

**BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JANUARY 21, 2021**

Special meeting of the Board of School Directors called to order by President Miller at 5:35 p.m..

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

Absent and Excused — Director Peterson — 1.

The Board Clerk read the following call of the meeting:

January 19, 2021
REVISED

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Larry Miller, a special meeting of the Board of School Directors will be held at 5:30 P.M. on Thursday, January 21, 2021. This meeting will be virtual, and no public testimony will be taken.

Written comments may be submitted to the Office of Board Governance by mail, to 5225 W. Vliet Street, Milwaukee, 53208; by email, to governance@milwaukee.k12.wi.us; or by fax, to 414-475-8071. Written comments received before 3:00 P.M. on January 21, 2021, will be forwarded to the Board for its consideration.

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

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

Special Board Meeting
5:30 p.m., Thursday, January 21, 2021

The purpose of this meeting is to:

1. Take action on a request to retire to executive session in order to consider information received in accordance with Administrative Policy 6.35, Whistleblower Protections

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

2. Take action on a on a request to retire to executive session in order to confer with legal counsel concerning strategy with respect to litigation in which the Milwaukee Board of School Directors is or is likely to become involved.

The Board may retire to closed session to consider this item, pursuant to Wisconsin Statute 19.85(g), which allows governmental body to retire to executive session for the purpose of conferring with legal counsel who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved.

- 3. Take action on a request to retire to executive session in order to consider employment, compensation, and performance-evaluation data relative to the terms of employment agreement with the Board Clerk/Chief Officer, Office of Board Governance.

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

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

JACQUELINE M. MANN, Ph.D.
Board Clerk

(Item 1) Action on a Request to Retire to Executive Session in Order to Consider Information Received in Accordance with Administrative Policy 6.35, Whistleblower Protections

Background

The Office of Accountability and Efficiency is requesting a closed session in order to consider information received in accordance with Administrative Policy 6.35, Whistleblower Protections, [under the following Statutes]:

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

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 6.35, Whistleblower Protections

Recommendation

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

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(Item 2) Action on a Request to Retire to Executive Session in Order to Confer with Legal Counsel Concerning Strategy with Respect to Litigation in Which the Milwaukee Board of School Directors Is or Is Likely to Become Involved

Background

Pursuant to Wisconsin Statutes, Section 19.85(g), the Board may retire to executive session for the purpose of conferring with legal counsel who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved.

The Board will reconvene in open session to take any action on matters discussed in executive session, if necessary. Otherwise, the Board will adjourn from executive session.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Board Rule 1.04, Executive Sessions

Recommendation

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

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(Item 3) Consideration of Employment, Compensation, and Performance-evaluation Data Relative to the Terms of Employment Agreement with the Board Clerk/Chief Officer, Office of Board Governance

Background

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

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

Fiscal Impact Statement

The impact on district finances is dependent upon any action the Board may take relative to this matter. Implementation and Assessment Plan:

Strategic Plan Compatibility Statement:

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

Statute, Administrative Policy, or Board Rule Implication Statement

Board Governance Policy BG 3.01, Board-appointed Officials

Recommendation

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

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Relative to the three items on this agenda, Director Báez moved to retire to executive session in order to, respectively:

1. consider Information received in accordance with Administrative Policy 6.35, Whistleblower Protections, pursuant to
 - a. Wisconsin Statutes, §19.85(1)(c), which allows a governmental body to retire to executive session for the purpose of considering employment, promotion, compensation, or performance-evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility, and

- b. Wisconsin Statutes, §19.85(1)(f), which allows a governmental body to retire to closed session in order to consider financial, medical, social, or personal histories or disciplinary data of specific persons; preliminary consideration of specific personnel problems; or the investigation of charges against specific persons which, if discussed in public, would be likely to have a substantial adverse effect upon the reputation of any person referred to in such histories or data, or involved in such problems or investigations;
2. confer with legal counsel concerning strategy with respect to litigation in which the Milwaukee Board of School Directors is or is likely to become involved, pursuant to Wisconsin Statutes, §19.85(g), which allows a governmental body to retire to executive session for the purpose of conferring with legal counsel who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved; and
3. consider employment, compensation, and performance-evaluation data relative to the terms of employment agreement with the Board Clerk/Chief Officer, Office of Board Governance, pursuant to Wisconsin Statutes, §19.85(1)(c), as stated in the call of the meeting.

The motion passed, the vote being as follows:

Ayes — Directors Báez, Herndon, O'Halloran, Phillips, Siemsen, Taylor, Woodward, and President Miller — 8.
Noes — None.

The Board retired to executive session at 5:43 p.m.

Dr. Jacqueline M. Mann served as Secretary for the discussion of Items 1 and 2.

Jill Kawala served as Secretary for the discussion and action on Item 3.

The Board reconvened in open session at 9:56 p.m.

Director Taylor moved to extend the contract with Dr. Mann to serve as the Board Clerk and that that the Board authorize the Board's President to sign and to execute the contract extension, consistent with the terms discussed in closed session.

The motion passed, the vote being as follows:

Ayes— Directors Báez, Herndon, O'Halloran, Phillips, Siemsen, Taylor, Woodward, and President Miller — 8.
Noes — None.

The Board adjourned at 9:58 P.M.

JACQUELINE M. MANN, Ph.D.
Board Clerk

**BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JANUARY 28, 2021**

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

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

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

- Renee Chapman, a building service helper at James Madison Academic Campus, who had passed away on December 17, 2020;
- Cynthia Miller, a retired educational assistant at Reagan High School, who had passed away on December 22, 2020;
- Wayne Elliott, a retired assistant principal at Rufus King High School, who had passed away on December 23, 2020;
- Ora Rainey, a retired educational assistant at Auer Avenue School, who had passed away on December 28, 2020;
- Shirley Manard, a retired teacher at Carver Academy, who had passed away on January 4, 2021;
- Robbie Taylor, a retired teacher with the Milwaukee Public Schools, who had passed away on January 6, 2021;
- Nevaeha Ware, a student at Lincoln Center of the Arts, who had passed away on January 9, 2021;
- Johnny Parker, a retired assistant principal at Starms Discovery School, who had passed away on January 19, 2021;
- Daphne Daniels, a children's health assistant at Milwaukee Parkside School, who had passed away on January 22, 2021;
- Lisa Martin, a science teacher leader at Central Services, who had passed away on January 22, 2021;
- Lucien Alvarado, a teacher at Audubon School, who had passed away on January 26, 2021; and
- Robert Nusbaum, a retired teacher at Escuela Fratney, who had passed away in January 2021.

President Miller also acknowledged the passing of:

- former Wisconsin Supreme Court Chief Justice Shirley Abrahamson, who had passed away on December 19, 2020; and
- Maria Monreal-Cameron, a leader within the Latinx community in the City of Milwaukee, who had passed away on January 18, 2021.

APPROVAL OF MINUTES

The minutes of the special and regular board meetings of December 2020 were approved as printed.

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REPORTS AND COMMUNICATIONS FROM THE SUPERINTENDENT OF SCHOOLS

(Item 1) Monthly Report of the Superintendent of Schools

Background

The Superintendent's Report is designed to provide the Milwaukee Board of School Directors and the MPS community with an update on current activities underway to support the district 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 December through mid-January are also included in the following report.

MPS Celebrates the Birthday of Dr. Martin Luther King, Jr.

Monday, January 18, 2021, was the formal observance of the birthday of Dr. Martin Luther King, Jr. Milwaukee Public Schools students and teachers observed Dr. King's birthday and learned about his legacy throughout the week and will continue to do so. King would have been 92 years old this year.

Students and families observed this important holiday by participating in virtual celebrations and services, reading books or watching videos about Dr. King's life and legacy, listening to one of Dr. King's speeches, or discussing the Civil Rights Movement.

On Sunday, January 17, 2021, the celebration of Dr. King's birthday culminated with the 37th Annual Dr. Martin Luther King, Jr., Virtual Celebration, sponsored by the Marcus Center for the Performing Arts. Milwaukee is one of only two cities that have celebrated the holiday annually since 1984. This much-anticipated event included recognition of the 37th Annual Dr. Martin Luther King, Jr., Art, Speech and Writing Contest's participants. Milwaukee Public Schools' students performed, delivered speeches, and shared artwork during this year's event, which was livestreamed. This year's contest theme was "Keep Moving Forward."

Student winners of the Dr. Martin Luther King, Jr., Speech Contest and student-performance groups were viewed via video during the celebration. Artwork by winners in the Art Contest was presented via slideshow.

The following are the MPS students who placed in the contest:

Art Winners

Grades K-2

1st Place

Remi Davies, Lloyd Barbee Montessori School;
Grade 1 Teacher: Ms. Ashley

2nd Place

Sam Solis, Burbank School;
Grade 2 Teacher: Anna Petersen

3rd Place

Florence Okidi, Milwaukee Spanish Immersion School;
Grade 2 Teacher: Tracy Matel

Grades 3-5

1st Place

Jaden Old Coyote, Burbank School;
Grade 5 Teacher: Anna Petersen

2nd Place

Nora Synovic, Milwaukee German Immersion School;
Grade 5 Teacher: Karen Silber

3rd Place

Matthew Tania Munoz Prada, ALBA School;
Grade 5 Teacher: Jennifer Santiago

*Grades 6-8***1st Place**

Nandar Oak, Wedgewood Park IB School;
Grade 7 Teacher: Margaret Fish

2nd Place

Zachariah Lara, Wedgewood Park IB School;
Grade 6 Teacher: Margaret Fish

3rd Place

Mariana Lopez Carro, Escuela Vieau School;
Grade 7 Teacher: Laura Lofton

Speech Winners*Grades K-2***1st Place**

Essence Green, Craig Montessori School, K5
Teacher: Susan Starkman

2nd Place

Jurni Johnson, Elm Creative Arts School;
Grade 1 Teacher: Therese Kroll

*Grades 3-4***1st Place**

Niles Janzen, Fernwood Montessori School;
Grade 4 Teacher: Katy Gabor

2nd Place

Justice Edwards, Golda Meir;
Grade 3 Teacher: Erin Bailey

3rd Place

Orjan Oulahan, Maryland Ave. Montessori
School;
Grade 4 Teacher: Lauren Bolinski

*Grades 5-6***1st Place**

Kayle Phillips, Golda Meir Upper Campus;
Grade 6 Teacher: Nicole Price

3rd Place

Cornel Penager Davidson, Fernwood Montessori
School;
Grade 6 Teacher: Sara Raasch

Writing Winners*Grades 9-12***1st Place**

Aubrey Jilla, Milwaukee High School of the
Arts;
Grade 10 Teacher: Ms. Wojnar

2nd Place

Camorra Forrest, Milwaukee High School of the
Arts;
Grade 9 Teacher: Ms. Wojnar

3rd Place

Bryonna Saygo, Milwaukee High School of the
Arts;
Grade 11 Teacher: Brendan Senne

*Grades 7-8***1st Place**

Zora Penager Davidson, Fernwood Montessori
School;
Grade 8 Teacher: Sara Raasch

2nd Place

Raya El-Hajjar, Maryland Ave. Montessori
School;
Grade 8 Teacher: Gina Follstad

3rd Place

Sahmii Dixon, Lincoln Center of the Arts;
Grade 7 Teacher: Sandra Meeks

*Grades 9-10***1st Place**

Janiya Williams, Golda Meir Upper Campus;
Grade 10 Teacher: Jayme Timmons

2nd Place

Brandon Gorton, Reagan IB High School;
Grade 9 Teacher: Kristoffer Puddicombe

*Grades 11-12***1st Place**

Taira McClellan, Vincent High School;
Grade 12 Teacher: Jennifer Koss

3rd Place

Mohammad Faisal Khan Mohammad Rofiq,
Milwaukee High School of the Arts;
Grade 11 Teacher: Sarah Harley

*Grades 2-3***1st Place**

Leslie White, Golda Meir Lower Campus;
Grade 3 Teacher: Erin Bailey

2nd Place

Zariah Bowers, Golda Meir Lower Campus;
Grade 3 Teacher: Erin Bailey

*Grades 4-5***1st Place**

Isabella Krieger-Silva, Fernwood Montessori
School

2nd Place

Dahlia Santiago, Golda Meir Lower Campus;
Grade 5 Teacher: Kermit McClendon

3rd Place

Kya Barnes, IDEAL School;
Grade 5 Teacher: Karla Zuehlke

*Grade 6***1st Place**

Cornel Penager Davidson, Fernwood Montessori
School;
Grade 6 Teacher: Nikolai Gurda

2nd Place

Claire Wise, IDEAL School;
Grade 6 Teacher: Amy Rognsvoog

*Grades 7-8***1st Place**

Victoria Kona, Milwaukee Academy of Chinese
Language;
Grade 7 Teacher: Bianca Gasparri

2nd Place

Bilal Hassan, Trowbridge School;
Grade 7 Teacher: Linda Lemmen

3rd Place

Aniah Gilbert, Trowbridge School;
Grade 8 Teacher: Frederick Franklin

*Grades 9-10***2nd Place**

Destiny Dokes, Rufus King IB High School;
Grade 9 Teacher: Kelly O'Keefe Boettcher

3rd Place

Ashton Schmidt, Rufus King IB High School;
Grade 9 Teacher: Kelly O'Keefe Boettcher

*Grades 11-12***2nd Place**

Nevaeh Biddle, Rufus King IB High School;
Grade 11 Teacher: Dawn Schlipp

3rd Place

Tyra Wilson, Milwaukee Marshall High School;
Grade 11 Teacher: Michael Hirsch

Happy birthday, Dr. King and congratulations to all of this year's contest participants!

MPS Honors Graduates with Virtual Ceremony

Congratulations, Milwaukee Public Schools winter graduates! Students and their families were able to see their photos during a full-length virtual program. The graduation video to recognize winter graduates can be found on the MPS YouTube channel

We invite the entire Milwaukee community to help celebrate our graduates! Hang signs, get creative, or post on social media and tag with #MPSClass2021, #MPSPrroud, or #MPSGrads. Graduates can email photos to us at comm@milwaukee.k12.wi.us.

Congratulations, graduates! We wish you a bright and successful future!

MPS Hosts Kindergarten Enrollment Fairs on February 6 and 20, 2021

Milwaukee Public Schools will host two virtual Kindergarten Enrollment Fairs on February 6 and 20, 2021, from 9:00 a.m. to 2:00 p.m. The Fair will help families explore schools, make choices, and enroll students for fall 2021. Wisconsin law requires children to complete five-year-old kindergarten before entering first grade.

All MPS schools that offer Head Start and kindergarten will be available to video-chat so families can ask questions, learn about programs, and identify the best options for their children. Families will have the chance to speak directly with school staff. Interpreters will be available. Children are welcome to join the virtual event so that they can hear about school programs and be ready to attend in fall.

A link to the virtual fair will be available at mps.mke.com/enroll.

Families can learn about the many programs and offerings in MPS schools. The district provides free breakfast and lunch for all students. Many schools have before- and after-school care to accommodate parents. Bus transportation is available; each school can provide information. Uniforms are worn by students in many MPS schools.

Head Start

Free preschool is available through the federal Head Start program for families who meet income limits. Head Start prepares children for school and teaches important early skills. Transportation is available.

Kindergarten

Three-year-old Kindergarten

Limited programs are available at some schools. Children must turn three years old by September 1 to be eligible.

Four-year-old Kindergarten

Programs are available at most schools across the district. Children must turn four years old by September 1 to be eligible.

Five-year-old Kindergarten

Programs are available at most schools across the district. Children must turn five years old by September 1 to be eligible.

For questions about enrollment or the Enrollment Fair, call 414-475-8159.

MPS Students Spend Holiday Break Learning through Virtual Camps

Thanks to community partners, Milwaukee Public Schools students had the chance to spend part of their holiday break learning about animals and music. The Wisconsin Humane Society (WHS) and the Wisconsin Conservatory of Music both delivered virtual programs to students in partnership with the MPS Extended Learning Opportunities office.

Twelve MPS students in grades 1 through 6 attended the Wisconsin Humane Society's virtual winter camp. Participants took a virtual tour of the WHS, met live animals, played games, and created animal-related works of art. Students learned about appropriate ways to pet or approach a dog, animal body language, and careers in helping animals. Each camper received an exclusive WHS camp kit filled with supplies to make the camp engaging and facilitate hands-on activities.

Fourteen MPS students in grades 6 through 12 participated in a Music Technology camp through the Wisconsin Conservatory of Music. This camp was an introduction to the rapidly growing industry of music production and technology. Campers joined the Conservatory's faculty for three days to create and to compose music using digital audio workstations to sample, to record, to mix, and to master. Campers received a subscription to Soundtrap software so they can mix and engineer their own songs. At the end of the camp, a listening party was held for students to showcase their creations.

The Extended Learning Opportunities office works with a variety of community partners to offer enrichment programming on non-school days and during holiday breaks. Families can learn more about programs and partners on the Extended Learning Adventures web page.

Free Fresh Produce Bags for Children in January

The MPS Fresh Fruit and Vegetable Program has been a hit with families! Therefore, the district is extending the program through the Department of Nutrition Services. The theme for 2021 is Healthy Habits for the New Year.

Free weekly produce bags are available on Thursdays at MPS's Stop, Grab, and Go locations. All children age 18 and under can receive a bag. Pick up your bags and join the fun!

Weekly themes are designed to help families cook together, enjoy new foods, and learn more about nutrients that are essential for good health, growth, and learning. Each produce bag has been specially selected to provide healthful fresh fruits and vegetables along with nutrition facts and recipes. Cooking videos are available on the MPS YouTube page.

Themes for January 2021*January 7: Make it Smart! How to Set Realistic, Effective Health Goals*

Recipe: Garden Vegetable Soup with Blood Orange and Champagne Mango

Produce Items: Blood orange, carrots, champagne mango, garlic, green beans, green cabbage, yellow onion, zucchini

January 14: Better Body Image

Recipe: Curry House Cauliflower, Raita Cucumber Salad, and Red Bananas with Cardamom

Produce Items: Cauliflower, cilantro, cucumber, ginger, lime, red banana, serrano chilis, turmeric, Yukon gold potatoes

January 21: The Dynamic Duo: Nutrition and Exercise

Recipe: Portobello Mushroom Burgers with Side Salad, Kumquat, and Tamarind

Produce Items: Garlic, kumquats, lemon, portobello mushrooms, spring mix, tamarind pods

January 28: Fuel Your Body, Power Your Mind

Recipe: Winter Fruit Salad and Jicama with Lime

Produce Items: Clementine, D'Anjou pear, Granny Smith apple, jicama, kiwi, lemon, limes, McIntosh apple, pomegranate, Red Anjou pears

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

(Item 1) Update with Possible Action on Legislative Matters or Related Issues Concerning Milwaukee Public Schools

Background

Betsy DeVos, former Secretary of Education, resigned her position on January 7, 2021, one day after a violent protest took place at the U.S. Capitol which disrupted the work of the U.S. Senate and House of Representatives as they attempted to accept the results of the Electoral College. After the assault on the U.S. Capitol was quelled, Congress confirmed the clear victory of President Joe Biden.

On January 13, due to his alleged provocation of the protests, the House of Representatives impeached Mr. Trump for a second time. The U.S. Senate has yet to take up the impeachment.

On Thursday, January 14, then President-elect Biden introduced the "American Rescue Plan." According to the Center on Poverty and Social Policy at Columbia University, the \$1.9 trillion plan would reduce child poverty by half in 2021. In addition, and as seen in the attached document, the Biden plan would provide \$130 million to help schools reopen safely, with an additional \$5 billion dedicated to students who have been most significantly impacted by the pandemic.

At the state level, significant political disagreement among the State Senate, State Assembly, and Governor continues to neuter any meaningful progress to assist the people of Wisconsin during a global pandemic. COVID 19 vaccination efforts have been slowed allegedly in large part due to officials at the federal level having misrepresented how many vaccines are actually available.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Implication Statement

Board Governance Policy BG 2.13, Board Legislation Program

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

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

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REPORTS AND COMMUNICATIONS FROM THE OFFICE OF ACCOUNTABILITY AND EFFICIENCY

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

Background

The Office of Accountability and Efficiency (OAE) was established to enhance transparency, oversight, and accountability to the District's financial operations; to evaluate fiscal performance; and to recommend solutions in furtherance of fiscal stewardship of Milwaukee Public Schools. Each month, the OAE monthly report will provide a highlight of one area of the OAE Work Plan and Work Plan progress from the previous month.

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

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

The following report includes activities from late December through mid-January.

Report to the Milwaukee Board of School Directors

Work Plan Highlight: Five-year Financial Forecast

In accordance with the Board's June 2013 action, the Office of Accountability and Efficiency works with the Office of Finance to project the District's revenues and expenditures over the next five years. Assumptions are calculated based on actuals, trends, economic indicators, and regional and local economics. Each year the current five-year forecast is presented to the Milwaukee Board of School Directors to assist with the upcoming budget process.

This year's five-year financial forecast was completed during the reporting period, with presentation to the Board taking place at the January meeting of the Committee on Strategic Planning and Budget.

Accountability and Efficiency Services

Between December 8, 2020 and January 18, 2021, Accountability and Efficiency Services fulfilled three requests for information and research, two requests for data analysis and visualization, and one constituent's inquiry. Additionally, Accountability and Efficiency Services completed eight special projects.

Also during the reporting period, Accountability and Efficiency Services worked to increase capacity in the area of data visualization by improving internal map standards. These improved standards, which are based on best practices in map-design principles, include consideration of units of geography, geographic-coordinate systems, data-classification systems, data symbolization, visual hierarchy, map types, confidentiality, and color theory. The new standards will increase the OAE's capacity to deliver high-quality, geographic data visualizations.

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

Contract Compliance Services

This month, Contract Compliance Services presented its quarterly compliance performance report to the Board’s Committee on Accountability, Finance, and Personnel. Highlights included:

- the impact of COVID-19 on compliance monitoring and contract utilization affecting Fiscal Year 2019-20 reconciliation efforts to date;
- the expectation that Fiscal Year 2020-21 compliance monitoring will exceed prior fiscal year monitoring in required dollars assigned for HUB and required hours assigned for the Student-engagement Program;
- recommendations from Mission Aligned Partners (MAPs) during the pandemic to increase project-based training through COIN for high-school students;
- enhanced intergovernmental workgroup relationships; and
- participation in work surrounding Resolution 2021R-008, Contractor Code of Conduct.

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 STANDING COMMITTEES

No items were set aside for separate consideration.

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

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

REPORT OF THE COMMITTEE ON ACCOUNTABILITY, FINANCE, AND PERSONNEL

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

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

Code	Name	Position	Salary	Date
New Hires				
2	Deshawn Hewings	Building Service Helper I	\$13.36/hr.	12/14/2020
2	Mikkal Merriweather	Building Service Helper I	\$13.36/hr.	12/14/2020
2	Taneria Mooror	Building Service Helper I	\$13.36/hr.	12/07/2020

Code	Name	Position	Salary	Date
2	Liz Webster	Boiler Attendant Trainee	\$36,652.00	12/14/2020
2	Demetrie Woods	Boiler Attendant Trainee	\$36,652.00	12/07/2020
3	Jadee Hoang	Human Resources Assistant	\$35,712.00	12/07/2020
2	Sheila Milbrath	Para Ed Assistant — Parent Involvement	\$30,035.00	12/10/2020
4	Keyla Colon	Para Ed Assistant	\$18,642.00	11/20/2020
2	Kimberly Handy	Para Ed Assistant	\$21,156.00	11/30/2020
3	Hyerim Lee	Para Ed Assistant	\$18,642.00	12/11/2020
2	Johnika White	Para Ed Assistant	\$19,099.00	11/18/2020

Promotions

5	Uvette Carlson	Building Service Helper II	\$34,412.00	11/30/2020
2	Joy Reed	Building Service Helper II	\$45,000.00	11/30/2020
2	Richard Stephens	Building Service Helper II	\$34,412.00	11/30/2020
2	Ryan Jackson	Boiler Attendant Trainee	\$37,670.00	12/14/2020
2	Francine Griffin	Boiler Attendant	\$41,742.00	12/14/2020
2	Moses Lewis	Boiler Attendant	\$60,068.00	12/14/2020
2	Maria King	Secretary I — 10-month	\$30,510.42	11/23/2020
5	Ethan Greenwood	School Engineer I	\$46,833.00	11/30/2020
2	Betty Ross	School Engineer I	\$47,851.00	11/30/2020
5	Justin Sokol	School Engineer I	\$47,851.00	11/30/2020
2	Deon Summerville	School Engineer I	\$51,923.00	11/30/2020
5	Shannon Witkowski	School Engineer I	\$49,887.00	11/30/2020
4	Raquel Carranza	Secretary II	\$34,581.19	11/23/2020
2	Michele McWilliams	Secretary II	\$45,813.20	11/23/2020

Rehires

2	Latasha Mayes	Building Service Helper I	\$13.36/hr.	12/07/2020
2	Ellary Thrasher	Building Service Helper I	\$13.36/hr.	12/07/2020
2	Jazzmen Aldridge	Para Ed Assistant	\$19,099.00	12/09/2020
2	Myra Jackson	Para Ed Assistant	\$18,642.00	12/14/2020
4	Debora Ortiz	Para Ed Assistant	\$19,785.00	12/10/2020
4	Karina Cruz	School Secretary I — 10-month	\$30,510.42	12/14/2020

Codes:

1	Native American	4	Hispanic
2	African American	5	White
3	Asian/Oriental/Pacific Islander	6	Other

Certificated Appointments

Codes	Name	Appointment	Salary	Date
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Teachers

5, r	Getz, Andrea L	Kindergarten (Four-year-old)	\$45,954.00	8/25/2020
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Teacher Leaders, Early-start School

5, r	Maloney, Stefaney A	General Operations	\$67,950.00	010/4/2021
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Teachers, Early-start

2, r	Green, Kimberly Cierra	Science	\$50,841.00	12/01/2020
5, r	Lindsay, Elizabeth Anne	Technical Services	\$44,325.00	11/30/2020
2, r	Moore, Vanese E	English	\$44,325.00	11/09/2020

Permit Teachers

5, r	Bruno, Jesus M	Spec Ed Multicateg.	\$43,537.00	11/30/2020
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Codes:	Counts				
	Teachers	SSW	Psych	Other	Total
1	Native American	0	0	0	0
2	African American	2	0	0	2

Codes:	Counts				
	Teachers	SSW	Psych	Other	Total
3 Asian/Oriental/Pacific Islander	0	0	0	0	0
4 Hispanic	0	0	0	0	0
5 White	4	0	0	0	4
6 Other	0	0	0	0	0
7 Two or More	0	0	0	0	0
Males	1	0	0	0	1
Females	5	0	0	0	5
r Residentt					
nr Non-resident					

Leaves of Absence

	<u>Present Assignment</u>	<u>Effective From</u>
Illness Leave, November 2020 Tammy Long	Central Services Building	10/3/2020
Personal Leave, June 2020 Emily Kaphaem	Audubon High School	6/1/2020
Personal Leave, November 2020 Robert Cunningham	Thurston Woods	11/30/2020

Report on Certificated resignations and Classified Retirements

Reason	Code	Yrs Svc Credit	Name	Position	Location	Date
Certificated Resignations						
Personal	5	0.4	Rebecca Basina	Teacher	Pratt	01/01/2021
Personal	4	11.9	Celina Echeveste	Teacher	Forest Home	12/23/2020
Retire	5	11.2	Mary Fazio	Nurse	Central Svcs	11/03/2020
Personal	5	22.2	Kay Kieliszewski Kasses	Teacher	Sherman	12/02/2020
Retire	2	22.2	Bertha Morrow	Nurse	Central Svcs	01/04/2021
Retire	5	32.1	Julie Nichols	Teacher	Grant	10/21/2020
Personal	5	1.4	Blythe Nissen Davis	Teacher	Meir	12/11/2020
Retire	5	31.3	Donald Wojczulis	Teacher	Alcott	06/15/2021

Classified Retirements

Retire	2	33.6	Kevin Brown	Engineer III	Bay View	12/07/2020
Retire	5	32.7	David Drobnik	Engineer II	Fernwood	11/20/2020

Codes:

1 Native American	4 Hispanic
2 African American	5 White
3 Asian/Oriental/Pacific Islander	6 Other

Affirmative Action Report

The Affirmative Action monthly personnel transaction report for December 2020 is attached to the minutes of your Committee’s meeting. This is an informational item, and no action is required.

Remote Work Plan

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

Total Remote Work Forms Submitted by Office, as of 01/04/2021*

<u>Office</u>	<u>Forms Submitted</u>	<u>Office</u>	<u>Forms Submitted</u>
Academics	564	Communications & School Performance	104
Accountability & Efficiency	7	Finance	144
Board Governance	1	Human Resources	20

Office	Forms Submitted
School Administration	15
School-based	5,348
Superintendent	3
Total Received	6,206

*All district staff have been directed to maximize the amount of remote work, consistent with the Board’s action.

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.

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

* * * * *

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

Recommended Appointments

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

Codes	Name	Appointment	Assignment	Salary		
				Sched	Range	Amount
3, r	Mohammed Abdullah	School Nutrition Director I	Office of the Chief of Finance	03	14A	\$117,978
5, nr	Jason Perkiser	Employment Relations Specialist II	Office of the Chief of Human Resources	03	09A	\$75,186
5, r	Helene Rondorf	Payroll Analyst I	Office of the Chief of Finance	03	05A	\$59,115
2, r	Jerald Adams	Family & Community Engagement Associate	Office of the Chief of Communications & School Performance	03	03A	\$50,139

Recommended Reclassifications

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

Codes	Name	Appointment	Assignment	Salary		
				Sched	Range	Amount
5, r	Pamela Linn	Recreation Facilities Supervisor I	Office of the Chief of Finance	03	09A	\$103,376
1, nr	Kelly Rickman	Development & Donor Coordinator I	Office of the Superintendent	03	07A	\$69,807

LTE Contracts (To be effective upon the Board’s approval)

Your Committee recommends that the Board approve the following LTE (Limited-term Employment) contracts exceeding 60 days.

Codes	Name	Position	Assignment	Hourly	
				Wage	Dates
5, nr	Eugene Jones	Assistant Board Clerk	Office of Board Governance	\$50.00	01/22/21-07/22/21
5, r	Margaret Barrett	Grant Project Director	Office of the Chief of Academics	\$40.00	09/21/20-03/20/21
5, nr	Mary Ruzga	UNSIL World Fair Coordinator	Office of the Chief of Academics	\$40.00	11/01/20-06/30/21

Codes	Name	Position	Assignment	Hourly Wage	Dates
5, r	Clara Tracey	Orchestra Coach	Office of the Chief of School Administration	\$30.00	02/11/21-05/22/21
5, r	Brian Wiegand	Apple Support	Office of the Chief of Communications & School Performance	\$30.00	11/01/20-05/31/21
2, r	Annette Fayne	Administrative Assistant III	Office of Board Governance	\$27.86	03/01/21-09/01/21
4, r	Maria Castellanos Sierra	Dietitian	Office of the Chief of Finance	\$25.00	12/01/20-05/31 /21
5, r	Steven Krey	Induction Specialist	Office of the Chief of Academics	\$30.00	09/01/20-12/30/20

Codes:

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

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

* * * * *

(Item 3) Action on a Request to Approve Vacation Compensation for Eligible Employees

Background

Based on travel restrictions and limitations due to COVID-19, many individuals have not used their earned vacation-time benefits. These employees have been working throughout the pandemic. Vacation time may accumulate and not be used to a point where it is no longer being earned by an employee.

The Administration is requesting approval of vacation-time compensation for employees that submit the written request form and that have at least 88 hours of earned vacation time accumulated.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

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

Fiscal Impact Statement

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

Implementation and Assessment Plan

The minimum vacation-pay request is one day (8 hours), while the maximum is not to exceed one week (40 hours). The vacation-compensation request would reduce the employee's remaining vacation time. An employee would need to have at least 80 hours remaining in his/her vacation balance after the payout to be eligible. For example, an employee who chooses to participate and has 88 hours of vacation time could apply for eight hours to be paid at his/her regular hourly rate, leaving a remaining balance of vacation time of 80 hours.

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

Committee’s Recommendation

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

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

* * * * *

(Item 4) Action on Monthly Finance Matters: Authorization to Make Purchases; Report on Emergency Purchases Due to COVID-19; Change Orders in Excess of \$25,000; Cumulative Purchases in Excess of \$50,000; Acceptance of the Report on Revenues and Expenses; Monthly Expenditure Control Report; Report on School Fund Transfers; Report on Contracts under \$50,000 and Cumulative Total Report; Report on Monthly Grant Awards; Acceptance of Donations

Purchases

RFB 5784 Authorization to Extend a Blanket Agreement with American Lithography and Publishing, Inc., for Printing and Mailing of Four Seasonal Recreation Guides

The Administration is requesting authorization to extend the blanket agreement with American Lithography and Publishing, Inc., (“American Lithography”) to provide printing and mailing of the MPS Department of Recreation and Community Services’ four seasonal recreation guides.

Contractor was chosen pursuant to RFB 5784, which closed on December 3, 2019. American Lithography was the lowest complying bidder. The original agreement provided for two one-year options to extend if certain performance metrics were met. American Lithography has met the performance metrics codified in the bid; therefore, MPS is exercising the first option year for the blanket agreement.

This agreement extension will run from February 1, 2021, through January 31, 2022. The total cost of the blanket agreement in this extension year will not exceed \$225,440.

Budget Code: CSV-0-0-PRC-RC-EADV (Community Recreation — Official Advertising)\$225,440

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
15	4	2	No	NA	NA	NA	NA	300	10

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

In compliance with Administrative Policy 3.09(1 0)(f), the Administration is reporting change orders to existing contracts whose collective net value exceed \$50,000.

**Contract: C029606
M & M Tree Care, LLC**

On August 15, 2020, the Administration entered into a contract with M&M Tree Care, LLC, for the trimming, cutting, stump grinding, and removal of trees on MPS playfields. Additional funds in the amount of \$7,275 are now necessary to cover expenses related to the removal and disposal of several trees infected with emerald ash borer disease located at various Milwaukee Recreation playfields.

Original Contract Amount..... \$48,500
 Increase \$7,275
 Adjusted Contract Amount..... \$55,775

CLC and Safe Place Contract Change Orders

Milwaukee Recreation entered into an agreement with the following agencies to provide funding for in-person virtual-learning-support services for Milwaukee youth. These increases represent funding for an additional 11-week program at the sites.

Contract	Vendor	Scope	Original Contract amount	Increase
C029663	Children Outing Association	Community Learning Center	\$709,000	\$90,000
C029662	Boys and Girls Club of Greater Milwaukee	Community Learning Center	\$4,038,091	*\$120,000
C029692	Children Outing Association	Safe Place	\$30,000	\$30,000
C029689	Neu Life Community Development	Safe Place	\$30,000	\$30,000
C029687	Neighborhood House of Milwaukee	Safe Place	\$30,000	\$30,000
C029686	America Scores, DBA Milwaukee Kickers Soccer Club Inc	Safe Place	\$30,000	\$30,000
C029666	United Migrant Opportunity Services Inc	Community Learning Center	\$178,500	\$30,000

*Third modification.

Report on Emergency Purchases Due to COVID-19

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

Vendor	PO Number	PO Total	Description of Goods	Procurement Basis
Kajeet, Inc.	P936034	\$366,709.29	Smartspots	ETB

Routine Monthly Reports

The report on revenues and expenses, the monthly expenditure control report, the report on school fund 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
<i>Monetary Donations Over \$5,000</i>			
Bay View High School	Hope House of Milwaukee Incorporated	\$13,100.00	Mindfulness through visual arts
Total Monetary Donations Over \$5,000		\$13,100.00	
<i>Monetary Donations</i>			
Alliance High School	Stefan Gendelman	\$100.00	Turkeys for Turkey Raffle
Bradley Trade & Tech	Bradley Tech Alumni Association*	\$500.00	Incentives for PBIS
Anna F. Doerfler School	United Way	\$1,000.00	United Way's My Very Own Library
Fernwood School	United Way	\$22.00	General School Supplies
Fratney Street School	Sylvia Buckman	\$200.00	Green School Project
Hawley Environmental School	Supporting Families Together	\$150.00	Supporting Families Together
Hayes Bilingual School	Madeleine Meiners-Cibon	\$285.00	Helping Families with Expenses
I.D.E.A.L. at Sholes	Holli /Steven Johnson	\$300.00	Winter Gloves
Keefe Avenue School	The Blackbaud Giving Fund	\$260.00	General School Supplies
King High School	Greater Milwaukee Foundation, Inc.	\$964.00	Chamberlin Memorial Scholarship

Location	Donor	Amount	Gift or Purpose
King High School	Carol Langoehr	\$9.00	General School Supplies
King High School	Riley Bina	\$15.00	General School Supplies
Morse Middle School	Richard & Nansi Hawkins	\$200.00	Science Classroom Supplies
Morse Middle School	Richard & Nansi Hawkins	\$200.00	Science Classroom Supplies
Ninety-Fifth Street School	Donors Choose	\$464.82	Brown Books
North Division High School	NDHS Alumni Association	\$400.00	PBIS Donation
Riley School	Rileys' PTA	\$700.00	Playwork PTA Contribution
Obama School of Career and Technical Education	Kwik Trip, Inc.	\$5.16	General School Supplies
Obama School of Career and Technical Education	James W. Turner	\$50.00	General School Supplies
Thurston Woods	Pinsetter Parts Plus, LLC	\$300.00	Math Turkey Night Meals
<i>Total Monetary Donations</i>		<i>\$6,124.98</i>	
<i>Non-monetary Donations</i>			
Bradley Trade & Tech	Glen Dawursk	\$55.00	Bluetooth Speaker
Bradley Trade & Tech	Glen Dawursk	\$484.25	Hats & Gloves
Clemens School	Donors Choose	\$1,286.49	Learn...Unlearn...And Relearn
Fernwood School	Stonecreek Coffee	\$1,056.00	Staff Stonecreek Coffee
Fernwood School	Donors Choose	\$224.30	Montessori-Ing Through A New Lens
Fernwood School	Donors Choose	\$803.36	Montessori and Our World
Franklin School	SCC Education	\$1,360.00	SCC Education Donation
Fratney Street School	Donors Choose	\$154.71	Educational Resources in Spanish
Fratney Street School	Donors Choose	\$224.76	General School Supplies
Goodrich School	Donors Choose	\$345.71	Hands to Mind Reading Kit
Goodrich School	Stonecreek Coffee	\$285.00	10,000 Thank You
Goodrich School	Donors Choose	\$356.52	Virtually Visual
Grantosa Drive School	Donors Choose	\$165.69	SPED Classroom Supplies
Grantosa Drive School	Donors Choose	\$1,046.94	Learning at Home Supplies
Gwen T. Jackson School	Donors Choose	\$529.56	Extended Speech & Language
Gwen T. Jackson School	Donors Choose	\$617.45	Extended Speech & Language
Hartford University School	Donors Choose	\$2,344.24	General School Supplies
Hayes Bilingual School	Donors Choose	\$287.92	Teacher Pay Teacher Gift Card
Hayes Bilingual School	Donors Choose	\$485.00	Scholastic News Subscription
Hayes Bilingual School	Donors Choose	\$587.00	At Home Learning Materials
Hayes Bilingual School	Donors Choose	\$542.55	Scholastics Magazine Subscription
Humboldt Park School	Donors Choose	\$576.14	Bowden Easels
Humboldt Park School	Donors Choose	\$692.06	Weisse Headsets
Kagel School	Hilton Milwaukee City Center	\$1,674.71	Hilton Staff Turkey and Pies
Kagel School	Christopher Kidd and Associates, LLC	\$1,255.91	Kagel School Health Supply
Kilbourn School	Donors Choose	\$250.88	General School Supplies
King Elementary	Donors Choose	\$596.38	Books
Kluge School	Donors Choose	\$123.69	Books
MacDowell Montessori	Donors Choose	\$876.56	General School Supplies
MacDowell Montessori	Donors Choose	\$300.46	General School Supplies
MacDowell Montessori	Donors Choose	\$314.75	General School Supplies
MacDowell Montessori	Donors Choose	\$329.38	General School Supplies
MacDowell Montessori	Donors Choose	\$229.98	General School Supplies
MacDowell Montessori	Donors Choose	\$229.98	General School Supplies
Manitoba School	Donors Choose	\$496.77	General School Supplies
Manitoba School	Donors Choose	\$410.11	General School Supplies
Manitoba School	Donors Choose	\$230.77	General School Supplies
Marshall High School	Donors Choose	\$677.52	Books for Sped Students
Meir School	Donors Choose	\$1,246.14	Books

Location	Donor	Amount	Gift or Purpose
Morgandale School	Donors Choose	\$1,702.14	Books
Morgandale School	Donors Choose	\$610.59	Classroom Cleaning Supplies
Morgandale School	Donors Choose	\$921.27	Workbooks for Distance Learning
Morgandale School	Donors Choose	\$862.96	Math Materials for Home
Morgandale School	Donors Choose	\$436.16	Play-Doh For Students
Neeskara School	Jamee Lemonds	\$267.42	School Supplies Bags and Hats
Ninety-Fifth Street School	Donors Choose	\$453.12	Holts Cooking Kit Stem
Ninety-Fifth Street School	Donors Choose	\$356.35	Kargol Virtual Learning
Ninety-Fifth Street School	Donors Choose	\$361.09	Stangel Learning Materials
Ninety-Fifth Street School	Donors Choose	\$272.71	Shields Books
Ninety-Fifth Street School	Donors Choose	\$438.79	Shields Classroom Library
Ninety-Fifth Street School	Donors Choose	\$225.32	Kargol Hybrid Supplies
Ninety-Fifth Street School	Donors Choose	\$101.50	Denofre Sensory Walk
Ninety-Fifth Street School	Donors Choose	\$638.25	Stephan Math Supplies
Ninety-Fifth Street School	Donors Choose	\$341.94	Books Virtual Supplies
Ninety-Fifth Street School	Donors Choose	\$314.72	Books Virtual Supplies
Ninety-Fifth Street School	Donors Choose	\$297.61	Bukosky Books
Ninety-Fifth Street School	Donors Choose	\$339.18	Kargol Hybrid Supplies
Ninety-Fifth Street School	Donors Choose	\$672.32	Kargol Shelves
Ninety-Fifth Street School	Donors Choose	\$255.72	Kargol Books
Ninety-Fifth Street School	Donors Choose	\$232.72	Kargol Games
Ninety-Fifth Street School	Donors Choose	\$190.49	Bukosky Board
Ninety-Fifth Street School	Donors Choose	\$350.47	Spivey Books
Ninety-Fifth Street School	Donors Choose	\$316.66	Lewis Books and Supplies
Ninety-Fifth Street School	Donors Choose	\$456.44	Mutz STEM Materials
Ninety-Fifth Street School	Donors Choose	\$240.42	Mutz Learning Supplies
Ninety-Fifth Street School	Donors Choose	\$356.69	Mutz Chapter Book Set
Ninety-Fifth Street School	Donors Choose	\$272.34	Kargol Supplies
Ninety-Fifth Street School	Donors Choose	\$364.55	Kargol Books
Ninety-Fifth Street School	Donors Choose	\$246.73	Corcoran Supplies
Ninety-Fifth Street School	Donors Choose	\$259.92	Kargol Math Skills Supplies
Ninety-Fifth Street School	Donors Choose	\$414.09	Mcilhone Classroom Books
Ninety-Fifth Street School	Donors Choose	\$318.40	Kargol Holiday Games
North Division High School	Donors Choose	\$346.74	Art Materials
Marvin Pratt	Donors Choose	\$471.04	Books
Marvin Pratt	Ascension Columbia St Mary	\$150.00	Thanksgiving Basket
Spanish Immersion School	Donors Choose	\$542.00	Hands-on Virtual Connections
Story School	Donors Choose	\$656.87	General School Supplies
Story School	Donors Choose	\$312.21	General School Supplies
Trowbridge School	Donors Choose	\$1,776.76	Breathe for Change Professional Development
Trowbridge School	Donors Choose	\$402.86	General School Supplies
Trowbridge School	Donors Choose	\$408.58	Dive into Learning
Trowbridge School	Donors Choose	\$2,113.06	Yoga, Social and Emotional Learning PD
Victory School	Donors Choose	\$680.71	Remote Learning Supplies
Victory School	Donors Choose	\$964.47	Visual Learning Home Supplies
Victory School	88Nine Radio Milwaukee	\$1,985.00	General School Supplies
Vincent	Donors Choose	\$197.60	General School Supplies
Zablocki School	Scholastic Book Clubs	\$500.00	Scholastic Books for Students
Zablocki School	Donors Choose	\$1,000.00	General School Supplies
Office Of Communications And School Performance- Contracted School Services	First United Methodist Church of Waukesha Missions	\$800.00	2020 Mitten Tree

Location	Donor	Amount	Gift or Purpose
Office Of Academics- Curriculum & Instruction	John Grisson	\$100.00	Full-size Violin
<i>Total Non-monetary Donations</i>		\$51,323.15	
Total Value for January 2021		\$70,548.13	
<i>*Donations from MPS Alumni</i>		\$500.00	

Committee’s Recommendation

Your Committee recommends that the Board (1) authorize the purchases and (2) accept the donations as listed, with appropriate acknowledgement to be made on behalf of the Board.

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

* * * * *

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

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

The Administration is requesting authorization to extend a contract with Accounting Equipment Corp, d/b/a AE Business Solutions, for IT-support services. These support services are utilized by the Department of Technology, as necessary, to provide interim IT support for schools at various times throughout the year and assistance on large-scale projects.

Contractor was chosen pursuant to RFP 1025, which closed on November 7, 2019. The original contract provided for two one-year options to extend if certain performance metrics were met. AE Business Solutions has met the performance metrics codified in the contract; therefore, MPS is exercising the first option year of the contract. The contract extension will run from February 1, 2021, through January 31, 2022.

The total cost of the contract in the this extension year will not exceed \$275,000.

Budget Code: TSV-0-0-TLN-DW-ECTS (Technology — Contracted Services).....\$275,000

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 3.09, Purchasing and Bidding Requirements

Fiscal Impact Statement

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

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
92A	12	18	No	0%	0%	NA	NA	300	10

Implementation and Assessment Plan

Upon approval by the Board, the contract 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 contract as set forth in the attachments to the minutes of your Committee’s meeting.

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

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(Item 6) Action on the Request to Waive Administrative Policy 3.09(9)(e) and to Extend a Contract with Hubbard, Wilson & Zelenkova, LLC, for Lobbying Services in the Office of Board Governance

RFP 967 Authorization to Extend a Contract with Hubbard, Wilson & Zelenkova, LLC, for Lobbying Services

The Office of Board Governance is requesting authorization to extend a contract with Hubbard, Wilson & Zelenkova, LLC (“HWZ”) for lobbying services. Legislative liaison and lobbying services are specifically related to working and communicating with state and federal officials and regulatory agencies regarding education policy, funding, and other related subjects as identified by the Office of Board Governance-Governance Relations.

The waiver of Administrative Policy 3.09(6)(e) is being sought to avoid a lapse in services while the Office of Board Governance and the Administration work together in collaboration to release a new RFP for these services. It is anticipated that a new recommendation for award shall be brought forth to the Board in March.

The contractor was chosen pursuant to RFP 967, which closed on December 7, 2017. The original contract provided for options to extend if certain performance metrics were met. HWZ has met the performance metrics codified in the contract; therefore, MPS is exercising a third extension term for the contract.

This contract extension will run from February 1, 2021, through March 31, 2021. No additional funds will be allocated for this third extension.

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

There are no additional funds being sought in this contract extension term.

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
5	0	3	No	NA	NA	NA	NA	200	10

Implementation and Assessment Plan

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

Committee’s Recommendation

Your Committee recommends that the Board authorize the waiver of Administrative Policy 3.09(9)(e) and approve the extension with Hubbard, Wilson & Zelenkova, LLC, as set forth in the attachments to your Committee’s meeting.

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

* * * * *

(Item 7) Action on Monthly Facilities Matters: FMS Award of Construction Contracts, Professional Services Contracts, and Change Orders

The contract award recommendations for the January 2021 regular board meeting are listed below for your review. Adequate funding is available in the accounts as noted.

Construction Contracts

Renovations

Organization for Active Seniors in Society (OASIS)

Prime Contractor

JCP Construction, LLC
 1849 North MLK Drive, Suite 200
 Milwaukee, WI 53212

Low Bidder, Base Bid of \$346,785.31, plus \$25,754.76 for Mandatory Alternate Bid #1, to provide an interior concrete ramp & new handrails for a total cost of.....\$372,540.07

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
13	10	6	Yes	10%	25.82%	\$89,544.00	20%	100	10

Funds are available for the OASIS Renovations project from account code CSV 00 PRC 55 EMMB (Project No. 6246). The project start date is scheduled for January 29, 2021, and completion date is May 28, 2021.

Field House Renovations — Division 1

Clovernook Playfield

Prime Contractor

Broadway Construction, LLC
 1932 East Park Place
 Milwaukee, WI 53211

Low Bidder, Base Bid of\$241,270.60

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
4	2	4	Yes	25%	25%	\$60,317.65	20%	100	10

Funds are available for the Fieldhouse Renovations project from account code STS 00 RFI RC ECNC (Project No. 6291). The project start date is scheduled for January 29, 2021, and completion date is May 28, 2021.

Field House Renovations — Division 2

Columbia Playfield

Prime Contractor

ALLCON LLC
 12704 West Arden Place
 Butler, WI 53007

Low Bidder, Base Bid of\$181,056.00

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
31	10	5	Yes	25%	68%	\$123,033.00	20%	100	10

Funds are available for the Fieldhouse Renovations project from account code STS 00 RFI RC ECNC (Project No. 6291). The project start date is scheduled for January 29, 2021, and completion date is May 28, 2021.

Field House Renovations — Division 3

Custer Playfield

Prime Contractor

Broadway Construction, LLC
 1932 East Park Place
 Milwaukee, WI 53211

Low Bidder, Base Bid of\$226,661.64

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
4	2	4	Yes	25%	25%	\$56,665.41	20%	100	10

Funds are available for the Fieldhouse Renovations project from account code STS 00 RFI RC ECNC (Project No. 6291). The project start date is scheduled for January 29, 2021, and completion date is May 28, 2021.

Field House Renovations — Division 4

Franklin Square Playfield

Prime Contractor

Broadway Construction, LLC
 1932 East Park Place
 Milwaukee, WI 53211

Low Bidder, Base Bid of\$321,583.50

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
4	2	4	Yes	25%	25%	\$80,395.88	20%	100	10

Funds are available for the Fieldhouse Renovations project from account code STS 00 RFI RC ECNC (Project No. 6291). The project start date is scheduled for January 29, 2021, and completion date is May 28, 2021.

Field House Renovations — Division 5

Southgate Playfield

Prime Contractor

ALLCON LLC
 12704 West Arden Place
 Butler, WI 53007

Low Bidder, Base Bid of\$180,177.00

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
31	10	5	Yes	25%	67%	\$122,600.00	20%	100	10

Funds are available for the Fieldhouse Renovations project from account code STS 00 RFI RC ECNC (Project No. 6291). The project start date is scheduled for January 29, 2021, and completion date is May 28, 2021.

Summary — Construction Contracts

Total construction contract dollars awarded.....	\$1,523,288.81
Total dollars HUB participation	\$532,555.94
% of HUB participation.....	35.56%
% Minority employees within company.....	52.31%
% Women employees within company	66.91%

Professional Services Contracts

The Administration requests that the Board approve the following professional services contracts:

RFP 6545 Design Services: Corridor Ceiling and Lighting Upgrade — Division 1, Pulaski High School

A request for Proposal (RFP) was issued by Facilities and Maintenance Services to obtain a firm to provide Design Services for the corridor ceiling and lighting upgrade — Division 1 at Pulaski High School.

Selected firm: Allume Architects, LLC

Budget Code: SCS 00 UTL DW ECTS\$74,500.00

Contract Period: January 29, 2021-October 29, 2021

RFP 6544 Design Services: Corridor Ceiling and Lighting Upgrade — Division 2, Riverside University High School

A request for Proposal (RFP) was issued by Facilities and Maintenance Services to obtain a firm to provide design services for the corridor ceiling and lighting upgrade — Division 2 at Riverside University High School.

Selected firm: Foundation Architects, LLC

Budget Code: SCS 00 UTL DW ECTS\$54,310.00

Contract Period: January 29, 2021-October 29, 2021

RFP 6548 Design Services: Corridor Ceiling and Lighting Upgrade — Division 3, South Division High School

A request for Proposal (RFP) was issued by Facilities and Maintenance Services to obtain a firm to provide design services for the corridor ceiling and lighting upgrade — Division 3 at South Division High School.

Selected firm: Allume Architects, LLC

Budget Code: SCS 00 UTL DW ECTS\$65,500.00

Contract Period: January 29, 2021-October 29, 2021

RFP 7079 Design Services: Career and Tech Ed Program Upgrades

A request for Proposal (RFP) was issued by Facilities and Maintenance Services to obtain a firm to provide design services for the following career & tech ed program upgrades:

- Division 1 — Pulaski High School, auto body shop renovations;
- Division 2 — Vincent High School, barn infrastructure renovations; and
- Division 3 — Washington High School, technology lab renovations.

Selected firm: Bloom Companies, LLC

Budget Code: Various.....\$60,755.00

Contract Period: January 29, 2021-October 29, 2021

Report on Change Orders in Excess of 15% of Original Contract

In compliance with Administrative Policy 3.09(10)(e)2, the Administration is reporting a change order to an existing contract that exceeds 15% of the original contracted amount.

**Construction Contract: A1003453
Allcon Construction
Phase 3 Upgrades, Montessori Program @ Riley School**

On March 27, 2020, the Administration requested authorization to enter into a contract with Allcon Construction for construction services required for the Phase 3ppgrades for the Montessori Program at Riley School. The contractor was chosen pursuant to a competitive bid and awarded a contract in the amount of \$127,945.

A change order was issued on May 11, 2020, for additional changes to the plumbing system’s installation required by the City of Milwaukee’s plumbing-plan exam review.

Change Order’s Amount.....\$35,346.00

**Construction Contract: A1003527
Allcon Construction
Material Lift Enclosure @ Riverside University High School**

On August 28, 2020, the Administration requested authorization to enter into a contract with Allcon Construction for construction services required for the material-lift enclosure @ Riverside University High School. The contractor was chosen pursuant to a competitive bid and awarded a contract in the amount of \$52,388.

A change order was issued on September 19, 2020, due to unforeseen conditions: Extensive concrete-repair work was needed for the loading dock’s elevated platform. Repairs included top and underside concrete repairs, removal of the existing epoxy base, and the installation of a hybrid system.

Change Order Amount\$47,966.00

**Professional Services Contract: A1003453
Thunderbird Engineering
Design Services for Replacement of Cooling Towers and Pumps at South Division**

On May 6, 2019, the Administration entered into a contract with Thunderbird Engineering, Inc., for engineering-consultant services required for the replacement of cooling towers at South Division High School. The consultant was chosen pursuant to a competitive bid and awarded a contract in the amount of \$38,939.

A change order was issued on February 24, 2020, for design changes necessary to modify the design to utilize a different manufacturer for the cooling tower since the original manufacturer could not provide the equipment in time due to COVID-19.

A change order was issued on May 11, 2020, to accommodate changes to coordinate with existing conditions.

Change Order 1 Amount\$9,930.00

Change Order 2 Amount\$6,630.00

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

The item authorizes expenditures for:

Construction Contracts

- JCP Construction, LLC, for an interior concrete ramp and new handrails;
Code: CSV 00 PRC 55 EMMB\$372,540.07
- Broadway Construction, LLC, for fieldhouse renovations — Division 1 at
Clovernook Playfield;
Code: STS 00 RFI RC ECNC.....\$241,270.60
- ALLCON LLC for fieldhouse renovations — Division 2 at Columbia
Playfield;
Code: STS 00 RFI RC ECNC.....\$181,056.00
- Broadway Construction, LLC, for fieldhouse renovations — Division 3 at
Custer Playfield;
Code: STS 00 RFI RC ECNC.....\$226,661.64
- Broadway Construction, LLC, for fieldhouse renovations — Division 4 at
Franklin Square Playfield;
Code: STS 00 RFI RC ECNC.....\$321,583.50
- ALLCON LLC for fieldhouse renovations — Division 5 at Southgate
Playfield;
Code: STS 00 RFI RC ECNC.....\$180,177.00

Total Construction Contracts Requested\$1,523,288.81

Professional Services Contracts

- Allume Architects, LLC, for Division 1 design services for corridor
ceiling and lighting upgrade at Pulaski High School; Code: SCS 00 UTL
DW ECTS.....\$74,500.00
- Foundation Architects, LLC, for Division 2 design services for corridor
ceiling and lighting upgrade at Riverside University High School;
Code: SCS 00 UTL DW ECTS\$54,310.00
- Allume Architects, LLC, for Division 3 design services for corridor
ceiling and lighting upgrade at South Division High School;
Code: SCS 00 UTL DW ECTS\$65,500.00
- Bloom Companies, LLC, for design services for Career & Tech Ed
program upgrades at various sites;
Code: Various\$60,755.00

Total Professional Services Contracts Requested.....\$255,065.00

Report of Change Orders:

- Allcon Construction for phase 3 upgrades for the Montessori program at
Riley School\$35,346.00
- Allcon Construction for material lift enclosure at Riverside University
High School\$47,966.00
- Thunderbird Engineering for design services for replacement of cooling
towers and pumps at South Division High School\$16,560.00

Total Amount of Change Orders\$99,872.00

Implementation and Assessment Plan

Upon the Board’s approval, the attached construction contracts, professional services contract, and change orders shall be executed.

Committee’s Recommendation

Your Committee recommends that the Board approve the construction contracts, professional services contracts, and change orders as attached to the minutes of your Committee’s meeting.

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

* * * * *

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

_____ Authorization to Issue a Purchase Order to Safety Rail Company, LLC, for Fall Protection — Roof Safety-railing System

The Administration is requesting authorization to issue a purchase order to Safety Rail Company, LLC, for fall protection — roof safety-railing system.

The roof safety-railing system’s components will be installed by the MPS Department of Facilities and Maintenance’s (“DFMS”) Ground Shop on the 27 remaining schools within the district in need of the installation. The product includes the delivery of a proprietary railing system.

With this final order, the district will be complete. Guardrails are to be installed on roofs to protect DFMS’s workers as they service equipment within 15 feet of roof edges with a fall height of four feet or greater, as required by OSHA (29 CFR 1910 Subpart D). This directive began in 2016, and the RFQ 16005 was approved with pricing for a three-year term through May of 2019. Due to funding constraints, however, DFMS was unable to purchase the railing system’s components necessary within that approved term. Therefore, the exception from the requirement of a competitive procurement process for this contract has been granted on the basis of compatibility (Administrative Policy 3.09(7)(e)(1)(b)(ii)).

The schools to receive the guardrails are as follows:

- 81st St. School #143
- Gaenslen #185
- Holmes #218
- Kilbourn #237
- Metcalf #270
- Pierce #307
- Clemens #114
- Congress #116
- Elm Creative Arts #148
- Emerson #150
- Engleburg #152
- 53rd St. #170
- Starms Discovery #312
- Silver Spring #325
- Hartford #208
- Lincoln Middle School #006
- North Division #024
- Administrative Building #501
- South #032
- Washington #035
- M.H.S.A. #038
- Douglas #055
- Roosevelt #059
- Walker #065
- Golda Meir #067
- Siefert #322
- Malcolm X Academy #048

The total cost of the goods purchased will not exceed \$427,727.14.

Budget Code: FAR-0-0-OSM-DW-ECNC (DFMS code-compliance funds).....\$427,727.14

Safety Rail 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
NA	NA	NA	NA	0%	0%	NA	NA	0	0

_____ Authorization to Contract with Pacific Educational Group, Inc., for Professional Development for Courageous Conversations™

The Administration is requesting authorization to enter into a contract with Pacific Educational Group, Inc., (Pacific Educational Group) for professional development services. Contractor will be used to deliver a variety of professional development experiences to district staff members at all schools and across all departments and to provide coaching to district leadership guiding implementation, as well as to train an identified cohort of staff members to be licensed facilitators of the work to maintain the district’s sustainability over time.

In addition, The Administration is requesting authorization to enter into a contract with Courageous Conversations™ for 10 identified staff members to become licensed facilitators of Courageous Conversations™ [a protocol for “engaging, sustaining, and deepening interracial dialogue”] professional development within Milwaukee Public Schools. Contractor will be used to deliver a variety of professional development experiences to identified staff members and to provide coaching to district leadership guiding

implementation, as well as to provide the district with licensed and copyrighted materials for implementation within MPS.

This work is connected to the professional development “Beyond Diversity” provided through WI Disproportionality and WI DPI that more than 400 MPS staff members and community members have attended, as well as aligned with the text “Courageous Conversations about Race”, which multiple schools, teams, departments, and staff members have been utilizing. As such, the Administration seeks to continue to utilize Courageous Conversations™ on the basis of continuity and the usage of the program throughout the district (Administrative Policy 3.09(7)(e)(1)(b)(iv)).

The contract will run from February 1, 2021, through June 30, 2021, (the “Initial Term”) with two additional one-year options to extend.

The total cost of the contract in the Initial Term will not exceed \$198,100.

Budget Code: STV-0-0-SDS-SN-ECTS (Student Services — Contracted Services).\$198,100

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
NA	NA	NA	NA	25%	25%	\$49,525	NA	300	10

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 3.09, Purchasing and Bidding Requirements

Fiscal Impact Statement

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

- Safety Rail Company, LLC, for Fall Protection — Roof Safety-railing System;
FAR-0-0-OSM-DW-ECNC.....\$427,727.14
- Pacific Educational Group Inc., for Professional Development for Courageous Conversations™ Training;
STV-0-0-SDS-SN-ECTS.....\$198,100

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

Implementation and Assessment Plan

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

Committee’s Recommendation

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

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

* * * * *

(Item 9) Action on a Request to Approve the First Amendment to the Chilled Water Agreement with SP Milwaukee Propco1, LLC, (Formerly Schlitz Park Associates II, LP) at Golda Meir Upper Campus, Located at 235 West Galena Street

Background

On May 1, 1992, the Milwaukee Board of School Directors entered into an agreement with Schlitz Park Associates II, LP, to purchase chilled water for the air-conditioning system at the Milwaukee Education Center, located at 235 West Galena Street. Schlitz Park Associates II, LP, has changed its name to SP Milwaukee Propco1, LLC, and the Milwaukee Education Center is now known as Golda Meir Upper Campus.

In 2015, the agreement renewed for an additional period of five (5) years, through August 31, 2020. The Administration is requesting approval of the proposed first amendment to the chilled-water agreement with SP Milwaukee Propco1, LLC, that will extend the term from September 1, 2020, through March 31, 2021.

The draft amendment is attached to the minutes of your Committee's meeting.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 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 First Amendment to the Chilled Water Agreement with SP Milwaukee Propco1, LLC, at Golda Meir Upper Campus Located at 235 West Galena Street, as attached to the minutes of your Committee's meeting, shall be executed.

Committee's Recommendation

Your Committee recommends that the Board approve the Request to Approve the First Amendment to the Chilled Water Agreement with SP Milwaukee Propco1, LLC, at Golda Meir Upper Campus Located at 235 West Galena Street, as attached to the minutes of your Committee's meeting.

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

* * * * *

(Item 10) Report with Possible Action on Vendors' Compliance with Contract Requirements for Historically Underutilized Business (HUB), Communities in Need (COIN), and Student-engagement Program

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

Contract Compliance Services is providing its quarterly update regarding contractors' and vendors' performance in regard to Administrative Policies 3.10, Historically Underutilized Business Program (HUB and 3.13, Communities in Need Initiative (COIN); and student-engagement initiatives. Moreover, these figures capture historical performance benchmarks to guide future participation assignments and programming considerations effecting equity efforts for economic and workforce-development opportunities.

Contract Compliance Services: Quarterly Performance Report

[Complete presentation is provided in the attachments to the minutes of your Committee’s meeting.]

Overview

Contract Compliance Services is to provide updates on contractor and vendor compliance for the following program areas:

- Historically Underutilized Business (HUB)
- Communities in Need (COIN)
- Student Engagement
- Mission-aligned Partners (MAPs)

HUB Compliance Update

FY20

- 228 contracts, totaling \$251,795,547, were monitored.
- \$184,087,362 invoice dollars have been paid to date
- \$160,474,360 dollars, with HUB assignments valued at \$13,286,900, were monitored
- \$12.8 million dollars have been paid to HUB firms to date
- Reconciliations are in progress

FY21

- 173 contracts, totaling \$213,149,226, currently are being monitored
- \$13,488,071 invoice dollars have been paid to date
- \$161,181,096 dollars, with HUB assignments valued at \$15,466,051, are being monitored
- \$2.4 million dollars have been paid to HUB firms to date

HUB firms are being surveyed to gather data concerning COVID-19 impacts

Fiscal-year Contract-monitoring Overview

	FY14	FY15	FY16	FY17	FY18	FY19	FY20	FY21
Number of Contracts	108	236	279	243	181	168	228	173

Fiscal-year Comparison

Fiscal-year Comparison of Contract Dollars Monitored in Millions

	FY14	FY15	FY16	FY17	FY18	FY19	FY20	FY21
Total HUB Dollars Assigned	9	17	13	20	25	15	13	15
Total HUB Dollars Paid	19	21	26	26	26	23	11	2
Total Invoiced Dollars Paid	91	105	110	163	125	143	184	13
Total Contract Dollars with HUB	82	113	122	164	167	160	160	161
Total Dollars Monitored	111	137	133	188	216	205	252	218

Communities in Need (COIN)

- District’s annual goal = 25%
- Average age of COIN participant = 36
- Disproportionate representation among industry classifications for COIN and non-COIN participants
- Mission-aligned benefits
- Foundational carpentry readiness-training pilot during pandemic
- Leverage resources for the current and future COIN participants
- Creation of administrative policy and administrative procedure regarding a Contractors’ Code of Conduct

COIN Participant Fiscal-year Demographic Comparison

	FY18	FY19	FY20
African American	45	31	18
Caucasian	35	5	5

	FY18	FY19	FY20
Hispanic	29	11	16
Native American	6	0	2
Not Given	9	1	0
Multi-racial	4	0	0

General Construction Projects’ Workforce Hours

	Percent of Completed Workforce Hours						
	FY14	FY15	FY16	FY17	FY18	FY19	FY20
COIN	57	73	76	78	74	82	80
Non-COIN	43	27	24	22	26	18	20

[See the attachments to the minutes of your Committee’s meeting for a fiscal-year comparison of COIN by skilled-trade classification.]

Student Engagement

Student Employment

- 116 contracts were assigned employment requirements
- Strengthen Mission-aligned Partnership (MAP) framework
- Implemented tiered model design
- Remote-based internship opportunities
- COIN expansion through leveraged resources included MAPs and intergovernmental agencies
- Project-based training underway

MAP Framework

Students	Parents
<ul style="list-style-type: none"> • Relationships fostered • Peer-peer networking • Community-centric • Career exploration • Work-based experience before graduation 	<ul style="list-style-type: none"> • Relationships with industry partners • Increased confidence in students’ workforce preparedness • Flexibility for students to earn credit beyond the typical school day
Teachers	Industry
<ul style="list-style-type: none"> • Relationship with industry partners • Instructional opportunities beyond the typical school day • Critical peer-peer professional development to improve student outcomes 	<ul style="list-style-type: none"> • Investment in future workforce • Relationships fostered and nurtured • Access to data • Critical peer-peer professional development to improve student outcomes

Student Employment-hour Performance Overview

	Student Employment-hour Performance (Thousands of Hours)						
	FY15	FY16	FY17	FY18	FY19	FY20	FY21
Assigned	21	31	40	46	48	52	36
Completed	20	31	39	43	44	22	2

Career Education

- 157 contracts assigned career-education requirements
- Engaged students virtually
- Improved contract-remediation plans
- Created opportunities to engage students and contractors during pandemic
- Increased outreach to MAPs

Career-education Performance Overview

Career Education-hour Performance (Hundreds of Hours)						
	FY16	FY17	FY18	FY19	FY20	FY21
Assigned	20	12	16	15	22	18
Completed	17	18	22	22	12	4

Next Steps

- Convene MAPs
- Execute recommended strategies to support COIN
- Support Board in work surrounding Administrative Policy 3.14, Contractor Code of Conduct
- Continue participation within City of Milwaukee’s disparity study
- Exploration of an MPS disparity study as a future budget consideration
- Continue to support the District’s implementation of Administrative Policies 3.10 and 3.13.

FY21 Contract-award Overview to Date by Category

Textbooks	\$2 million
Engineering Services	\$2 million
Health & Benefits	\$10 million
Temporary Staffing	\$14 million
Professional Services	\$14 million
Goods & Services	\$16 million
Technology	\$17 million
Nutrition	\$34 million
Title I	\$38 million
Transportation	\$65 million

Strategic Plan Compatibility Statement

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

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

Administrative Policy 3.10, Historically Underutilized Business Program

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(Item 11) Report with Possible Action on Central Region Staffing

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

Background

On June 25, 2020, Resolution 2021R-005, regarding Central Region’s staffing, was introduced and referred to the Committee on Accountability, Finance, and Personnel. The resolution was discussed at the Board’s meetings on July 30, 2020, and September 24, 2020, at which time the Administration provided additional analysis as requested by the Board.

At its meeting on September 24, 2020, the Board approved a motion to send the resolution back to committee. The motion also included direction to the Administration to form a task force to review possible revisions in current policies or procedures to increase the recruitment and long-term stability of employees working in hard-to-staff schools.

As reported in October, the Administration formed the task force and the first meeting took place on October 29, 2020. At the first meeting, the task force’s participants gained an understanding of the resolution and their role as detailed in the motion that was approved by the Milwaukee Board of School Directors on

September 24, 2020. In addition, the Office of Human Resources presented an overview of the staffing process.

The second meeting of the task force was held on November 12, 2020. The focus of this meeting was to discuss various perspectives and observations relative to staffs' concerns at schools.

At its meeting on December 3, 2020, the task force continued to review the problems identified by the group and to work toward solutions. The group also reviewed preliminary staffing data to help drive the discussion. The task force also met on December 17, 2020, to continue its discussion and to finalize the planned timeline through February 2021 for an expected presentation of recommendations to the Board in March 2021.

The next meeting of the task force is scheduled for January 14, 2021. The Administration will continue to report to the Board on a monthly basis.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 6.23, Recruitment and Hiring: Staff

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(Item 12) Report with Possible Action Regarding the Task Force on Strategies and Guidelines to Develop Capacity in Attracting, in Retaining, and in Developing Bilingual Teachers and Support Staff

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

Background

At its December 2019 meeting, the Board took action to direct the Administration to establish a special task force to develop capacity in attracting, in retaining, and in developing bilingual teachers and support staff. Since December 2019, there have been five meetings of the task force: January 16, February 11, March 4, November 11, and December 9, 2020.

At the March 4, 2020, meeting, the Administration presented information in regard to programs that exist through MPSU to assist in the development of a pathway leading toward bilingual certification. There was then an opportunity for the audience members to ask questions. The audience was also engaged in a sharing activity to highlight any barriers that they had encountered, or could foresee, in this pathway process. The task force will examine those responses and plans to use that information to create solutions or opportunities that will be presented to the Board.

Due to the pandemic, meetings of the task force were suspended for the remainder of the 2019-2020 school year. There was a written update sent to the task force's members in July 2020 which provided answers to some of the questions that were asked by members in earlier meetings. Also included in that communication was information taken from the 2019 Milwaukee Public Schools Education Pathways document.

The November 11, 2020, meeting started with a brief segment on virtual-meeting norms and an overview of the purpose of the Bilingual Task Force. The main focus of the meeting was an MPSU program update and information regarding student program offerings. The meeting concluded with a discussion on the steering committee's roles and responsibilities and a call for volunteers to be part of the task force's steering committee. Those who wished to volunteer were asked to respond with their intent to be on the steering committee by November 30, 2020, to be announced to the group at large during the December 2020 meeting.

Following the meeting on November 11, 2020, the Administration provided via email answers to the questions that were posed by the task force's members. At the November meeting, the web page was discussed, and member were told that it would soon be live and available. That web page is now active and

has programs' descriptions as well as other important information. In addition, responses to questions from the November meeting were also posted on the web page in the "frequently-asked questions" section.

At the December 9, 2020 meeting, the task force introduced two new members to the steering committee. The task force's members were then given an overview of the web page. Members were provided a link to the web page, and they were asked to provide feedback on the web page. Members of the task force were also asked to provide agenda items and concerns for the task force to address during the next meeting. The meeting concluded with an overview of Resolution 2021R-016 by Director Báez.

The January meeting of the task force is scheduled for January 13, 2021.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 6.23, Recruitment and Hiring: Staff

Fiscal Impact Statement

N/A

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REPORT OF THE COMMITTEE ON PARENT AND COMMUNITY ENGAGEMENT

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

(Item 1) Action on Data and Progress Associated with the Office of Civil Rights (OCR) Report

Background

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

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

In September 2020, the Administration provided a report regarding the submission of the district's end-of-year report to the Office of Civil Rights (OCR). At that time, the Board took action to direct the Administration to report monthly on progress relative to the ten agreed upon action items, as well as a report on suspensions, expulsions, and referrals. The January 2021 report follows.

Monthly Disproportionality Report- Resolution with Office for Civil Rights (OCR), December 1-December 31, 2020

Below you will find an update of activities and benchmarks aligned to the action steps aligned to Resolution #05-14-5003 with the Office of Civil Rights. Due to the winter break, all data and other information are updated as of December 22, 2020. Action steps 1, 6, and 8 are considered met until the district receives feedback from the Office of Civil Rights.

Action steps 1, 6, and 8

These action steps are considered met until the District receives feedback from the Office of Civil Rights.

Action Step 2 — Early Identification of Students at Risk for Behavioral Difficulties and Early Intervention

Ongoing implementation of the behavioral multi-tiered system of support continues districtwide to identify students at risk for behavioral difficulties. All schools are documenting behaviors and supports within PLP Classroom Behavior in Infinite Campus. School teams utilize these data to inform teachers' practices, to identify school-wide trends in behaviors, and to identify students at risk for early intervention. Documentation of data indicates that staff members are working with students with behavioral difficulties without having to resort immediately to disciplinary practices.

As of December 31, 2020, there were 683 documented Tier 2 behavior interventions and 84 Tier 3 behavior interventions across the district.

December Benchmark & Timeline:

By December 31, 2020, documented Tier 2 interventions will increase by 10%, supporting students identified for early intervention.

Outcome:

Benchmark met. This is a 52% increase from 405 Tier 2 interventions, and a 27% increase from 59 Tier 3 interventions on November 30, 2020.

January Benchmark & Timeline:

By January 31, 2021, documented Tier 2 interventions will increase by 10%, supporting students identified for early intervention.

Action Step 3 — Outreach to Students

During December, middle and high schools held virtual Student Discipline Committee meetings, with minutes and discussions submitted online.

The first Student Leadership Summit was held virtually on December 11, 2020. Students participated in breakout sessions on topics including virtual-bullying awareness, job readiness/career exploration, teenage stress, embracing student voice, suspension effectiveness, college readiness, students' recommendations about transitioning to hybrid learning, students' recommendations for antiracist education, and other topics.

December Benchmarks & Timeline:

By December 31, 2020, 200 students will participate in the Student Leadership Summit, with 100% of students engaged in breakout sessions and providing feedback on next steps to the district.

Outcome:

Benchmark met. There were 158 students who participated in the Student Leadership Summit.

Report Summary:

As part of the post-summit survey, 50% of participants rated their breakout sessions "very good," and 35% rated their breakout sessions "good." The top take-aways from the students were opportunities to talk to peers at other schools, continued personal growth, and learning about implementing specific strategies with school leadership. In surveys of participants on conversations held at their Student Discipline Committees, 48% indicated they have discussed relationship building in virtual learning, 34% have discussed disciplinary practices at school, and 34% have discussed the role of race in our lives and school, among other topics.

January Benchmark & Timeline:

By January 31, 2021, 100% of traditional middle and high schools will submit evidence validating that two virtual Student Discipline Committee meetings occurred in which students' specific recommendations and student-interest topics were discussed.

Action Step 4 — Outreach to District Staff

All schools have Discipline Work Groups that meets monthly to analyze disproportionality data, to identify specific strategies, and to identify specific professional development and support for staff members and students. The District's discipline manager continues to send a weekly email to discipline champions containing best practices, supports, and articles for reflection.

December Benchmark & Timeline:

By December 31, 2020, 100% of MPS schools will submit evidence validating that their Discipline Work Groups had met during the month.

Outcome:

Benchmark met. As of December 31, 2020, 131 of 131 schools district-wide submitted evidence validating that their Discipline Work Groups had met during the month.

Report Summary:

The topics discussed included creating a space for staff to engage in conversations about race, professional development needs, engaging student and family voice, ensuring data documentation accuracy, relationships between students and staff members, instructional strategies being used, and specific strategies to redirect behaviors in the virtual classroom.

January Benchmark & Timeline:

By January 31, 2021, 100% of MPS schools will submit evidence validating that their Discipline Work Groups had met during the month.

Action Step 5 — Outreach to Community Members

On Wednesday December 9, 2020, 6:00-7:00 p.m., the district held its first of four community conversations discussing district climate and student voice. There were 22 MPS facilitators and 24 7 participants — including administrators, school staff, families, and community members — in attendance. Three hot topics from the November session of bullying, mental health supports, and school counseling were covered, with an opportunity for participants to ask additional follow-up questions. Participants also learned about a variety of community-building strategies being used across the district to create a virtual classroom community for all students.

A discussion was held in the chat around some of the best practices being conducted at schools to build a community with students. The session was recorded, and all facilitators are following up on any questions not addressed. The next community conversation is scheduled for Wednesday, January 13, 2021.

Through a grant in collaboration with the Wisconsin Humanities Council's Project Community CARE (Collaboration Around Racial Equity), the district will be launching a variety of activities throughout the 2020- 2021 school year. In collaboration with Black and Latino Male Achievement, the 53206 Initiative, and the Department of Strategic Partnerships and Customer Service, a community viewing of short clips of *Milwaukee 53206*, followed by a solutions-based panel discussion is scheduled for Wednesday, January 20, 2021. Emphasis will be placed on highlighting some of the opportunities occurring throughout the 53206 zip code.

December Benchmark & Timeline:

By December 31, 2020, we will hold our December community conversations.

Outcome:

Benchmark met.

January Benchmark & Timeline:

By January 31, 2021, we will hold our January community conversations and documentary viewing of *Milwaukee 53206*.

Action Step 7 — Staff Professional Development

The following is a sampling of professional development opportunities that were offered to staff members during December through the district’s Learning Management System (LMS).

Title	Audience	Enrollment
Antiracist Lens Universal Supports	School Psychologists	14
Understanding the Role of Race	Parkview staff	41
Disproportionality: Talk About Race	District Staff	21
Equity in Action: Deep Dive into Building Cultural Competence	Hi-Mount	25
Coalition of Anti-Racist & Restorative Educators (C.A.R.E.): 3 e-PD Series	Community Schools	60
Disproportionality: Vulnerable Decision Points	District Staff	12
Community Building Community of Practice	District Staff	25
Role of Bias in Discipline	District Staff	71

December Benchmark & Timeline:

By December 31, 2020, the five-part professional development series Antiracist Universal Supports will culminate with all participants completing the check for understanding and actionable next steps.

Outcome:

Benchmark met.

January Benchmark & Timeline:

Begin second cohort of staff members engaged with the Antiracist Lens Universal Supports professional development series.

Increase enrollment in all self-guided professional development opportunities.

Action Step 9 — Data Evaluation

Below are all behavior events and administrator resolutions documented across the district from December 1, 2020, through December 31, 2020. There were 25 referrals, in which 28 events were found. As of December 31, 2020, there have been 203 behavior events year-to-date, and 24,752 year-to-date during the 2019-2020 school year.

Behavior Event	Hispanic	American Indian	Asian	Black	Pacific Islander	White	2+ Races	December Total	November Total	Year to date	Administrator Resolution Used*
Bullying Due to Sex										1	
Bullying Reason Unknown											
Bullying Other Reason											
Chronic Disruption				8		1		9	19	56	9, 18
Disorderly Conduct				1				1	5	14	3
Endangerment of Physical Safety/Mental Well-being									2	2	
Inappropriate Dress										1	
Inappropriate Personal Property									1	3	
Inappropriate use of electronic communication devices	6			6				12	11	83	1, 2, 9, 17, 18
Other Substances/Materials										1	
Personal Threat										4	
Possession/Ownership/Use of Drugs									1	1	
Possession/Ownership/ Use of a Gun										4	
Possession/Ownership/Use of Weapon Other than Gun									1	2	
Sexual Assault										1	
Sexual Harassment										1	
Substantial Environmental Disruption				1				1		8	18
Use of Tobacco, Including Chewing										3	
Vandalism				1				1		1	18

Behavior Event	Hispanic	American Indian	Asian	Black	Pacific Islander	White	2+ Races	December Total	November Total	Year to date	Administrator Resolution Used*
Verbal Abuse/Profanity/Harassment	3			1				3	2	16	1, 9, 13, 18
Grand Total	9			18		1		28	42	203	

Key

Code	Resolution
1	Alternative Virtual Instruction
2	Conference
3	Counsel
4	CS Conference Scheduled
5	Handled at Local Level
6	IEP Review
7	Investigative Review
8	Alternative School Reassignment
9	Parent Contact

Key

Code	Resolution
10	Police Involvement
11	Preliminary Expulsion Hearing
12	Referral- BIT
13	Referral School Social Worker/Psychologist
14	Remain Present School
15	Suspension
16	Suspension Pending
17	Virtual Discipline Process
18	In process

Year-to-date Behavior Events

Hispanic	American Indian	Asian	Black	Pacific Islander	White	2+ Races
18.7%	1.0%	1.5%	67.0%	0.0%	10.3%	1.5%

Action Step 10 — Implementation Plan

The December 1, 2020, District Discipline Disproportionality Leadership Team met and discussed school data and the minutes of the meetings of the Discipline Work Groups. Specifically, the team discussed supporting school teams in understanding data analysis, student and staff member supports needed, the role of bias and race, virtual-learning engagement, and the upcoming Community Conversations.

Cohorts of staff members reading Glenn Singleton’s *Courageous Conversations About Race* held two additional meetings covering a chapter of the book and completing related activities at each session. There are currently 32 administrators and 16 central services staff members participating in the cohorts. December’s sessions focused on the four agreements for having conversations on race and practicing using the Courageous Conversation Compass while engaged in conversations on race.

Two cohorts of school-based staff members reading Ibram X. Kendi’s book *How to be an Antiracist* held an additional two meetings and discussed specific activities that educators can engage in towards becoming antiracist. A discussion was held around topics laid out by Ibram X. Kendi, including the role of empathy, the role of policies in causing disparities between racial groups, and how society manufactures fear of Black bodies.

Staff members at Starns School participated in two additional meetings based on Bettina Love’s book *We Want To Do More Than Survive*. This concluded the book study with eight members of their staff, who all completed a post survey of their growth in understanding the role of race in education and growing towards becoming an abolitionist teacher as laid out by Dr. Love in her book.

Carver has started a book cohort with *Courageous Conversations about Race* led by Principal Hinds. They are taking the discussion and activities from the administrators’ cohort and engaging school staff in reading the book and going through the same activities.

A cohort of 15 staff members are meeting weekly to listen to and discuss the six episodes of the podcast *By Every Measure*, featuring Reggie Jackson and Tarik Mood, and created in collaboration with Radio Milwaukee.

A dialogue continues between the Courageous Conversations group and Glenn Singleton to look into a variety of professional development cohorts to continue and to expand the work of Courageous Conversations proposals. These proposals include creation of a MPS Courageous Conversations Cabinet, an advanced cohort of staff engaged in a six-part LEADS professional development, virtual Beyond Diversity seminars, and development of district-based Courageous Conversations-certified facilitators.

Additionally, there will be a planned district-wide professional development on the role of bias relative to discipline. This professional development will be conducted by each school's discipline champion. Discipline champions will attend a "train the trainer" session with the district discipline manager to learn about conducting this professional development with all staff members.

December Benchmark & Timeline:

(1) By December 23, 2020, school psychologists will engage in two additional sessions of Antiracist Universal Supports, completing cohort 1 of the five-part series. 100% of participants will complete the check for understanding, with specific steps highlighted for action.

Outcome:

Benchmark met.

(2) By December 23, 2020, the cohort will complete all six episodes of By Every Measure podcast and discuss actionable next steps for expansion of this work through the district.

Outcome:

Benchmark met.

January Benchmark & Timeline:

(1) Complete six-part series with Parkview staff members on the role of race in my life and creating an antiracist classroom community.

(2) Begin six-part series with Milwaukee French Immersion's staff members on Brave Space for Race meeting twice per month, with two sessions held in January.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Goal 2, Student, Family and Community Engagement

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 1.06, Equity in MPS

Fiscal Impact Statement

N/A

Committee's Recommendation

Your Committee recommends that:

1. the Board direct the Administration to provide ongoing mandatory anti-racist training for all district staff and to offer training for parents and committee partners working directly with MPS students; and
2. the Administration present to the Board a proposed schedule of training that adheres to the three-year timeline of having all district staff trained in anti-racist behaviors.

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

* * * * *

REPORT OF THE COMMITTEE ON STRATEGIC PLANNING AND BUDGET

Director Peterson 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 following report:

(Item 1) Action on the MPS Roadmap to Readiness Plan for the 2020-2021 School Year

Background

In May, June, July, and October 2020, the Administration shared preliminary and updated plans associated with the reopening of school for the 2020-2021 school year with the Milwaukee Board of School Directors. Due to the fluid nature and the need for flexibility during the pandemic, the plans have continued to be further refined to best support the health and safety of our community. In alignment with the Board’s action in October 2020, an updated version of the Roadmap to Readiness is attached.

Early on in the process, the Administration convened work groups to address different areas of consideration for school reopening: health and safety, academics, school operations, communications, professional development, and classroom and schoolwide supports. The work groups include teachers, school leaders, other staff, MTEA representatives, students, parents, and community members. The groups continue to meet to plan for school reopening.

The Administration continues to take into account the feedback from the work groups, parents, students, and staff while reviewing and considering guidance from various entities including the Council of the Great City Schools; other school districts; and, local and state guidance.

At the October meeting of the Milwaukee Board of School Directors, the Board directed the Administration to provide an update on the planning process in November and December of 2020, as well as in January 2021.

The following Roadmap to Readiness Update provides updated information for moving to in-person learning.

MPS Roadmap to Readiness Update

MPS Roadmap to Readiness Family Survey (Data as of 1/25/2021)

Grade Bands Represented

Elementary (Grades PreK-5)	11,858
Middle (Grades 6-8)	5,500
High (Grades 9-12).....	6,595

- 23,923 total responses collected.
- Some responses represent multiple students, and some represent single students.

Does your child/children participate in any of these programs/services (select all that apply):

Special Education	3,430
Montessori	2,826
Bilingual/ English Learner (EL)	2,523
International Baccalaureate (IB).....	2,098
Language Immersion	1,462
Advanced Placement (AP)	1,034
Gifted and Talented	1,006
Fine Arts	844
Career and Technical Education (CTE).....	193

Zip Code Representation

<u>ZIP</u>	<u>Responses</u>	<u>ZIP</u>	<u>Responses</u>	<u>ZIP</u>	<u>Responses</u>
53110	97	53207	2,367	53218	1,125
53129	20	53208	1,049	53219	992
53130	12	53209	912	53220	597
53132	36	53210	779	53221	1,401
53154	66	53211	357	53222	789
53172	66	53212	817	53223	486
53202	188	53213	193	53224	597
53203	20	53214	365	53225	573
53204	1,156	53215	2,203	53226	76
53205	366	53216	909	53227	206
53206	697	53217	58	53228	193

ZIP Responses
53233 101

ZIP Responses
53235 68

Phase 1 Virtual Learning Check-in

	Strongly agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Strongly disagree
I feel that my child has a sufficient amount of face-to-face learning time each day.	40.0%	26.0%	10.0%	11.0%	13.0%
I feel that my child/children has access to adequate academic and support services from the school.	42.0%	28.0%	10.0%	10.0%	9.0%
I receive adequate communication from my child's school.	53.0%	25.0%	8.0%	7.0%	6.0%
I am satisfied with virtual learning.	35.0%	21.0%	10.0%	11.0%	22.0%

Questions about Moving to In-person Learning

Which statement most accurately represents your feelings about sending your child to a school building for in-person learning in the near future?

- I would prefer to continue with virtual learning this school year for my child/children.39.0%
- I would send my child/children for in-person learning when it is safe to return based on public health guidance.29.0%
- I would support a return to school as soon as possible and would send my child/children for in-person learning.25.0%
- I would send my child/children back to school for in-person learning when a vaccine is available.7.0%

If MPS returns to school buildings for in-person learning later this year, which of the following best describes how you want your child/children to learn:

- I want my child/children engaged in virtual learning five days a week.....38.0%
- I want my child/children engaged in hybrid learning (two days in person, three days virtual) to allow for physical distancing in school.32.0%
- I want my child/children engaged in in-person learning at school five days a week.....30.0%

If MPS uses the positivity rate in the city of Milwaukee to determine when to return to school buildings for in-person learning, when do you feel it would be safe for your child/children to return to school for in-person learning?

- Green range only: Positivity less than 5%58.0%
- In the yellow range or better: Positivity greater than 5% and less than 10%27.0%
- At any range: Positivity 10% or greater14.0%

Health and Safety Update

Ventilation
Personal Protective Equipment (PPE)
Cleaning Protocols

Isolation Rooms
Medical Advisory Group

Ventilation Guidelines

MPS is following guidance from the CDC, which uses standards developed by the American Society of Heating, Refrigerating and Air-Conditioning Engineers (ASHRAE), to include:

- MPS HVAC units are supplying the maximum amount of outside air the unit can safely provide.
- MPS is running HVAC units two hours before and two hours after buildings have been occupied.

- HVAC Air Filters
 - MPS is using the maximum rating that will not overburden the ventilation system or reduce air flow.
 - Air filters are changed monthly to enhance air cleaning and are checked for appropriate installation.

Natural Ventilation

- All operable windows have been repaired and/or unsealed to ensure they are functional to allow natural ventilation.
- All classrooms have operable windows for natural airflow.

Personal Protective Equipment (PPE)

- Schools have been provided with supplies, such as hand sanitizer, disinfecting sprays, wipes, paper towels, etc., and will be able replenish their stocks as needed.
- Schools have a one-month supply (estimated two per day) of disposal face masks for students and staff.
 - Schools will replenish their stock every two weeks to ensure adequate supply
- Schools have a supply of cloth masks for students and staff.
- Face shields, aprons, N-95/KN-95 masks, and plexi barriers will be available as needed.

Cleaning and Disinfecting Protocols

- Each building will have additional staff that will be cleaning commonly touched surfaces and materials such as counters, door handles, light switches, etc. throughout the day.
- Sanitation stations are located in key areas of the building.
- Rest rooms will be inspected, and cleaning supplies will be replenished.
- At the end of each day, each occupied space will be thoroughly disinfected.
- All buildings will receive a deep cleaning weekly.

Isolation Rooms

- Rooms have been identified based on key criteria such as open space, phones, and proximity to exits.
- Each room will have highly-visible signage at the entrance area,
- There will be a table with a plexi barrier and additional PPE for the supervising staff member,
- All rooms will have portable HEPA filtration units to enhance air cleaning.

Contact Tracing

- Designated MPS staff continue to support contact tracing for all employees,
- Follow up with all reports of COVID-19 symptoms, positive test results, and close contacts with positive individuals,
 - Efforts are supported by the Milwaukee Health Department, which follows all positive cases within the city,
 - MPS Nursing is continuing to hire nurses when qualified applicants are available,

Employee Cases

1. Employee reports any COVID-19 related symptoms, positive test results, or close contacts with COVID-19-positive individuals to director/school leader and starts quarantine/isolation. Employee identifies and informs possible close contacts and also self-monitors during quarantine.
2. Director/school leader completes the appropriate COVID-19 Notification Form.
3. Director/school leader will contact Facilities and Maintenance to request deep cleaning.
4. Facilities and Maintenance will determine the appropriate cleaning response.
5. Employment Relations will send a follow-up letter to the affected employee, depending on the case type.
6. Employment Relations will send a colleague letter to respective chiefs for distribution to their direct reports/schools at impacted locations.

7. Contact tracer coordinator assigns the case to a contact tracer.
8. Contact tracer communicates with the affected employee to determine/confirm any close MPS contacts.
9. Contact tracer notifies the supervisors of any confirmed MPS close contacts to inform them of possible exposure and to and provide instruction.
10. Employment Relations will send quarantine letters to confirmed close contacts.
11. Director/school leader is automatically sent notice of an estimated return-to-work date for the affected employee.
12. Contact tracer monitors the symptomatic and close-contact MPS employees during the course of the quarantine period.

Gating Criteria

The gating criteria will guide decision making for moving to in-person learning.

- Primary reference source is guidance from the CDC.
- Guidance from other health officials and from school districts nationwide has also been reviewed.

The CDC recommends looking at indicators of community burden and key mitigation strategies being implemented in schools. The CDC emphasizes five key mitigation strategies:

- consistent and correct use of masks
- social distancing to the largest extent possible
- hand hygiene and respiratory etiquette
- cleaning and disinfection
- contact tracing in collaboration with local health department.

Indicators of Community Burden

Milwaukee Health Department's Key Performance Metrics

- Less than 5% COVID-19 positivity rate for five days → the Testing indicator
—AND—
- Trend in percent positive COVID-19 tests that is significantly negative or no significant trend (flat) → the Cases indicator

Implementation of Mitigation Strategies

MPS is implementing the mitigation strategies recommended by the CDC as well as other mitigation strategies as outlined in the Roadmap to Readiness plan.

Moving Back to Virtual Learning

- Classroom: Two linked cases in a classroom or classrooms within two weeks → transition the classroom(s) to virtual learning for two weeks
- School: 3% or more of school population tests positive within two weeks → transition the school to virtual learning for four weeks
- District: The decision to move the district to virtual learning will be based upon community transmission and transmission within multiple schools and will be based on public health guidance.

Administration's Recommendation

The Administration's recommendation is that:

1. students with disabilities who require in-person learning in addition to virtual learning will begin in-person learning on February 8, 2021, at three school locations;
2. during the March board cycle, Administration will provide an update related to a phased-in approach to in-person learning for all students;
3. on April 12, 2021, students in Pre-K through grade 2 will begin in-person learning.
4. on April 19, 2021, students in grade 3 through 8 will begin in-person learning; and
5. on April 26, 2021, students in grades 9 through 12 will begin in-person learning.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Implication Statement

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

Committee's Recommendation

Your Committee recommends that the Board approve the phase-in plan for reopening schools based on state mandates, with the following to be used as guidance on how schools are reopened:

- 1) Continued assessment and guidance around COVID-19 from the State and City Health Departments and the Center for Disease Control and the Federal Department of Education; and
- 2) The ability of our staff to receive the COVID-19 vaccine along with regular testing of staff and students; and
- 3) A phase-in approach that puts the safety of student and staff first; and
- 4) To adhere to the requirements issued by the Wisconsin Department of Public Instruction, the Administration proceed immediately with plans to open three school locations to provide in-person learning for approximately 300 students with special needs who require in-person education to ensure that they receive free, appropriate public education (FAPE). The goal of implementation will be February 8, 2021, and follow all appropriate safety and health guidelines of the Center for Disease Control and the state and city health commissioners, and be made in collaboration with the MTEA, PAMPS, and ASC, and in communication with parents and families from each board district, reflective of the community. Staff assigned to these locations are to be chosen from those who volunteer for assignment.
- 5) In order to facilitate a phased-in reopening of schools this school year, the Administration should continue its planning for a possible school reopening with the following timeline:
 - On April 12, 2021, students in PreK through grade 2 begin in-person learning.
 - On April 19, 2021, students in grades 3 through 8 begin in-person learning.
 - On April 26, 2021, students in grades 9 through 12 begin in-person learning.
- 6) During the March board cycle, the Administration will provide an update related to this phased-in approach to in-person learning for all students and at that time the Board will decide whether the proposed timeline is appropriate, given various factors, including the positivity rate of the COVID virus in the City of Milwaukee, the percentage of staff who have been vaccinated, the physical and staffing capacity of schools to reopen under CDC's guidelines. This planning should also be done in collaboration with the MTEA, PAMPS and ASC, and parents from each board district, reflective of the community.
- 7) That the Office of Board Governance shall send a letter to the Mayor of Milwaukee imploring him to ensure that the City Health Department as quickly as possible make vaccinations available to all school staff who wish to be vaccinated.
- 8) That the Administration provide additional updates to the Board on the COVID numbers within the schools.

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

* * * * *

(Item 2) Report with Possible Action on Fiscal Year 2021-2022 Estimated Enrollment, Revenues and Long-range Financial Forecast

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

Background

Each Year, the Administration and the Office of Accountability and Efficiency report to the Board their forecast for the district’s major revenues and expenditures along with underlying assumptions such as estimated enrollment. The forecast, as provided in the attachments to the minutes of your Committee’s meeting, will support fiscal decision making to maintain or to improve essential school-operations services.

**FY21-FY26 Draft Five-year Forecast Pro
Forma Summary**

	School Operations (in Millions)						Change, FY26 vs FY21
	Adopted	Estimated					
	FY21	FY22	FY23	FY24	FY25	FY26	
Revenues	\$1006.9	\$1022.4	\$1030.4	\$1034.9	\$1041.2	\$1042.7	\$35.8
Expenditures							
Salaries/Other Wages	\$457.6	\$468.3	\$486.2	\$505.2	\$522.7	\$541.3	\$83.7
Benefits							
Medical/Vision Insurance —							
Active	\$123.8	\$141.2	\$146.7	\$152.6	\$158.7	\$165.0	\$41.2
Employee Contribution — Active	-\$13.9	-\$14.0	-\$14.2	-\$14.7	-\$15.3	-\$15.9	-\$2.0
Medical-Retiree (no Vision)	\$51.3	\$55.3	\$54.8	\$54.4	\$54.1	\$54.4	\$3.1
Employee Contribution — Retiree	-\$1.1	-\$1.0	-\$1.1	-\$1.3	-\$1.5	-\$1.8	-\$0.7
Net Medical/Vision	\$160.2	\$181.4	\$186.3	\$190.9	\$195.9	\$201.7	\$41.6
Other Benefits	\$80.6	\$83.2	\$96.0	\$99.3	\$102.9	\$106.6	\$26.0
Total Benefits	\$240.8	\$264.7	\$282.3	\$290.2	\$298.8	\$308.4	\$67.5
Purchased Services							
Contracted Schools — Charters	\$86.4	\$87.4	\$90.4	\$91.8	\$94.0	\$95.8	\$9.4
Open Enrollment — Outbound	\$34.9	\$37.5	\$36.9	\$36.6	\$36.2	\$35.3	\$0.4
Pupil Transportation	\$63.8	\$65.1	\$66.4	\$67.7	\$69.1	\$70.5	\$6.6
Other Purchased Svcs. —							
Includes Utilities	\$50.6	\$51.8	\$52.9	\$54.0	\$55.1	\$56.3	\$5.7
Total Purchased Services	\$235.7	\$241.8	\$246.6	\$250.1	\$254.4	\$257.8	\$22.1
Supplies/Materials	\$25.9	\$26.4	\$27.2	\$28.0	\$29.2	\$30.1	\$4.2
Capital Purchases	\$3.3	\$3.3	\$3.4	\$3.5	\$3.5	\$3.6	\$0.3
Debt Service	\$35.4	\$37.2	\$37.2	\$29.7	\$37.3	\$27.8	-\$7.6
Insurances	\$9.1	\$10.1	\$10.5	\$11.0	\$11.4	\$11.9	\$2.8
Other	-\$1.0	-\$0.5	-\$0.5	-\$0.5	-\$0.5	-\$0.5	\$0.4
Total Expenditures	\$1006.9	\$1051.3	\$1093.0	\$1117.2	\$1156.9	\$1180.4	\$173.5
Balance before Internal Adjustments	-\$0.0	-\$29.0	-\$62.6	-\$82.3	-\$115.7	-\$137.7	
Internal Adjustments	\$0.0	\$0.0	\$0.0	\$0.0	\$0.0	\$0.0	
Cumulative Surplus/Deficit	-\$0.0	-\$29.0	-\$91.6	-\$173.9	-\$289.6	-\$427.3	

Five year Forecast Version Summary (in Millions)

	FY20 Adopted	FY21 Est./Adopt.	FY22 Estimated	FY23 Estimated	FY24 Estimated
Original Forecast (Spring, 2020)					
Annual Surplus/ (Deficit)	\$0.00	-\$34.20	-\$49.30	-\$90.60	-\$108.50
Cumulative Surplus/(Deficit)	-\$1.60	-\$35.80	-\$85.10	-\$175.60	-\$284.10
Updated Forecast (January, 2021)*					
Annual Surplus/ (Deficit)	\$0.00	\$0.00	-\$29.00	-\$62.60	-\$82.30
Cumulative Surplus/(Deficit)	\$0.00	\$0.00	-\$29.00	-\$91.60	-\$173.90

	FY20 Adopted	FY21 Est./Adopt.	FY22 Estimated	FY23 Estimated	FY24 Estimated
Change between Forecast Versions					
Change in Annual	\$0.00	\$34.20	\$20.30	\$28.00	\$26.20
Change in Cumulative	\$1.60	\$35.80	\$56.10	\$84.00	\$110.20

*Note: Updated forecast includes referendum increases; all other revenues remain flat.

Additional information pertaining to the forecast is provided in the attachments to the minutes of your Committee’s meeting.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 3.01, Annual Operating Budget

Fiscal Impact Statement

This item does not authorize expenditures

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(Item 3) Action on a Request to Approve the Fiscal Year 2021-22 (FY22) Budget Parameters

Background

Budget parameters will be used in the planning and development of the 2021-22 (FY22) budget. The parameters, which help to guide the decisions made during the budget-preparation process, are necessarily modified by the resources available.

MPS is committed to developing a budget that reflects a commitment to fair resources, to quality and socially-transformative learning, to a supportive environment for employees, and to an equitable educational system for all, with the following parameters as guidance:

1. ensure that there are sufficient resources, including a textbook adoption, to provide high-quality classroom instruction at the Tier 1 level;
2. prioritize schools’ budgets by adjusting and repurposing educational programming and departmental budgets;
3. implement the salary schedules with a possible cost-of-living increase;
4. consider modifications to employee benefit for eligible employees to identify cost savings and to increase efficiencies;
5. explore operating efficiencies, including those related to transportation;
6. implement a multi-tiered mental-health approach to promote students’ mental health and social-emotional learning;
7. strengthen a well-rounded educational experience by increasing the allocation in areas of school library, art, music, and physical education;
8. provide flexibility to meet standards to safeguard health, safety, and educational needs during the COVID-19 pandemic;
9. restore revenue to the Construction Fund to address deferred maintenance; and
10. prepare a balanced budget that is based on state law and which maximizes the revenue limit.

The Administration recommends that the Board approve the Fiscal Year 2021-2022 Budget Parameters as listed above.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 3.01, Annual Operating Budget

Fiscal Impact Statement

This item does not authorize expenditures. The fiscal impact will depend on later action of the Board in adopting the budget.

Committee’s Recommendation

Your Committee recommends approval of the Administration’s recommendation.

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

* * * * *

(Item 4) Action on a Request to Approve the Timetable for the Proposed Fiscal Year 2021-22 Budget

Background

This item is being presented in accordance with State Statute 119.16(8) and Board Governance Policy 2.05, Board Planning Cycle, which states, “A Board calendar with all work displayed on the timetable will be developed annually”.

The Administration recommends that the Board adopt the following timetable for the development of the proposed Fiscal Year 2021-22 budget,

Proposed Fiscal Year 2021-22 Budget Timetable		
Date	Action	Responsibility
June 2020- March 2021	Collection of a variety of inputs, ideas, costs, with analysis of their impact for Fiscal Year 2021-2022 (FY22) budget planning.	Administration
September 2020- April 2021	MPS engages the community on broad topics to identify district priorities at various venues.	Administration
December 23, 2020	School-level allocation estimates are drafted by departments and provided to Financial Planning & Budget Services.	Administration
December 16- 23,2020	Third-Friday of September 2021 school enrollments are projected.	Administration
December 2020 –March 2021	Board and Administration continue to solicit stakeholder input into the development of the proposed FY22 budget.	Board and Administration
January 6, 2021	Present preliminary budget-preparation information to School Leaders.	Administration
January- February 2021	Superintendent holds School Ambitious Instruction Budget Conversations with identified school leaders.	Administration
January 15-29, 2021	School leaders prepare all required budget documents with input from their School Engagement Councils.	Schools
January 26, 2021	Committee on Strategic Planning and Budget meets to discuss and possibly to adopt a proposed FY22 budget timetable & FY22 parameters.	Board and Administration
February 3-8, 2021	Administrative teams review each school’s budget for FY22 budget/staffing resolutions.	Administration
February 9-11, 2021	Superintendent resolution meetings on FY22 school budget/staffing needs.	Administration
February 12, 2021	All school staffing data submitted to Human Resources.	Administration
February 15- March 4, 2021	Offices prepare budgets, organizational charts, and narratives.	Administration
February 24, 2021	Staff must be given notice by the end of the school day of any increases or decreases in their FTEs. This information must be consistent with the budgets submitted by schools and departments.	School & Department Administration

Proposed Fiscal Year 2021-22 Budget Timetable		
Date	Action	Responsibility
February 25-March 26, 2021	Cycle A Certificated Staff Exchange Process.	Administration
March 12, 2021	Office budget reviews completed, and staffing changes submitted to Human Resources.	Administration
March 15-31, 2021	District budget is entered into the financial system and balanced.	Administration
April 2021	Superintendent's proposed budget is finalized and assembled for publication.	Administration
April 1-May 4, 2021	Cycle B Certificated Staff Exchange Process.	Administration
April 27, 2021	Board's annual organizational meeting held.	Board and Administration
April 30, 2021	Superintendent's proposed 2021-2022 budget released.	Administration
May 6-June 3, 2021	Cycle C Classified Staff Exchange Process	Administration
May 5, 2021*	Proposed budget and public hearing notice published in newspaper; parent companion guide and budget-overview presentation released.	Administration and Board Governance
May 6, 2021*	Committee on Strategic Planning and Budget meets on the Superintendent's proposed 2021-2022 budget and hears public testimony.	Board and Administration
May 11, 2021*	Board members submit proposed amendments to the Office of Board Governance by noon; amendments are forwarded to the Administration by end of day.	Board and Board Governance
May 13, 2021*	Administration submits analysis of proposed amendments to the Office of Board Governance by the end of the day.	Administration
May 18, 2021*	Statutory public hearing on the Superintendent's proposed 2021-22 biennial budget.	Board and Administration
May 20, 2021*	Committee on Strategic Planning and Budget reviews the proposed FY22 budget, hears public testimony, and possibly takes action on proposed amendments and proposed budget.	Board
May 21, 2021*	Board members submit proposed amendments to the Office of Board Governance by noon; amendments are forwarded to Administration by end of day.	Board and Board Governance
May 24, 2021*	Administration submits analysis of proposed amendments to the Office of Board Governance by noon.	Administration
May 25, 2021*	Possible meeting of the Committee on Strategic Planning and Budget. Pending Resolution 2021R-009.	Board
May 27, 2021*	Board meets to consider and possibly to take action on the Superintendent's proposed 2021-22 budget.	Board Administration
No later than June 28, 2021	Board Clerk transmits adopted FY22 budget to the Milwaukee Common Council.	Board Governance
October 26, 2021*	Board meets to consider and to take action on recommended amendments to the adopted budget for FY22.	Board and Administration
No later than October 29, 2021	Board Clerk sends amended FY22 budget to the Milwaukee Common Council.	Board Governance

*Date subject to change by the Milwaukee Board of School Directors.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 3.01, Annual Operating Budget

Fiscal Impact Statement

This item does not authorize expenditures. There is no fiscal impact from the adoption of the budget timetable.

Implementation and Assessment Plan

If approved, the Board and Administration will follow the budget timetable.

Committee's Recommendation

Your Committee recommends approval of the Administration's recommendation.

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

* * * * *

(Item 5) Action on Resolution 2021R-012 by Director Miller on Banning Symbols of the Confederacy and the Use of Racial Slurs

Background

At its meeting of July 2020, the Board referred Resolution 2021R-012 to the Committee on Strategic Planning and Budget for consideration.

WHEREAS, Black, Brown, Indigenous and other students of color have faced racism, discrimination and harassment throughout the State of Wisconsin; and

WHEREAS, In *Barr v. Lafon*, the Sixth Circuit court ruled that it is not a violation of First Amendment rights for a school board to prohibit, in a viewpoint-neutral manner, students from wearing those racially divisive symbols that the school reasonably forecasts would substantially and materially disrupt schoolwork and school discipline; and

WHEREAS, Wisconsin school districts, including Tomah and Burlington, have taken action to ban the Confederate flag from their schools while other districts, such as Baraboo, are fighting litigation over the display of the flag; and

WHEREAS, Wearing of Confederate flags, a symbol of white supremacy, slavery and racism, on clothing continues to be used and allowed to intimidate African American students and their allies; and

WHEREAS, Wisconsin Representatives to Congress recently voted against removing Confederate monuments in the U.S. Capitol which encourages displays of white supremacy in our schools;

WHEREAS, Wisconsin school districts' policy and practice must affirmatively state and enforce that they are anti-racist institutions that outlaw racist conduct and language and will discipline behavior that violates racist conduct; now, therefore, be it

RESOLVED, That Milwaukee Public Schools hereby bans racist language and slurs, both spoken and written, as well as the display of racist symbols of the Confederacy including the Confederate Flag and encourages all Wisconsin school districts to do the same; and, be it

FURTHER RESOLVED, That Milwaukee Public Schools encourages the creation of anti-racist ethnic studies classes in all school districts and the integration of anti-racist curriculum at all grade levels; and, be it

FURTHER RESOLVED, That the Board directs the district lobbyists and its delegates to and representatives to educational organizations (WASB, etc.) to lobby for state law that both forbid Confederate flags and symbols in state institutions and public schools and mandates implementation of ethnic studies in all school districts

Through the adoption of Administrative Policy 1.06, Equity, the Board formalized its commitment to the success of every student, regardless of race, ethnicity, family economics, mobility, gender identity, sexual orientation, disability, or initial proficiencies. The Board holds itself and all district and school-site decision makers, faculty, and support staff accountable for building a district-wide culture of equity.

The Board, though its policies and initiatives, has acknowledged the need to address the impact of inequities in the city of Milwaukee and the state of Wisconsin. Accordingly, the Board acknowledges that these inequities have a long-standing impact on access and opportunity for our students, families, staff, and community.

By adopting the resolution, the Board would reaffirm this commitment and call upon other school districts to do the same. It would also direct the district's lobbyist to work with the Wisconsin Association of School Boards to lobby the State Legislature to establish a similar ban within Wisconsin state statutes.

The Office of Board Governance, in consultation with the Administration, recommends that the Board determine how it wishes to proceed with this item.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 1.06, Equity in MPS

Committee's Recommendation

Your Committee recommends adoption of Resolution 2021R-012, as amended below:

1. WHEREAS, Following the January 6 white supremacist and terrorist attack on the nation's capital it is imperative for all of us to set an example for our students in fighting racism; and
2. WHEREAS, Black, Brown, Indigenous and other students of color in the State of Wisconsin have faced racism, discrimination and harassment throughout the State of Wisconsin; and
3. WHEREAS, In *Barr v. Lafon*, the Sixth Circuit court ruled that it is not a violation of First Amendment rights for a school board to prohibit, in a viewpoint-neutral manner, students from wearing those racially divisive symbols that the school reasonably forecasts would substantially and materially disrupt schoolwork and school discipline; and
4. WHEREAS, Wisconsin school districts, such as the Tomah Area School District, have taken action to ban the Confederate flag, a symbol of white supremacy and racism, from their schools while other districts have refused to do so, and not taken sufficient steps to stop the intimidation of African-American students and their allies; and
5. WHEREAS, Some Wisconsin Representatives to Congress recently have voted in the past against removing Confederate monuments statues in the U.S. Capitol which encourages displays of white supremacy in our schools;
6. WHEREAS, Wisconsin school districts' policy and practice must affirmatively state and enforce that they are anti-racist institutions that outlaw racist conduct and language and will discipline behavior that violations racist conduct; now, therefore, be it
7. RESOLVED, That Milwaukee Public Schools hereby bans racist white supremacist language and slurs, both spoken and written, as well as the display propagation of racist symbols of the Confederacy including the Confederate Flag and encourages all Wisconsin school districts to do the same; and, be it
8. FURTHER RESOLVED, That Milwaukee Public Schools encourages the creation of anti-racist ethnic studies classes in all school districts and the integration of anti-racist curriculum at all grade levels; and, be it
9. FURTHER RESOLVED, That anti-racist curriculum include educating students about the new rise of white supremacist groups, activities, symbols, and their social media organizing techniques; and, be it
10. FURTHER RESOLVED, That the Board directs the district's lobbyists and its delegates/representatives to educational organizations (WASB, etc.) to lobby for state law that both forbid Confederate flags and symbols in state institutions and public schools and mandates implementation of ethnic and antiracist studies in all school districts.

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

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(Item 6) Action on Resolution 2021R-009 by Directors Herndon and Siemsen on the Budget-amendment Process

Background

At its meeting on July 30, 2020, the Board referred the following Resolution 2021R-009 to the Committee on Strategic Planning and Budget:

WHEREAS, Each year, the Milwaukee Board of School Directors has the fiduciary responsibility to approve "...sound, realistic budgets as developed and recommended by its Administration and provides the financial resources necessary for executing its district policies." (Board Governance Policy 2.03(2)(c)); and

WHEREAS, Administrative Policy 3.01, Annual Operating Budget, paragraph (e), states, "The Committee on Strategic Planning and Budget shall consider and make recommendations to the Board on all matters pertaining to budget development and control"; and

WHEREAS, Administrative Policy 9.04, Community Involvement in Decision Making, declares

The Board recognizes the value of broad citizen involvement with the program and operations of the Milwaukee Public Schools. This policy statement reflects the intent of the Board to encourage the voluntary involvement of citizens, both as individuals and in groups, to act as advisors and resource people as one significant means in the unending quest to achieve the goal of quality education for all children within the Milwaukee Public Schools.

and

WHEREAS, Wisconsin Statutes, §119.16(8)(a), directs

Annually before adopting its budget for the ensuing school year and at least 5 days before transmitting its completed budget...the board shall hold a public hearing on the proposed school budget at a time and place fixed by the board. At least 45 days before the public hearing, the board shall notify the superintendent of schools and the commissioner of the date, time, and place of the hearing. At least one week before the public hearing, the board shall publish a class 1 notice...of the public hearing.

and

WHEREAS, Administrative Policy 3.01, Annual Operating Budget, section (2)(c), states

The Administration shall consider budget preparation a year-round process and shall establish a budget calendar which shall present a plan of action for estimating and completing preparation of the annual budget in a fixed period. The calendar shall also be used as a guide for coordinating the budgetary activities, collecting budget data, and making budget decisions.

and

WHEREAS, Upon the release of the Superintendent's proposed budget for the ensuing fiscal year, the Board does give reasonable opportunity for initial public input, not only through the public hearing required under §119.16(8)(a) of the Wisconsin Statutes, but also through multiple hearings held by its Committee on Strategic Planning and Budget, which include an opportunity for the public to provide feedback on the proposed budget, as well as on the first round of amendments to the proposed budget that members of the Board may submit; and

WHEREAS, The Board is currently allowed to submit additional proposed amendments to the proposed budget at the meeting at which the Board adopts the preliminary budget, but these amendments do not go through committee for discussion and public hearing and many times have had no public input; and

WHEREAS, By allowing these amendments to come to a vote without ample opportunity for either the Administration to conduct a thorough analysis or for the Board and the public to discuss them, the Board is compelled to act and may not be completely informed about the impact of the amendment on the district as a whole; and

WHEREAS, The need to have in-depth discussions of these previously unvetted amendments on the floor during a meeting that, because of its gravity and importance, already tends to last many hours, often past midnight, puts a mental and physical strain not only on the Board and its staff, but also on the public who may wish to monitor the proceedings, but who have jobs to attend or children to care for; now, therefore, be it

RESOLVED, That, except under exigent circumstances an — no amendments to the Superintendent's proposed budget may be submitted directly to the Board, without first having gone through committee for public hearing and recommendation by the committee, for consideration at the meeting at which the budget is to be approved; and be it

FURTHER RESOLVED, That, when developing the budget calendar under Administrative Policy 3.01, Annual Operating Budget, section (2)(c), the Administration is to schedule an additional meeting of the Board’s Committee on Strategic Planning and Budget, which is to be held at least 48 hours before the meeting at which the Board is to adopt the budget, to give public hearing and to formulate recommendations on any final amendments to the proposed budget that members of the Board may have; and be it

FURTHER RESOLVED, That this Resolution is to be effective immediately upon its adoption by the Board.

Each year, the Milwaukee Board of School Directors approves a budget, as developed and recommended by its Administration.

The Committee on Strategic Planning and Budget has traditionally held two meetings for board members to consider the proposed budget as well as budget amendments submitted by board members. Public testimony is accepted at these meetings to offer an opportunity for the public to provide input on the proposed budget and any amendments to the proposed budget that members of the Board may submit.

Additionally, before adopting its budget, the Board holds a public hearing on the proposed school budget, as mandated by Wisconsin Statutes, the purpose of which is strictly for public input.

The current budget process allows board members to submit additional proposed amendments to the proposed budget at the meeting at which the Board adopts the preliminary budget. Traditionally, no public comment is taken at this meeting.

The Office of Board Governance, in consultation with the Administration, recommends that the Board determine how it wishes to proceed with this item.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 3.01, Annual Operating Budget

Committee’s Recommendation

Your Committee recommends adoption of Resolution 2021R-009.

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

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REPORT OF THE COMMITTEE ON STUDENT ACHIEVEMENT AND SCHOOL INNOVATION

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

(Item 1) Action on a Recommendation for Renewal of the Instrumentality Charter School Contract with Whittier Elementary School

Background

Whittier Elementary School, located at 4382 S. 3rd Street, was established as an instrumentality charter school beginning with the 2001-2002 school year. The current contract is for up to a maximum of 225 full-time-equivalent (FTE) pupils in grades K4 through 5. Whittier has received a five-year instrumentality charter school renewal in each of its previous renewal cycles.

Whittier’s mission is to provide a safe, caring learning environment in which staff, students, parents, and community relationships merge to foster high academic achievement for students. Whittier works to take a child where he/she is functioning and move the child forward through enrichment, remediation, and acceleration opportunities so that each child will be challenged to achieve academic success.

In July 2020, the Department of Contracted School Services initiated the charter school contract-review process. On August 3, 2020, representatives from Whittier submitted the Charter Letter of Intent, and, on August 3, 2020, Whittier submitted its Charter Renewal Application to seek renewal of its charter school contract with the Milwaukee Board of School Directors.

On November 17, 2020, the Charter School Contract Review Team (Team) conducted a virtual, full-day site visit at Whittier. The Team examined the school's academic, financial, and organizational performance and met with the school's representatives to discuss the data relative to contract compliance and renewal. The Team reviewed any additional responses and information provided by the school. The Team also heard testimony of parents and students and participated in virtual classroom observations.

Based on a thorough review of the school's application and data, school presentation, and site visit, the Charter School Contract Review Team has recommended a five-year renewal of the instrumentality charter school contract with Whittier. The recommendation was based on the school's consistently having met its educational, organizational, and financial goals. The Superintendent has reviewed the performance summary and concurs with the recommendation for contract renewal.

The charter school renewal application, performance summary data, and Team's recommendation reviewed by the Superintendent are attached to the minutes of your Committee's meeting.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 9.12, Charter Schools

Fiscal Impact Statement

Adoption of this item alone does not authorize expenditures. School allocations are approved annually by the Milwaukee Board of School Directors as part of the approval of the Superintendent's proposed budget. Pending contract approval, the funds for the 2021-2022 charter school contract will be authorized as a part of the FY22 budget process.

Implementation and Assessment Plan

Upon the Board's approval, negotiations will begin between the Superintendent's designee, in consultation with the Board's designee and the Office of the City Attorney, and representatives of Whittier in anticipation of developing a renewed charter contract to be presented to the Board.

Committee's Recommendation

Your Committee recommends that the Board:

1. approve the renewal of a five-year instrumentality charter school contract with Whittier Elementary School; and
2. authorize the Superintendent's designee, in consultation with the Board's designee and the Office of the City Attorney, to enter into negotiations with representatives of Whittier and to draft a renewed instrumentality charter school contract to begin with the start of 2021-2022 school year and to end with the last regularly scheduled day of the 2025-2026 school year.

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

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(Item 2) Action on a Recommendation for Renewal of the Non-instrumentality Charter School Contract for Next Door Charter School**Background**

Next Door Charter School, which serves students at 2545 North 29th Street and 5310 W. Capitol Drive, was established as a non-instrumentality charter school beginning with the 2006-2007 school year. The current contract is for up to a maximum of 280 full-time-equivalent (FTE) pupils in grades K4 and K5.

Next Door's mission is to support the intellectual, spiritual, and emotional development of children so that they can become self-sufficient, contributing members of the community. Next Door's vision is to support the development of young children so that they may become confident, independent, and pro-social learners.

In July 2020, the Department of Contracted School Services initiated the charter school contract-review process. On July 15, 2020, representatives from Next Door submitted the Charter Letter of Intent and, on August 31, 2020, Next Door submitted its Charter Renewal Application to seek renewal of its charter school contract with the Milwaukee Board of School Directors.

On October 27, 2020, the Charter School Contract Review Team (Team) conducted a virtual, full-day site visit at Next Door. The Team examined the school's academic, financial, and organizational performance and met with school representatives to discuss the data relative to contract compliance and renewal. The Team reviewed any additional responses and information provided by the school. The Team also heard testimony of parents and students and participated in virtual classroom observations on October 30, 2020, and November 2, 2020.

Based on a thorough review of the school's application and data, school presentation, and site visit, the Charter School Contract Review Team has recommended a three-year renewal of the non-instrumentality charter school contract with Next Door. The recommendation was based on the strong school culture, organizational and financial performance, and a need and desire to demonstrate growth in relating to educational performance measures. The Superintendent has reviewed the performance summary and concurs with the recommendation for contract renewal.

The charter school renewal application, performance summary data, and Team's recommendation reviewed by the Superintendent are attached to the minutes of your Committee's meeting.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 9.12, Charter Schools

Fiscal Impact Statement

Adoption of this item alone does not authorize expenditures. School allocations are approved annually by the Milwaukee Board of School Directors as part of the adoption of the Superintendent's proposed budget. Pending contract approval, the funds for the 2021-2022 charter school contract will be authorized as a part of the FY22 budget process.

Implementation and Assessment Plan

Upon the Board's approval, negotiations will begin between the Superintendent's designee, in consultation with the Board's designee and the Office of the City Attorney, and representatives of Next Door in anticipation of developing a renewed charter contract to be presented to the Board.

Committee's Recommendation

Your Committee recommends that the Board:

1. approve the renewal of a three-year non-instrumentality charter school contract for Next Door Charter School; and

2. authorize the Superintendent's designee, in consultation with the Board's designee and the Office of the City Attorney, to enter into negotiations with representatives of Next Door and to draft a renewed non-instrumentality charter school contract to begin with the start of 2021-2022 school year and to end with the last regularly scheduled day of the 2023-2024 school year.

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

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(Item 3) Action on a Recommendation for Renewal of the Non-instrumentality Charter School Contract for Carmen Schools of Science and Technology, Inc.

Background

Carmen High School of Science and Technology, South, located at 1712 N. 32nd Street, was established as a non-instrumentality charter school in fall 2007; Carmen Middle/High School of Science and Technology, Northwest, located at 5496 N. 72nd Street, was established as a non-instrumentality charter school in fall 2013; Carmen High School of Science and Technology, Southeast, located at 2500 W. Oklahoma Avenue, was established as a non-instrumentality charter school in fall of 2016; and Carmen Middle School of Science and Technology, South, located at 2427 S. 15th Street, was established as a non-instrumentality charter school in fall 2018s.

Carmen's mission is to graduate all students as critical thinkers and self-directed learners who are prepared for success in college, meaningful careers, community involvement, and family life.

The current contract provides for the following maximum full-time-equivalent (FTE) pupils:

- 360 FTE at Carmen South in grades 9-12;
- 800 FTE at Carmen Northwest in grades 6-12;
- 800 FTE pupils at Carmen Southeast in grades 9-12; and
- 300 FTE pupils at Carmen Middle School South in grades 6-8.

In July 2020, the Department of Contracted School Services initiated the charter school contract-review process. On July 14, 2020, representatives from Carmen submitted the Charter Letter of Intent and, on August 31, 2020, Carmen submitted its Charter Renewal Application to seek renewal of its charter school contract with the Milwaukee Board of School Directors.

On November 5 and 6, 2020, the Charter School Contract Review Team (Team) conducted virtual, full-day site visits that included each of Carmen's four campuses. The Team examined the school's academic, financial, and organizational performance and met with school representatives to discuss the data relative to contract compliance and renewal. The Team reviewed any additional responses and information provided by the school. The Team also heard testimony of parents and students and participated in virtual classroom observations.

Based on a thorough review of the school's application and data, school presentation, and site visits, the Charter School Contract Review Team has recommended a five-year renewal of the non-instrumentality charter school contract with Carmen. The recommendation was based on the schools' having met their educational, organizational, and financial measures; the schools' demonstration of improvement; and the schools' commitment to continued growth. The Superintendent has reviewed the performance summary and concurs with the recommendation for contract renewal.

The charter school renewal application, performance summary data, and Team's recommendation reviewed by the Superintendent are attached to the minutes of your Committee's meeting.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 9.12, Charter Schools

Fiscal Impact Statement

Adoption of this item alone does not authorize expenditures. School allocations are approved annually by the Milwaukee Board of School Directors as part of the adoption of the Superintendent's proposed budget. Pending contract approval, the funds for the 2021-2022 charter school contract will be authorized as a part of the FY22 budget process.

Implementation and Assessment Plan

Upon the Board's approval, negotiations will begin between the Superintendent's designee, in consultation with the Board's designee and the Office of the City Attorney, and representatives of Carmen in anticipation of developing a renewed charter contract to be presented to the Board.

Committee's Recommendation

Your Committee recommends that the Board:

1. approve the renewal of a three-year non-instrumentality charter school contract for Carmen Schools of Science and Technology, Inc.; and
2. authorize the Superintendent's designee, in consultation with the Board's designee and the Office of the City Attorney, to enter into negotiations with representatives of Carmen and to draft a renewed non-instrumentality charter school contract to begin with the start of 2021-2022 school year and to end with the last regularly scheduled day of the 2023-2024 school year.

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

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(Item 4) Action on Resolution 2021R-018 by Directors Báez and Peterson Regarding a Report on Standardized Testing

Background

At its December 17, 2020 meeting, the Board referred Resolution 2021R-018 by Directors Báez and Peterson, requesting a report on standardizing testing, to the Committee on Student Achievement and School Innovation:

WHEREAS, Through Administrative Policy 7.36, Balanced Assessment System, the district has developed a system designed to match assessment types, purposes, and users in order to improve data-driven decision making throughout the district; and

WHEREAS, The testing system in MPS was designed to support instructional planning, school-improvement efforts, curriculum and program evaluation, resource planning, and accountability; and

WHEREAS, The testing system was also designed to support graduation- and promotion-related decisions for individual students and factors in accommodations for students with Individualized Education Plans as well as English-language learners; and

WHEREAS, The district's testing system includes a balance of summative, benchmarks, and formative assessments; and

WHEREAS, The testing system also includes examinations commonly referred to as "standardized tests" that are required by either the state or federal governments and which have become the subject of debate on a national level; and

WHEREAS, The Board also recognizes, however, that there are growing concerns over the extent to which standardized testing undermines students' confidence, pressures teachers to "teach to the test," fails to align to what is being taught in the classroom, and fails to provide a full picture of a student's strengths and weaknesses; and

WHEREAS, The Board is also concerned about other possible consequences of standardized testing, including the loss of learning opportunities, the stress placed on our students, the triggering of behaviors that may interfere with learning, the interruption of schedules of our special education's students and students in our bilingual and ESL programs, the time spent on professional development for testing that could be put to other purposes, and the potential for implicit bias in the testing process that would disproportionately affect all students of color; and

WHEREAS, The Board is further concerned about how standardized and other testing is aligned with the multiple efforts by this district regarding equity, anti-racist and culturally= and linguistically-inclusive and sensitive curriculum, and related staff professional development; and

WHEREAS, The time has come for a rigorous discussion on standardized testing and MPS's policies on all testing; now, therefore, be it

RESOLVED, That the Administration present a report to the Board on the subject of standardized testing; and be it

FURTHER RESOLVED, That the report include the following information relative to standardized tests required by both the federal and state government:

- a list of the companies or vendors with whom MPS contracts or partners with to provide standardized tests; the name, type of test, or testing service; the grade levels or other purposes served by these vendors; and the costs of the services provided;
- disaggregated by federal and state, the estimated annual costs to MPS of purchasing required standardized exams and related guides and materials currently in force for students in all MPS schools;
- information about the annual costs of implementing, monitoring, and conducting professional development to others on all standardized testing at Central Office by Central Office administrators;
- an estimate, disaggregated by the above categories, of the costs of staff time/hours and any additional school-based expenditures incurred in every school in order to implement standardized testing;
- an estimate of the annual costs of contracts to vendors for analyzing scores and categorizing such tests, as well as the annual costs of any related analysis and professional development they may provide;
- assuming their analysis and services are for purposes of informing, based on student performance on these tests, the categorization or performance of schools, and the curriculum and instructional practices at MPS, related annual estimated costs to Central Office and to individual schools;
- the estimated annual costs associated with the printing, duplication, and dissemination of all testing and related activities, including materials for professional development related to testing;
- estimates of the amount of instructional time that is spent on students' test preparation, test administration, and make-up testing for students who are absent for all types of testing, including regularly computer-based "formative" assessments;
- information on the impact of testing on the closure of school libraries/media centers or limitations on their hours because of testing taking place in such sites; and, be it

FURTHER RESOLVED, That the same information listed above should be provided relative to any other standardized or academic performance tests currently required by MPS; and, be it

FURTHER RESOLVED, That this report should be brought to the Board through the appropriate committee in the February 2021 board cycle.

The Administration is recommending adoption of the resolution with one minor adjustment. In order to compile a comprehensive report as detailed in the resolution, the Administration is requesting that the report be scheduled for the March board cycle, rather than the February board cycle.

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

Administrative Policy 7.38, Balanced Assessment Systems

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

Upon adoption by the Board, the Administration will begin compiling the report.

Committee's Recommendation

Your Committee recommends that the Board adopt Resolution 2021R-018 by Directors Báez and Peterson, with the following amendments to the following sections (the balance of the Resolution to stand as submitted):

FURTHER RESOLVED, That the report include the following information relative to standardized tests required by both the federal and state government:

- A list of the companies or vendors with whom MPS contracts or partners with to provide standardized tests and/or test preparation materials; the name, type of test, or testing service; the grade levels or other purposes served by these vendors; and the costs of the services provided...

FURTHER RESOLVED, That this report should be brought to the Board through the appropriate committee in the ~~February~~ March 2021 board cycle.

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

* * * * *

(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

At its meeting on February 27, 2020, the Milwaukee Board of School Directors referred Resolution 1920R-016 by Director Peterson to the Student Achievement and School Innovation (SASI) Committee:

RESOLVED, That Milwaukee Public Schools will integrate climate justice curriculum and sustainability practices into all aspects of its work and functions; and be it

FURTHER RESOLVED, That the Milwaukee Public Schools will establish, build-on and expand projects with other community organizations and institutions including the Milwaukee Area Technical College, University of Wisconsin-Milwaukee, Milwaukee Metropolitan Sewerage District, Reflo, Green and Healthy Schools-Wisconsin, City of Milwaukee Environmental Collaboration Office, the Department of Natural Resources, and gardening and agricultural organizations; and be it

FURTHER RESOLVED, That MPS establish a Climate Justice Curriculum Advisory Committee to lead the development/identification and implementation of a K4 – 12 grade climate justice curriculum that is woven into all grade levels and subject matters and includes projects-based teaching and investigations that students conduct at school and in their communities to address climate change and that said Advisory Committee consist of teachers, students, curriculum specialists from all content areas, administrators, and climate justice activists and to report back to the board on a quarterly basis starting in September 2020; and be it

FURTHER RESOLVED, That the Milwaukee Public Schools encourage MPS educators who are already teaching about nature, the environment, sustainability and climate change to take a leading role in developing and implementing a K-12 climate justice curriculum and play a role in the Climate Justice Curriculum Advisory Committee, and that this curricular work begin this summer by including a cohort of 20-25 teachers from all grade bands and subjects into MPS's summer professional development/curriculum writing so that said teachers work for a week to start the process of K4- 12 curriculum development and present such work to other educators in conjunction with the Green Schools Consortium of Milwaukee; and be it

FURTHER RESOLVED, That the Milwaukee Public Schools commit itself to providing teachers, administrators, and other school personnel with professional development, curricular materials, and outdoor and field opportunities that explore the breadth of causes and consequences of the climate crisis as well as potential solutions that address the root causes of the crisis, and do so in ways that are participatory, imaginative, and respectful of students' and teachers' creativity and eagerness to be part of addressing global problems, and that build a sense of personal efficacy and empowerment; and be it

- FURTHER RESOLVED, That the development and implementation of the District-wide curriculum should include a review of current textbooks for accuracy around the reality of the climate crisis and the impact of human activities and that addendums/supplemental resources be provided to augment out-of-date material; and be it
- FURTHER RESOLVED, That in implementing MPS's commitment to prepare students for college, careers, and citizenship MPS recognize that as our society moves rapidly and definitively away from fossil fuels, we will need to prepare our students for robust job opportunities in green technologies, construction, forestry, sustainable agricultural practices, environmental science, conservation, STEM and restoration efforts; and be it
- FURTHER RESOLVED, That in implementing MPS's commitment to developing well-rounded citizens the District should support students to become organizers and leaders for climate justice and against environmental racism in our community and around the world; and be it
- FURTHER RESOLVED, That a District Sustainability Team, consisting of representatives from the Department of Facilities and Maintenance services, School Nutrition, Office of Academics, Office of School Administration, Office of Communications and District partners, be established to develop a Sustainability Action Plan that includes a baseline study of the District's ecological footprint, with an emphasis on local environment and climate impact, (including all areas of operation and organization, such as buildings, grounds, food service, cleaning and maintenance, water and energy, waste, recycling, transportation, and all contracting and procurement services) and an inventory of current environmental sustainability plans under way, (including school-based efforts on recycling, composting, reduction of food waste and energy consumption), and the setting of targets to ensure operations, organization and outreach of the District addresses climate change and its effects on the community and the world; with its first update to the board provided in September 2020; and be it
- FURTHER RESOLVED, That Board directs the MPS administration and encourages the MPS Foundation to seek outside funding through private individuals and philanthropic organizations to put towards the development and implementation of a K-12 climate justice curriculum and sustainability projects and that MPS lobby state and federal governments for support of such initiatives; and
- FURTHER RESOLVED, That the District encourage schools to develop school-based Green Teams with the involvement of educators, students, parents and community to expand school-based and District-wide curricular and sustainability projects and that the District develop a Green Revolving Fund, seeded in part by cost savings from sustainability initiatives to allow the Green Revolving Fund to grow over time to support additional investments and to provide financial incentives for school-based and District-wide "green projects."

At its meeting on March 17, 2020, the Board adopted Resolution 1920R-016. In response to the Board's action, the Administration is providing its second quarterly report relative to implementing the resolution.

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. Since the Board's action, the participants in each were identified in alignment with the resolution, and meetings were held in September, October, November, December 2020, and are scheduled for January 2021.

The Climate Justice Curriculum Advisory Committee met on November 11 and December 9, 2020. The Curriculum Writing Team met on November 11 and December 16, 2020. To date, the Climate Justice Curriculum Advisory Committee has worked to create a district position statement on climate justice education, a parent letter for schools to use with additional information on climate justice education, and draft mission and vision statements aligned to their work and has provided feedback to the Curriculum Writing Team.

The Curriculum Writing Team has listed related standards at each grade level that address climate change and climate justice, set a climate justice learning goal for grade bands K-2, 3-5, 6-8 and 9-12, along with critical vocabulary that is age-appropriate and standards-aligned. The Curriculum Writing Team has started the process of curating lesson plans for each grade level, and lesson review will take place at the January meetings.

The District Sustainability Team met virtually on October 22 and November 30, 2020. The meetings centered on the compilation and detailed review of an inventory of the environmental sustainability plans

currently in place within each of the represented schools and departments. Having reviewed this inventory, the Team is now working on curating sample policies and drafting sustainability initiatives to be reviewed by the Team and considered for inclusion in a Draft Sustainability Action Plan.

Several members of the Milwaukee-area community—including representatives from the City of Milwaukee’s Environmental Collaboration Office, the Milwaukee Metropolitan Sewerage District, the nonprofit ReFlo, the City of Milwaukee’s Department of Public Works, and Compost Crusader—joined the team in November. At the next meeting, scheduled for January 27, 2021, the Team will review proposed policies and continue to align and collaborate sustainability efforts with those of our community partners to best leverage our efforts to develop and to implement a robust Sustainability Action Plan.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 1.01, Vision, Mission, Core Beliefs, and Goals
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(Item 6) Report with Possible Action on the Regional Showcase — East Region

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

Background

Based on the Board’s previous action, the 2020-21 monthly Regional Showcase item will provide a thorough picture of each region, including goals and progress in attaining them. In addition, strategies that are being successfully implemented within the region and that may be replicated will be included.

This month, the East Region is featured. The East Region comprises 24 schools and serves nearly 11,000 students in diverse settings to meet the varied needs of our students. Schools in the East Region include Bay View Montessori, Brown Street, Burdick, Carver Academy, Cass Street, Clement Avenue, Cooper, Elm, Fernwood Montessori, Fratney, Gaenslen, Garland, Hartford Avenue, Humboldt Park, IDEAL, Maryland Montessori, Milwaukee Academy of Chinese Language, O.W. Holmes, Parkside, Riverwest, Siefert, Trowbridge, Victory, and Whittier.

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

Regional Showcase — East Region

- Our Students..... 10,458
- Our Schools.....24
- Our Staff.....1,323
- Students with Disabilities.....19.1%
- ELL.....10.2%

Diverse School Programs

K5s and K8s

- Brown Street
- Garland
- O.W. Holmes
- Siefert

Academic Specialty

- Humboldt
- Hartford
- Riverwest

Language-immersion/Arts

- Fratney
- MACL
- Victory
- Parkside
- Elm

Montessori

- Bay View
- Maryland
- Fernwood

Instrumentality Charter

- IDEAL
- Whittier

- | | | |
|-----------------|--------------|-----------|
| STEM/Technology | • Gaenslen | • Clement |
| • Carver | • Trowbridge | • Cooper |
| • Cass Street | • Burdick | |

2018-19 East Region Report Card Data

DPI's Overall Accountability Ratings

<u>Rating</u>	<u>Score</u>	<u>Rating</u>	<u>Score</u>
Significantly Exceeds Expectations	83-100	Meets Few Expectations	53-62.9
Exceeds Expectations	73-82.9	Fails to Meet Expectation	0-52.9
Meets Expectations	63-72.9		

Our Schools' Ratings

<u>Schools' Ratings</u>	<u>Score</u>	<u>Schools' Ratings</u>	<u>Score</u>
<i>Significantly Exceeds Expectations</i>		<i>IDEAL</i>	
Cooper Elementary	83.1	Carver Academy	68.3
<i>Exceeds Expectations</i>		Trowbridge Street School	66.7
Milwaukee Parkside School	81.0	<i>Meets Few Expectations</i>	
Maryland Montessori	79.9	Clement Avenue Elementary	62.3
Whittier Elementary	76.5	Siefert Elementary	61.8
Victory Elementary	76.3	Holmes Elementary	61.6
Garland Elementary	75.9	Fratney Elementary	61.1
Humboldt Park Elementary	74.3	Brown Street	60.0
Bay View Montessori School	74.0	Hartford Avenue Elementary	57.5
Fernwood Montessori	73.8	Cass Street Elementary	57.5
Burdick Elementary	73.8	<i>Fails to Meet Expectations</i>	
<i>Meets Expectations</i>		Riverwest Elementary	51.6
Milwaukee Academy of Chinese		Gaenslen Elementary	51.4
Language	71.7	Elm Creative Arts	39.8

School Spotlight: Carver Academy

Vision Statement

Carver Academy strives to be a premier K-8 school where all scholars equally demonstrate high academic achievement and strength in character. We provide a comprehensive education that will enable our scholars to be not only college-ready, but also contributing members to their schools, homes, and communities. All stakeholders work through our strategic priorities — data-driven instruction, scholar culture, coaching teachers, staff culture, and family engagement — to provide scholars with diverse experiences in a challenging and inclusive educational environment

Report Card Data

	<u>Overall Score</u>	
2016-17	43.8	Fails to Meet Expectations
2017-18	50.9	Fails to Meet Expectations
2018-19	68.3	Meets Expectations

Our Journey to STEAM (Science, Technology, Engineering, Arts, and Math)...

- Joined with Brewers Hill Neighborhood Association to explore STEAM focus for school
- Partnered with MSOE and the Bucks to host eight 6th-grade female scholars to a week-long overnight camp for STEAM
- Purchased PD and curriculum for Project Lead the Way through Partnership Grant

Full STEAM Ahead...

- GE Fabrication Lab is ready
- Received support from Morgridge family to purchase Project Lead the Way materials and teacher PD
- Expanded an inquiry-based learning approach in other areas (social studies and writing)
- Provided opportunity for 25 students to attend STEAM Summit for Girls

- Established a Maker Space station in the library
- Supplied art kits to all families

Support for Families

- Monthly professional development focused on technology
- Welcome Week/Harvest Festival
- Supply pickup
- Chromebook support
- Attendance recognition
- Additional work packets provided

Support for Staff

- 10 hours of self-directed professional development in August
- Continued weekly PD focused on virtual-teaching practices
- Coaching for each teacher
- Book study
- Staff appreciation events

Opportunities for Growth

- Increase writing opportunities for students
- Focus on academic rigor and task complexity to increase proficiency on the Forward Exam
- Provide more opportunities for parental engagement
- Expose more students to targeted math and science instruction
- Maximize the use of formative assessments
- Ensure that every student is ready for high school

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Implication Statement

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

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REGULAR ITEMS OF BUSINESS

(Item 1) Reports of the Board’s Delegates

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

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

In an effort to support the goals identified by MPS as essential to the accomplishment of MPS’s Vision and Mission, the President’s activities during the month of January 2021 included the following:

Academic Achievement

Met or had conversations with individuals or groups on:

- Black Lives Matter at Schools
- ASC’s and MTEA’s Leadership

Effective and Efficient Operations

- Met with the Superintendent and Board Clerk regularly for information sharing and to ensure that the Board's operations continue during COVID-19
- Met with school leaders to get their thoughts on school operations and remote learning
- Followed up with the City Attorney's Office on a meeting with board members
- Received legislative updates from Governor Tony Evers and state legislators

Student, Family, and Community Engagement

Met (virtually) or held conversations with school and community groups:

- Took part in meetings of the Milwaukee Library Board as the Board's delegate
- Having previously assumed role as Chair of the Milwaukee Library Board's Innovation and Strategy Committee, continued the work of the group
- Provided a response/public statement to City officials on re-opening schools
- Participated in community conversations and briefings on surveys' outcomes on virtual learning

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RESOLUTIONS

Resolution 2021R-021

By Director Woodward

WHEREAS, The vision of the Milwaukee Public Schools is to provide an equitable educational environment that is child-centered, supports achievement, and respects and embraces diversity where schools meet the needs of all and where relevant, rigorous, and successful instructional programs will be recognized and replicated to ensure that maximum educational opportunities are provided to enable all students to reach their highest potential; and

WHEREAS, As part of its mission, MPS is a diverse District that welcomes all students and prepares them for success higher education, post-educational opportunities, work, and citizenship; and

WHEREAS, Milwaukee Public Schools serves a diverse population, with approximately 89% of students identifying as students of color; and

WHEREAS, The Milwaukee Public Schools has embraced the immersion philosophy, which is to enable pupils learn in an environment that recognizes language, history, tradition, and cultural richness; and

WHEREAS, The effectiveness of immersion programs is currently being demonstrated through the Milwaukee Chinese, French, German, Italian, and Spanish, Immersion schools; and

WHEREAS, An African immersion program is essential in teaching African-American students their culture and heritage as a part their emotional, social, developmental, and academic needs; and

WHEREAS, At the November 2016 work session, hosted by Panasonic, on District turnaround efforts to improve student achievement, Director Woodward advocated for the establishment of an African immersion option for MPS students in Board District #4 that gives students knowledge of their heritage and history; and

WHEREAS, After a meeting with administrative staff, community members, alumni of Andrew S. Douglas Middle School, and a presentation of the 53206 Initiative, Douglas was selected to be the site; however, there is still no school officially designated as an African immersion school level; now, therefore, be it

RESOLVED, That the Board officially designate Andrew S. Douglas Middle School as an African Immersion school with the primary language of Spanish; and, be it

FURTHER RESOLVED, That the Board direct the Administration to report back a plan for full implementation of an African Immersion school.

Referred to the Committee on Student Achievement and School Innovation

Resolution 2021R-022

By Director Taylor

WHEREAS, The Milwaukee Board of School Directors has declared that, as part of the vision of the Milwaukee Public Schools (Board Governance Policy BG 1.01 and Administrative Policy 1.01), “Schools will be safe, welcoming, well-maintained, and accessible community centers meeting the needs of all. Relevant, rigorous, and successful instructional programs will be recognized and replicated. The District and its schools will collaborate with students, families, and the community for the benefit of all”; and

WHEREAS, For schools to be safe and welcoming and benefit the community at-large, they must be free of systems that support and perpetuate the school-to-prison pipeline; and

WHEREAS, The Milwaukee Board of School Directors has acted to revise policies and practices within the Milwaukee Public Schools system to address the school-to-prison pipeline including:

- the May 2015 adoption of Resolution 1516R-001, otherwise known as the Black Lives Matter Resolution, which directed that:
- our District and schools and classrooms create safe spaces for dialog and support on issues faced in communities and schools related to policing, the educational process, and improving school safety;
- the District create an advisory council comprising community, parents, educators, and students to assist in reviewing, strengthening, and creating curriculum and policy related to the issues raised by the Black Lives Matter movement, the efforts to derail the school-to-prison pipeline, the broader historical experience of the Black community, and present schooling experience;
- the June 2020 adoption of Resolution 2021R-003, which terminated all contracts with the Milwaukee Police Department for School Resource Officers and all contracts for the purchasing of criminalizing equipment including metal detectors, facial recognition software, and social media monitoring; and
- the September 2020 action to direct the MPS Administration to develop a monthly report to the Board on referrals, demarcating suspensions and expulsions, resulting from those referrals with an overall District summary and a breakdown for each school; and

WHEREAS, In order to truly dismantle the school-to-prison pipeline, changes to policies and practices within the Milwaukee Public Schools system must be accompanied by changes to the juvenile justice system and other systems that impact the school-to-prison pipeline; and

WHEREAS, The City of Milwaukee and Milwaukee County have jurisdiction over other systems that should be explored in addressing the school-to-prison pipeline including, but not limited to, the Milwaukee Police Department, the Milwaukee County Sheriff’s Office, and the Vel R. Phillips Youth & Family Justice Center; and

WHEREAS, In March 2020, the Milwaukee Board of School Directors adopted Resolution 1920R-014 by Directors Miller and Taylor regarding the One Milwaukee Initiative, which created the One Milwaukee Taskforce on the premise that Milwaukee County, the City of Milwaukee, and Milwaukee Public Schools have a common interest to improve the lives and conditions of Milwaukee residents; and

WHEREAS, the One Milwaukee Taskforce names as one of its members the Milwaukee Board of School Directors President or their designee; and

WHEREAS, Dismantling the school-to-prison pipeline would improve the lives and conditions of Milwaukee residents now and for generations to come; now, therefore, be it

RESOLVED, That the Milwaukee Board of School Directors authorize the Board President or their designee, in consultation with the Black Lives Matter Advisory Council and with the support of the Office of Board Governance, the MPS Administration, and the Office of Accountability and Efficiency, to engage community and government partners under the One Milwaukee Initiative to explore and address the systems that support and perpetuate the pipeline to prison; and be it

FURTHER RESOLVED, That this exploration include the identification of infrastructure coordination, resource-leveraging opportunities, and other potential opportunities for coordination and collaboration to improve outcomes for Milwaukee communities; and be it

FURTHER RESOLVED, That consideration be given to barriers to re-entry, alternatives to youth incarceration, mental health supports, and other best practices to address the school-to-prison pipeline; and be it

FURTHER RESOLVED, That regular reports on the progress of any related agreements be brought to the Milwaukee Board of School Directors as appropriate.

Referred to the Committee on Parent and Community Engagement

Resolution 2021R-023

By Directors Peterson and Báez

WHEREAS, As of January 2021, the United States has the highest number of COVID-19 cases and deaths in the world — 25 million infected, and deaths exceeding 420,000, with these deaths and disabilities falling disproportionately on Black and Latino/a communities, seniors, and increasingly among our youth; and

WHEREAS, This disease has caused severe disruption in our efforts to educate our children and has put teachers, staff, and students at serious risk; and

WHEREAS, This crisis demonstrates the importance of international cooperation and solidarity in the fields of public health as well as education for the common good; and

WHEREAS, In 1960, the US government adopted a policy intended “...to bring about hunger, desperation, and overthrow of the government” in Cuba resulting in the longest and “...most comprehensive set of US sanctions [imposed] on any country...” and

WHEREAS, The Trump administration severely tightened the constraints against Cuba, enacting more than 40 new restrictive measures in 2020 alone, including restrictions on the right to attend professional conferences and other curbs on our right to travel, all of which was a reversal of the policies enacted by President Obama, who visited Cuba; and

WHEREAS, This policy of hostility has provided no benefits to the people of the US and has cruelly impacted the standard of living of the 11.3 million Afro-Latino/a people of Cuba; and

WHEREAS, Cuba, a small and poor nation, has prioritized education and universal healthcare and is currently providing free medical education to students from all over the world, including the US, one whom is Alexandra Skeeter, a 2010 graduate of Rufus King High School; and

WHEREAS, In 2017 Cuba sent medical experts to Chicago to work with public health authorities in addressing the high rate of infant mortality on its southside, a serious public health issue we also face in Milwaukee; and

WHEREAS, Cuba’s biomedical research has produced many medicines, including one used successfully by a West Bend, Wisconsin resident to treat his stage three lung cancer (who traveled illegally to receive treatment), and one that reduces the need for amputations among sufferers of diabetes, which disproportionately affects people of color in the US; and

WHEREAS, Cuba has responded to the COVID pandemic by implementing public health measures that have limited fatalities to 194 deaths among its over 11 million people [Johns Hopkins University], compared to Wisconsin with over 6,000 deaths among half that population; and

WHEREAS, Cuba has shared its expertise all around the world by sending 4,000 medical practitioners to 38 countries to assist their local efforts to fight COVID; and

WHEREAS, Cuba has also shared its methods for advancing literacy in many countries, including here in Milwaukee, where Cuban teachers have made presentations to our teachers and families; and

WHEREAS, Cuba’s educational system has been recognized by the United Nations Educational, Scientific and Cultural Organization (UNESCO), the Laboratorio Latinoamericano de la Calidad de la Educación, and in numerous studies and by educational scholars — including U.S. scholars — for its investments in education, its consistently high academic performance, its focus on cultural inclusiveness, equity, and student engagement — all things that U.S. educators could benefit from through cultural exchanges; and

WHEREAS, All MPS students, staff and families, particularly those of Cuban heritage would benefit from closer ties to educators in Cuba; now, therefore, be it

RESOLVED, That the Milwaukee Board of School Directors call on the Biden administration and all other appropriate political, health, and educational authorities to promptly invite negotiations with their Cuban counterparts to explore mutually beneficial cooperation, as a step toward normalization of relations between our countries.

Referred to the Committee on Legislation, Rules and Policies

Resolution 2021R-024

By Director O'Halloran

WHEREAS, Gerrymandering is a practice by which a dominant political party within a legislative body — such as a state legislature, a city council, or a local school board — attempts to divide the electorate under that body's jurisdiction into Districts in such a way as to give that party an electoral majority in a large number of Districts while concentrating the voting strength of the opposition in as few Districts as possible; and

WHEREAS, Gerrymandering has a long, sad history in national, state, politics as a tool to be employed by whatever political party may be in the majority to perpetuate and to expand its political fortunes; and

WHEREAS, Gerrymandering undermines American democracy by weighting elections in favor of one party, thereby stifling voters' voices and causing voters to question if their ballots really matter; and

WHEREAS, Wisconsin's electoral Districts have been redrawn without public input, resulting in heavily gerrymandered Districts; and

WHEREAS, Funding for public schools in Wisconsin has stagnated under the Districts as currently drawn — particularly funding for special education services in Wisconsin, which was described as the worst in the nation during testimony given by national experts before the Blue Ribbon Commission on School Funding, a bipartisan group of state legislators and school District administrators; and

WHEREAS, Efforts to redress this lack of sufficient funding on behalf our students have been hampered by the effects of partisan gerrymandering; and

WHEREAS, Organizations and citizens throughout the country and across the state have joined in the call for "fair maps," a reform in redistricting; and

WHEREAS, Voters in 55 of 72 counties and in dozens of municipalities, representing 80% of Wisconsin's population, have passed referenda or resolutions in support of fair District mapping; and

WHEREAS, These referenda passed with a 3-1 margin on average; and

WHEREAS, The next round of Wisconsin's legislative redistricting is scheduled to take place during the 2021-23 legislative session; now, therefore be it

RESOLVED, That the Milwaukee Board of School Directors join with community groups in demanding that voters be empowered to choose their representatives, rather than representatives choosing their voters; and be it

FURTHER RESOLVED, That the Milwaukee Board of School Directors call upon the state legislature to redraw the Districts in 2021 in an open and transparent manner that allows the public to engage meaningfully in and to help shape the process; and be it

FURTHER RESOLVED, That the Milwaukee Board of School Directors implore the state legislature to embrace democratic principles by welcoming the participation of its members who are independents as well as Democrats and Republicans and by taking into serious consideration the demographic and geographic diversity of the state; and be it

FURTHER RESOLVED, That the Milwaukee Board of School Directors direct the Office of Board Governance to send this resolution to the Governor, to the People's Maps Commission, to the Speaker of the State Assembly, and to the President of the State Senate.

Referred to the Committee on Legislation, Rules and Policies

The Board adjourned at 7:33 p.m.

JACQUELINE M. MANN, Ph.D.
Board Clerk