	February	Current
Certified Vacancy Fill Rate	58%	92%	93%
Stay Incentive	N/A	7	7

**53206 Our Lights Are On!**

Highlights

- All 53206 Promise Partnership Schools were represented.
- 35 community partners participated.
- More than 100 families were in attendance.

- 15 Individuals expressed interest in joining MPS as employees.

**Brice Initiative**

The goal is to help students cultivate, maintain, and repair trusting relationships as a foundation for healthy growth. The initiative includes use of the Marquette Peace Work curriculum, art therapy, and family therapy.

Implementation began in January and will continue through December 2023 at five Promise Partnership Schools.

**2023-24 Forecast**

- Professional development framework for teachers and leaders
- Continue efforts to make enrollment and staffing a priority
- Expand mentoring programs for both boys and girls within each school
- Establish job-shadowing experiences for students in grades 5-12

**Strategic Plan Compatibility Statement**

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Goal 1, Academic Achievement

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

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

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**(Item 5) Report with Possible Action Regarding the Climate Justice Curriculum Advisory Committee and District Sustainability Team**

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

**Background**

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At its regular meeting of March 2020, the Board adopted Resolution 1920R-016 to integrate climate justice curriculum and sustainability practices into all aspects of its work and functions. The Board's original action directed that a Climate Justice Curriculum Advisory Committee and a District Sustainability Team be established to carry out implementation of the resolution. The Office of Academics is leading the Climate Justice Curriculum Advisory Committee, and the Office of School Administration is leading the District Sustainability Team. To ensure alignment to the resolution and consistency, there is cross-representation between them.

In response to the Board's action, the Administration is providing its regular quarterly report relative to implementing the resolution.

Members of District Sustainability Team members attended the Green Schoolyards Cohort Convening in San Francisco, California in May 2023. At your Committee's meeting, The Team highlighted green schoolyard strategies shared between the 11 cities present at the convening. Also, the Team provided an update on the current progress of curriculum resources.

**Strategic Plan Compatibility Statement**

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

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

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

**Fiscal Impact Statement**

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N/A

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**REGULAR ITEMS OF BUSINESS**

**(Item 1) Reports of the Board's Delegates**

The Board received the monthly report of its delegate to the District Advisory Council (DAC).

**Strategic Plan Compatibility Statement**

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Goal 2, Student, Family and Community Engagement

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

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Board Rule 1.28, Board Memberships

**Fiscal Impact Statement**

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No fiscal impact.

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

**Academic Achievement**

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Graduation festivities begin in May. I enjoyed attending the commencement celebrations at Vincent and James Madison high schools.

I was pleased to join State Superintendent Jill Underly at Parkside School for the Arts for the Teacher of the Year Award. This was a surprise presentation.

Chief Academic Officer Jennifer Mims-Howell and I met to discuss music programming, process and procedures, and class-minutes allocations.

I also met with Tiffany Tardy of the MPS Foundation. Dr. Posley and I met on several occasions this month.

**Effective and Efficient Operations**

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The month of May brings the start of a new board year — and the culmination of the work on the proposed budget. In furtherance of this work, I attended a briefing with Superintendent Posley and Chief Financial Officer Martha Kreitzman. I also attended the Wisconsin Public Education Network’s meeting on the state budget and its impact on MPS. WASB also held a state budget webinar, which I attended via Zoom

I organized a news conference on the state budget on May 5, 2023. This joint effort with Leaders Igniting Transformation (LIT) and other community organizations, including BLOC, NAACP, MTEA, MKE Turners, Voces de La Frontera, the MPS Administration, and board members, among others. Many union members were also in attendance.

**Student, Parent, and Community Engagement**

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The Metropolitan Milwaukee Alliance of Black School Educators (MMABSE) held its “Teacher of the Year” Gala event, which I enjoyed attending.

The work of the D/HH (deaf and hard-of-hearing) Task Force is underway, and I participated in its meeting on May 8. I also attended a gathering of a music stakeholder group.

My last meeting as the Board’s delegate to CESA #1 was on May 12, 2023. We voted on non-renewal of contract staff. Director O’Halloran will take over as the delegate for the 2023-24 board year.

I also attended other school events, including:

- the NAF Advisory Council's meeting at James Madison Academic Campus (JMAC)
- Vincent High School's Ag-Venture event
- a meeting Milwaukee High School of the Arts' Parent Engagement Council, where the group discussed the impact of Project Lead the Way Expansion
- Hawthorne Elementary's play, performed in the school's new outdoor theatre
- Stuart Elementary's first in-person Grade 5 Exhibition, which was held as part of its open house. In addition, Stuart is pleased to announce that it is now an authorized International Baccalaureate (IB) Primary Years Programme (PYP) school!

I participated in all meetings of the Committee on Strategic Planning and Budget to work on the budget, and I was also in attendance for the statutory public hearing on the budget, held on May 16.

I also participated in the May 18 meeting of the Committee on Accountability, Finance and Personnel and presided over the May 25, 2023, regular meeting of the Board.

I wish everyone a wonderful Memorial Day weekend!

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### **(Item 3) Other Reports from Members of the Board**

Director Siemsen presented a brief update on the Student Voice Group.

President Herndon recognized Gilbert Stuart School for having received official notice that it has been designated an International Baccalaureate (IB) elementary school, the first such elementary school on Milwaukee's north side.

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## **UNFINISHED BUSINESS**

### **(Item 1) Designation of the Board's Representative to the Library Board**

#### **Background**

Board Rule 1.17(7) prescribes that

...[t]he [Board's] President is a member *ex officio* of the Library Board as of his/her election to the presidency. If he/she advises the Board that he/she elects not to serve as a member *ex officio* of the Library Board, the Board shall at the next regular meeting by roll-call vote elect one of its other members to serve as a member *ex officio* of the Library Board.

At the April 25, 2023, organizational meeting, President Herndon elected not to serve in this role; therefore, it is necessary for the Board to select a representative for the 2023-24 year.

#### **Strategic Plan Compatibility Statement**

Goal 3, Effective and Efficient Operations

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

Board Rule 1.01, Organizational Meetings

#### **Fiscal Impact Statement**

No fiscal impact.

#### **Recommendation**

That the Board determine how it wishes to proceed.

President Herndon nominated Director Siemsen to continue as the Board's representative to the Library Board.

The Board approved the nomination of Director Siemsen by unanimous consent.

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Having disposed of the balance of its agenda, the Board returned to consideration of the following item from the Reports and Communications from the Board Clerk/Chief Officer, Office of Board Governance, which had been postponed from earlier in the meeting.

**(Item 1) Action on a Request to Retire to Closed Session to Confer with Legal Counsel Relative to Litigation in Which the Board is or is Likely to Become Involved**

**Background**

Under the provisions of Wisconsin Statutes, §19.85(1)(g), the Board may retire to a closed session for the purpose of conferring with legal counsel who is rendering oral or written advice concerning litigation in which the Board is or is likely to become involved.

**Strategic Plan Compatibility Statement**

Goal 3, Effective and Efficient Operations

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

Board Rule 1.18, Legal Representation

**Recommendation**

The recommendation is that the Board retire to closed session, pursuant to Wisconsin Statutes, §19.85(1)(g).

Director Gokalgandhi moved to retire to closed session, pursuant to Wisconsin Statutes, §19.85(1)(g), to confer with legal counsel who is rendering oral or written advice concerning litigation in which the Board is or is likely to become involved.

The motion passed, the vote being as follows:

- Ayes — Directors Carr, Garcia, Gokalgandhi, Herndon, Siemsen, Zombor, and President Herndon — 7.
- Noes — None.

The Board retired to closed session at 7:24 p.m.

The Board adjourned from closed session at 8:45 p.m.

JACQUELINE M. MANN, Ph.D.  
Board Clerk