

# BOARD OF SCHOOL DIRECTORS MILWAUKEE, WISCONSIN JANUARY 26, 2023

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

Present — Directors Carr (5:37 p.m.), Garcia (5:40 p.m.), Gokalgandhi, Herndon, Leonard, O'Halloran, Siemsen, Taylor, and President Peterson — 9.

Absent — None.

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

- Deanna Burton, principal at Townsend Street School;
- Isaiah Coleman, a student at Bay View High School;
- James English, a retired teacher at Bradley Tech;
- Bernard Sammer, a retired teacher at Hamilton High School;
- Barbara Schrinisky, a retired substitute teacher for the District;
- Dennis Torbeck, a retired building laborer from the Department of Facilities and Maintenance; and
- Javeaire Winson, a student at North Division High School.

## APPROVAL OF MINUTES

By consensus, the minutes of the special and regular board meetings of December 2022 were approved as printed.

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## REPORTS AND COMMUNICATIONS FROM THE SUPERINTENDENT OF SCHOOLS

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

#### Background

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

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

Dr. King would have been 94 years old this year. Monday, January 16, 2023, was the formal observance of Dr. Martin Luther King, Jr.'s birthday. Milwaukee Public Schools students and teachers observed Dr. King's birthday and learned about his legacy throughout the week, as they will continue to do so.

Students and educators observed Dr. King's 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 Monday, January 16, 2023, Dr. King's birthday was highlighted with the 39<sup>th</sup> annual Dr. Martin Luther King, Jr., Birthday Celebration, which was held at the Marcus Performing Arts Center. This annual

event included recognition of the participants of the 39<sup>th</sup> annual Dr. Martin Luther King, Jr., Art, Speech, and Writing Contest.

This year's contest theme was "Working Toward a World of Peace," and Milwaukee Public Schools students demonstrated what that meant to them as they performed, delivered speeches, and shared artwork during this year's event.

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

### Art Contest

#### Grades K-2

- 1<sup>st</sup> Place.....Jayla Santana, Trowbridge  
 2<sup>nd</sup> Place.....Hazel Pacheco Chapman, Milwaukee  
 German Immersion  
 3<sup>rd</sup> Place .....Matias Reyes Castillo, Riley Dual  
 Language Montessori

#### Grades 3-5

- 1<sup>st</sup> Place.....Marra Chrara, Milwaukee Academy  
 of Chinese Language  
 2<sup>nd</sup> Place.....Brielle Duncan, Richard Kluge  
 3<sup>rd</sup> Place .....Jaiiden Suarez Otero, Riley Dual  
 Language Montessori

#### Grades 6-8

- 2<sup>nd</sup> Place.....Yuritz Sanchez Mendoza, Manitoba  
 3<sup>rd</sup> Place .....Eleanor Lawton, Milwaukee Parkside

#### Grades 9-12

- 2<sup>nd</sup> Place.....Angelina Xiong, Rufus King High  
 School  
 3<sup>rd</sup> Place .....Raylen Jones, MacDowell  
 Montessori

### Speech Contest

#### Grades K-2

- 1<sup>st</sup> Place.....Ashe Henry, Lowell Elementary  
 2<sup>nd</sup> Place.....Rosalie Pakalske-Buchanan, Craig  
 Montessori  
 3<sup>rd</sup> Place .....Ariah Shanklin, Forest Home Avenue

#### Grades 3-4

- 1<sup>st</sup> Place.....Priscilia Nsau, Lowell Elementary  
 2<sup>nd</sup> Place.....Raymond Mitchell, Forest Home  
 Avenue  
 3<sup>rd</sup> Place .....Grace Wierer, Craig Montessori

#### Grades 5-6

- 1<sup>st</sup> Place.....Christian Lara, Lowell Elementary  
 2<sup>nd</sup> Place.....Kingston Pearson-Lockett, Samuel  
 Clemens  
 3<sup>rd</sup> Place .....Adenike Precious Olowu, Gold Meir

#### Grades 7-8

- 1<sup>st</sup> Place.....Kayle Phillips, Golda Meier  
 3<sup>rd</sup> Place .....Marceana Akins, Dr. Martin Luther  
 King, Jr., Elementary

#### Grades 9-10

- 1<sup>st</sup> Place.....Harmony Allen, Riverside University  
 High School

- 3<sup>rd</sup> Place ..... Chanerion Mike, Barack Obama  
 SCTE

#### Grades 11-12

- 1<sup>st</sup> Place ..... Malcolm Bishop, Vincent High  
 School  
 2<sup>nd</sup> Place ..... Brandon Gorton, Ronald Reagan IB  
 High School

### Writing Contest

#### Grades K-1. Group Project

- 1<sup>st</sup> Place..... Grade 1, Fairview School  
 Constance Michaud, Teacher  
 Jada Biddle; Sienna Brenaman; Sara  
 Chavez-Madrigal; Jonael Colon-  
 Morrobel; Mason Correa Reyna;  
 Naomi Cruz; Mason Erving;  
 Esmeralda Estrella; Jasmine Flowers;  
 Alan Fregoso; Addilyn Gostomski;  
 Jaden Green; Aviana Herbert; Finch  
 Johnson; Arya Kreischer; Angel  
 Lara, Jr.; Brielle Lewitzke; Derek  
 Martinez Acevedo; Alma Mutsch;  
 Kaylani Navarrette; Finley Pierce;  
 Declan Rzad; Nehemias Santana;  
 Brayden Schlicke; Brighton  
 Schwartz; Chemistry Sims; Abel  
 Stewart; Olivia Vinson; Amelia  
 Webber

#### Grades 2-3

- 1<sup>st</sup> Place..... Khyei Thang, Richard Kluge  
 2<sup>nd</sup> Place ..... Lizmarie Soto, Richard Kluge  
 3<sup>rd</sup> Place ..... Brielle Denson, Trowbridge

#### Grades 4-5

- 1<sup>st</sup> Place..... Mahogany Hill, Samuel Clemens  
 2<sup>nd</sup> Place ..... Leigha Stewart, Samuel Clemens  
 3<sup>rd</sup> Place ..... Isaiah Price, Samuel Clemens

#### Grade 6

- 1<sup>st</sup> Place..... Harper Edmonds, Milwaukee  
 Parkside  
 2<sup>nd</sup> Place ..... Milan Hardrick, Milwaukee Parkside

#### Grades 7-8

- 1<sup>st</sup> Place..... Sy'Ria Winston-Robertson, Hi-  
 Mount Community  
 2<sup>nd</sup> Place ..... Kaleigha Weber, Milwaukee School  
 of Languages  
 3<sup>rd</sup> Place ..... Lilyana Sanders, Manitoba

Grades 9-10

- 1<sup>st</sup> Place.....Taliyah Grant, Riverside University High School
- 2<sup>nd</sup> Place .....Auggie Hoffman, Riverside University High School
- 3<sup>rd</sup> Place .....Donavan Coleman, Riverside University High School

Grades 11-12

- 1<sup>st</sup> Place..... Tatiyana Dockery, Riverside University High School
- 2<sup>nd</sup> Place ..... Darius Solomon, Riverside University High School
- 3<sup>rd</sup> Place ..... Jennifer Adongo, Bay View High School

Happy birthday, Dr. King. Congratulations to all of this year’s contest participants.

**Hats Off to Milwaukee Public Schools’ Winter Graduates!**

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On January 7, 2023, MPS hosted a winter graduation ceremony that recognized more than 100 graduates.

Graduation is a time of celebration and of planning next steps. To assist in the planning process, graduates still have access to the College and Career Centers, where they can receive assistance with completing the Free Application for Federal Student Aid (FAFSA) application; applying for college admissions, grants, and scholarships; and exploring opportunities such as building trades, military service, and youth apprenticeships.

We encourage all students and graduates to complete the 2023-24 FAFSA to take full advantage of the process. and to get their forms in as soon as possible to help maximize the offers which they receive.

Milwaukee Public Schools congratulates these graduates and wishes them a bright and successful future!

**MPS Kindergarten Enrollment Fair Coming February 4, 2023**

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MPS will host its annual Kindergarten Enrollment Fair at North Division High School, where families can learn about individual schools, meet school administrators and educators, select schools, and enroll their children.

Mark your calendar to attend on Saturday, February 4, 2023, from 9:00 a.m. to noon.

**Head Start**

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

**Kindergarten**

**Three-year-old kindergarten**

Programs are available at some schools. Children must turn three by September 1, 2023, to be eligible.

**Four-year-old kindergarten**

Programs are available at most schools across the district. Children must turn four by September 1, 2023, to be eligible.

**Five-year-old kindergarten**

Programs are available at most schools across the district. Children must turn five by September 1, 2023, to be eligible.

To apply for kindergarten enrollment, please visit the Enrollment page of the MPS website.

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

**(Item 1) Action on a Request to Retire to Closed Session Regarding Litigation in Which the Board Is or Is Likely to Become Involved**

**Background**

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

**Strategic Plan Compatibility Statement**

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Goal 3, Effective and Efficient Operations

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

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Board Rule 1.18, Legal Representation

**Recommendation**

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

*This item was held to the February regular meeting of the Board.*

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

**Background**

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The 2023-2024 MPS Legislative Agenda remains consistent with ambitious policy goals from years past and builds on the positive momentum to date.

Among other items, the Agenda emphasizes the need to provide a level of per-pupil support that, at least, matches the rate of inflation (over \$1,500 for the current four-year period) and a reimbursement level for students with disabilities in public schools that puts them at the same level of support that is afforded to students in private schools — at least 90%. The State has the funding necessary to support both of these policies. In fact, the flat tax proposal introduced in January 2023 is five times more expensive than providing 90% support for students with disabilities.

The proposed 2023-2024 MPs Legislative Agenda has been provided under separate cover.

**Strategic Plan Compatibility Statement**

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

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

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Board Governance Policy 2.13, Board Legislation Program

**Fiscal Impact Statement**

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This item does not authorize expenditures.

**Implementation and Assessment Plan**

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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**

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The monthly report of the Office of Accountability and Efficiency (OAE) provides the Milwaukee Board of School Directors and the public with an update on current activities in service areas headed by the Senior Director of the OAE. The report includes activities from late December through mid-January. During the reporting period, the Office of Accountability and Efficiency continued to implement the FY23 OAE Work Plan.

#### **Accountability and Efficiency Services**

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Between December 10, 2022, and January 14, 2023, Accountability and Efficiency Services fulfilled two requests for information/research, eight constituent inquiries, and four special projects. Accountability and Efficiency Services also closed three whistleblower reports and has initiated the activities associated with the recent creation of the District's Retirement Plan Committee.

Accountability and Efficiency Services collaborated with the Office of Finance to complete the District's five-year forecast for presentation to the Board's Committee on Strategic Planning and Budget as part of the District's budget planning process for Fiscal Year 2023-24 (FY24). The forecast is intended to support fiscal and equity-based decision making to maintain and to improve essential school operations services in the FY24 budget cycle. The forecast's assumptions are calculated on actuals, trends, economic indicators, and regional and local economics. Additionally, analysis of enrollment, revenues, and expenditures, including analysis of nearly 200 expense and revenue categories, is conducted as part of this process.

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

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

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During the reporting period, Contract Compliance Services staff members focused on our HUB and Student Engagement Programs. CCS continues to process and to monitor a historically high number of contracts due to the volume of ESSER-funded projects throughout the district.

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

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

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Goal 3, Effective and Efficient Operations

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

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

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

The Board Clerk presented six expulsion orders from the Independent Hearing Officers of the Milwaukee Board of School Directors from the following dates and times:

- January 4, 2023, at 9:00 a.m., 10:00 a.m., and 11:00 a.m.
- January 6, 2023, at 9:00 a.m.

- January 18, 2023, at 9:00 a.m.
- January 20, 2023, at 10:30 a.m.

Director Herndon moved to accept the reports of the Independent Hearing Officers of January 4, 6, 18, and 20, 2023

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

- Ayes — Directors Carr, Garcia, Gokalgandhi, Herndon, Leonard, Siemsen, Taylor, and President Peterson — 8.
- Noes — None.
- Abstain — Director O’Halloran — 1.

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### REPORTS OF STANDING COMMITTEES

Separate consideration was requested of the following items:

- Report of the Committee on Accountability, Finance, and Personnel, Item Two, Action on Recommended Administrative Appointments, Promotions, Reassignments and Reclassifications, Salary Increases/Decreases, and Limited-term Employment (LTE) Contracts Exceeding 60 Days, which was set aside as it had been forwarded to the Board without recommendation; and
- Report of the Committee on Accountability, Finance, and Personnel, Item Three, Action on a Request for an Amendment to the 2022-23 Traditional Start School Calendar, which was set aside at the request of Director O’Halloran.

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

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

### COMMITTEE ON ACCOUNTABILITY, FINANCE, AND PERSONNEL

Director Herndon 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 Report Resignations and Classified Retirements, and Monthly Affirmative Action Report**

**Classified Personnel Transactions**

Code	Name	Position	Salary	Date
<b>New Hires</b>				
3	Annabel Hoener	Accounting Assistant II	\$45,160.00	11/29/2022
4	Alfonso Aguilar	Building Service Helper I	\$16.96/hr.	12/12/2022
4	Blasina Arce	Building Service Helper I	\$15.90/hr.	12/05/2022
2	Ashley Caston	Building Service Helper I	\$15.90/hr.	11/28/2022
2	Cannon Patrick	Building Service Helper I	\$15.90/hr.	12/05/2022
2	Dashalon Scott	Building Service Helper I	\$16.96/hr.	11/28/2022
2	Keanjaho Walker	Building Service Helper I	\$15.90/hr.	11/28/2022

Code	Name	Position	Salary	Date
2	Travis Guy	Boiler Attendant Trainee	\$41,262.00	11/28/2022
4	Victoria Andrzejewski	Children's Health Assistant	\$20,827.00	11/28/2022
4	Marilyn Santiago Cruz	Children's Health Assistant	\$25,322.00	11/29/2022
2	Shay Weaver	Engine Mechanic	\$53,641.00	11/29/2022
2	Tateanna Beasley	Food Service Assistant	\$17.33/hr.	12/01/2022
4	Roseline Blanc	Food Service Assistant	\$15.90/hr.	12/05/2022
4	Silbia Gonzalez	Food Service Assistant	\$16.85/hr.	12/01/2022
4	Silvia Hurtado	Food Service Assistant	\$15.90/hr.	11/18/2022
2	Brenda Rollins	Food Service Assistant	\$16.38/hr.	11/28/2022
2	Bianca Townsend	Food Service Assistant	\$15.90/hr.	11/28/2022
5	Russ Bickerstaff	Paraprofessional	\$19,758.00	12/12/2022
4	Jesse Cole	Paraprofessional	\$20,970.00	12/13/2022
5	Tracey Collins	Paraprofessional	\$19,758.00	12/01/2022
5	Janet Dietert	Paraprofessional	\$23,876.00	12/14/2022
2	Mary Etormi	Paraprofessional	\$20,970.00	12/01/2022
2	GjoGennea Exum	Paraprofessional	\$19,758.00	12/14/2022
5	Alice Healy	Paraprofessional	\$20,970.00	11/28/2022
5	Alexander Kulas	Paraprofessional	\$19,758.00	11/28/2022
4	Luisa Lavagnino Fonseca	Paraprofessional	\$19,758.00	12/07/2022
4	Maria Mendez	Paraprofessional	\$19,758.00	11/28/2022
2	Abuoma Nwachukwu	Paraprofessional	\$19,758.00	11/28/2022
5	Casey O'Neil	Paraprofessional	\$19,758.00	11/29/2022
2	Tionna Reeves	Paraprofessional	\$19,758.00	12/07/2022
4	Yaritza Soler	Paraprofessional	\$19,758.00	11/30/2022
4	Annuchka Trejo Penunuri	Paraprofessional	\$19,758.00	12/05/2022
2	Delisa Scott	PT School Support Staff	\$15.00/hr.	11/21/2022
2	Kristina Brackens	School Safety Assistant	\$24,624.00	12/01/2022
2	Carvell Brooks	School Safety Assistant	\$24,624.00	12/02/2022
2	Kreesha Doss	School Safety Assistant	\$24,624.00	12/01/2022
2	Beatrice Holmes	School Safety Assistant	\$24,624.00	12/01/2022
2	Loretta Johnson	School Safety Assistant	\$24,624.00	12/01/2022
2	Damarcus Jones	School Safety Assistant	\$24,624.00	12/01/2022
2	Jakeeia Kyles	School Safety Assistant	\$24,624.00	12/01/2022
2	Angela Pinkston	School Safety Assistant	\$24,624.00	12/01/2022
2	Joe Pollard	School Safety Assistant	\$26,165.00	12/01/2022
2	Chanelle Robson-Martin	School Safety Assistant	\$24,624.00	12/01/2022
2	Raquel Linder	Secretary I — 10-month	\$28,332.00	12/07/2022
2	Jasen Moore	Secretary I — 10-month	\$26,329.00	11/29/2022
2	Essence Johnson	Secretary I — 11-month	\$31,165.00	11/29/2022
2	Mary Laura	Secretary I — 11-month	\$32,266.00	12/05/2022
2	Takiela Pittman	School Kitchen Manager Trainee	\$18.18/hr.	12/08/2022
<b>Promotions</b>				
2	Shannon D Davis	Boiler Attendant Trainee	\$42,469.00	11/28/2022
2	Shannon J Davis	Boiler Attendant Trainee	\$38,846.00	11/28/2022
2	Christopher Gandy	Boiler Attendant Trainee	\$40,054.00	11/28/2022
2	Brice Jones	Boiler Attendant Trainee	\$40,054.00	11/28/2022
2	Latasha Mayes	Boiler Attendant Trainee	\$40,054.00	11/28/2022
2	Michael Rhinehart	Boiler Attendant Trainee	\$42,469.00	11/28/2022
2	Quintasha Wadlington	Paraprofessional	\$21,699.00	11/28/2022
5	Tracey Duchrow	School Kitchen Manager I	\$31,353.00	12/12/2022
2	Chiquitia Edwards	Secretary II	\$41,116.00	11/29/2022
<b>Rehires</b>				
2	LaQueesha Blockton	Paraprofessional	\$23,876.00	12/05/2022
4	Amara Garcia	Paraprofessional	\$19,758.00	11/29/2022
2	Shaprice Moore	Paraprofessional	\$20,970.00	12/06/2022
2	Candle Purifoy	Paraprofessional	\$22,418.00	12/14/2022
2	Shundal Tillman Jr	Paraprofessional	\$20,241.00	12/01/2022
4	Cesar Miranda	Paraprofessional — Parent Involvement	\$28,933.00	11/28/2022

Codes:

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

**Certificated Appointments**

Codes	Name	Appointment	Level	Salary	Date
<b>Teachers</b>					
5, r	Carvalho, Amanda M	Spec Ed Multicateg.	01/BA	\$46,979.00	12/12/2022
5, r	Kuehn, Marlise R	Gen'l Elem & K8 — All Grades	01/BA	\$48,705.00	12/12/2022
2, r	Lewis, Lucretia M	Gen'l Elem & K8 — All Grades	01/BA	\$62,517.00	12/12/2022
<b>School Social Worker</b>					
5, nr	LaMeer, Melissa M	School Social Work	01/2A	\$58,971.00	12/12/2022
<b>Literacy Leader</b>					
2, r	McElroy, Lichelle Renee	Grants — Milw Partnership Foundation	1D/MA	\$92,853.00	11/21/2022
<b>Teacher Leader, Early Start</b>					
4, nr	Astorga Velasquez, Alfredo	Foreign Language	1D/MA	\$90,672.00	1/3/2023
<b>Permit Teachers</b>					
4, r	Aldape, David	Title I, School-wide	XX/4W2	\$46,144.00	11/28/2022
2, r	Wade, Yezlin		XX/4W2	\$46,144.00	12/14/2022
<b>Regular (Five-year-old) Kindergarten</b>					
3, nr	Xiao, Ying	Music	XX/4W2	\$46,144.00	12/5/2022
<b>Permit Teachers, Early Start</b>					
7, nr	Kroscher, Christopher	Science	XX/4W2	\$46,144.00	11/28/2022
4, r	Resto, Darytza	Spec Ed Multicateg.	XX/4W2	\$46,144.00	12/5/2022

Code	Teachers	SSWs	Psychs	Other	Total
1 Native American	0	0	0	0	0
2 African American	3	0	0	0	3
3 Asian/Pacific Islander	1	0	0	0	1
4 Hispanic	3	0	0	0	3
5 White	2	1	0	0	3
6 Other	0	0	0	0	0
7 Multi-ethnic	1	0	0	0	1
Male	3	0	0	0	3
Female	7	1	0	0	8
nr Non-resident					
r Resident					
B/BA Bachelor's Level (Teachers)					
C/MA Master's Level (Teachers)					

**Leaves of Absence**

	<u>Present Assignment</u>	<u>Effective From</u>
<u>Illness Leave, October 2022</u> Mark Grauer	Green Tree Prep Academy	December 2, 2022
<u>Illness Leave, November 2022</u> Tammy Denlinger Tanzanique Carrington	Wedgewood Middle School Morse Middle School	November 7, 2022 November 29, 2022
<u>Illness Leave, December 2022</u> Ahmed Hollowell	Hartford Avenue School	December 8, 2022
<u>Personal Leave, December 2022</u> Princess High	Richard Kluge Elementary School	December 16, 2022
<u>Illness Leave, January 2023</u> Barbara Dean	Whitman School	January 3, 2023



**Report on Certificated Resignations and Classified Retirements**

Reason	Yrs		Name	Position	Location	Date
	Svc	Code				
<b>Certificated Resignations</b>						
Personal	3.6	2	Naomi Ayala	Teacher	Longfellow	06/16/2023
Personal	2.4	5	Devan Benjamin	Teacher	Parkside	12/16/2022
Personal	0.3	5	Jena Bliss	Teacher	Parkside	12/22/2022
Personal	0.3	2	Dontrae Coffee	Teacher	Roosevelt	12/02/2022
Personal	0.8	4	Caitlin Gent	Teacher	Wedgewood Park	11/28/2022
Personal	1.4	3	Aleshea Her	Teacher	Neeskara	12/23/2022
Other Work	7.0	5	Jesse Martin	Teacher	Meir	05/24/2023
Personal	3.4	7	Taylor Mcgee	Teacher	Bay View HS	12/13/2022
Personal	1.3	4	Maria Orona	Teacher	Fratney	12/06/2022
Personal	1.4	5	William Overland	Teacher	Rufus King HS	12/22/2022
Personal	10.3	5	Emily Peck	Teacher	Manitoba	12/22/2022
Personal	0.2	1	Yvette Purdy	Teacher	Vincent	12/22/2022
<b>Classified Retirements</b>						
Retire	30.2	2	Maxine Elder	Para	Riley	12/02/2022
Retire	32.9	2	Lisa Parker	SKM III	Rufus King HS	12/17/2022

**Summary of Reasons**

Other District..... 0  
 Other Work..... 1  
 Personal ..... 11  
 Retirement ..... 2

**Monthly Affirmative Action Personnel Report**

The Affirmative Action monthly personnel transaction report for December 2022 is attached to the minutes of your Committee’s meeting. This is an informational item, and no action is required.

**Committee’s Recommendation**

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

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

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

**Administrative Appointments**

The Superintendent 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
2, nr	Jason McCord	Principal I, North Division	Office of the Chief of School Administration	03	14A	\$139,359
2, r	Richard Watkins	Principal I, Maple Tree	Office of the Chief of School Administration	03	13T	\$126,275
2, r	Alonzo Fuller	Principal I, James Madison Academic Campus	Office of the Chief of School Administration	03	14A	\$122,858
3, nr	Joseph Hill	Manager II, ESEA Coordinator & Compliance	Office of the Chief of Finance	03	12A	\$122,625

Codes	Name	Appointment	Assignment	Salary		
				Sched	Range	Amount
5, nr	Patrice Cannestra	Application Specialist I, HRIS	Office of the Chief of Communications & School Performance	03	08A	\$97,649
5, r	Mark Sholta	Assistant Principal, Bay View Montessori	Office of the Chief of School Administration	03	10C	\$97,323
2, nr	Ebony Davis	Assistant Principal, Obama	Office of the Chief of School Administration	03	11C	\$91,427
4, nr	Dorcas Lopez	Head Start Program Coordinator II	Office of the Chief of Academics	03	07A	\$87,514
5, nr	Nicole Sponholtz	Coordinator II, Recreation Manager	Office of the Chief of Operations	03	07A	\$88,072
5, r	Tara Plank	Assistant Principal I, Victory	Office of the Chief of School Administration	03	10C	\$86,880
3, r	Richard Renno	Associate III, Design & Marketing	Office of the Chief of Communications & School Performance	03	05A	\$86,164
2, r	Matthew Ayala	Assistant Principal I, Zablocki	Office of the Chief of School Administration	03	10C	\$85,182
2, nr	Michaela McGee	Associate III, Procurement	Office of the Chief of Finance	03	05A	\$81,069
5, nr	Michelle Ellison-Sanders	Assistant Principal I, Garland	Office of the Chief of School Administration	03	10C	\$80,611
5, r	Jessica Schmidt	Special Ed Supervisor I, Itinerant	Office of the Chief of Academics	03	09C	\$74,345
5, nr	Hanna Sawher	Audiologist, MPSSC	Office of the Chief of Academics	03	08C	\$72,983
4, nr	Unique Hardy	Head Start Health Coordinator I	Office of the Chief of Academics	03	06A	\$72,072
2, r	Taylor Wingate	Coordinator I, Procurement	Office of the Chief of Finance	03	06A	\$70,000
2, r	Jocelyn Lenoir	Special Ed Supervisor I, Itinerant	Office of the Chief of Academics	03	09C	\$68,080
5, nr	Denise Tomashaski	Planning Assistant II, Restorative Practices	Office of the Chief of Staff	03	02A	\$58,128
4, nr	Rosa Salem	Associate II, Procurement	Office of the Chief of Finance	03	04A	\$55,748
5, nr	Randi Pankoff	Associate II, Recreation Supervisor	Office of the Chief of Operations	03	04A	\$55,748
4, r	Jeanetta DeLeon	Administrative Assistant III, Benefits, Pension & Compensation	Office of the Chief of Human Resources	03	03A	\$51,845

**Recommended LTE Contracts Exceeding 60 Days**

The Superintendent recommends that the Board approve the following LTE contracts exceeding 60 days, pursuant to Administrative Policy 6.23(4)(b), to be effective as indicated.

Codes	Name	Position	Location	Hourly	
				Wage	Dates
5, r	Denise Sather	School Psychologist	Office of the Chief of Academics	\$50.00	01/04/23-06/22/23
5, r	Randy Welniak	Specialized Services	Office of the Chief of Academics	\$50.00	01/04/23-06/22/23
5, nr	Michelle Gozdecki	Audiologist	Office of the Chief of Academics	\$45.00	01/06/23-06/22/23
5, r	Linda Bolin	Educator Effectiveness Implementation Coach (EEIC) Mentors for Principals	Office of the Chief of Academics	\$40.00	01/01/23-06/30/23
2, r	Lorraine Applewhite	Educator Effectiveness Implementation Coach (EEIC) Mentors for Principals	Office of the Chief of Academics	\$40.00	01/01/23-06/30/23
4, r	Dr. Evelyn Resto	Educator Effectiveness Implementation Coach (EEIC) Mentors for Principals	Office of the Chief of Academics	\$40.00	01/01/23-06/30/23

Codes	Name	Position	Location	Hourly Wage	Dates
5, r	Jeffrey Krupar	Educator Effectiveness Implementation Coach (EEIC) Mentors for Principals	Office of the Chief of Academics	\$40.00	01/01/23-06/30/23
5, r	James Lawton	Educator Effectiveness Implementation Coach (EEIC) Mentors for Principals	Office of the Chief of Academics	\$40.00	01/01/23-06/30/23
5, r	Barbara Hickling	Educator Effectiveness Implementation Coach (EEIC) Mentors for Principals	Office of the Chief of Academics	\$40.00	01/01/23-06/30/23
5, r	Lynn O'Dell	School Nurse	Office of the Chief of Academics	\$40.00	01/04/23-06/22/23
5, r	Carol Arendt	School Nurse	Office of the Chief of Academics	\$40.00	01/04/23-06/22/23
2, r	Mary Henry	Induction & Specialist	Office of the Chief of Academics	\$30.00	01/01/23-06/30/23
5, r	Deon Haith	Induction & Specialist	Office of the Chief of Academics	\$30.00	01/01/23-06/30/23
2, r	Rozalia Harris	Induction & Specialist	Office of the Chief of Academics	\$30.00	01/01/23-06/30/23
2, r	Ruth Aviles	Induction & Specialist	Office of the Chief of Academics	\$30.00	01/01/23-06/30/23
5, r	Cheryl Bohnsack	Induction & Specialist	Office of the Chief of Academics	\$30.00	01/01/23-06/30/23
5, nr	Mae Beard	Induction & Specialist	Office of the Chief of Academics	\$30.00	01/01/23-06/30/23
2, r	Justine Hutchins	Induction & Specialist	Office of the Chief of Academics	\$30.00	01/01/23-06/30/23
5, r	Steven Krey	Induction & Specialist	Office of the Chief of Academics	\$30.00	01/01/23-06/30/23
5, r	Robin Kitzrow	Induction & Specialist	Office of the Chief of Academics	\$30.00	01/01/23-06/30/23
4, r	Lourdes Ocampo-Lewis	Induction & Specialist	Office of the Chief of Academics	\$30.00	01/01/23-06/30/23
5, r	Roberta McLoud	Induction & Specialist	Office of the Chief of Academics	\$30.00	01/01/23-06/30/23
5, r	Debbie Karow	Induction & Specialist	Office of the Chief of Academics	\$30.00	01/01/23-06/30/23
5, r	Robin Waeltz	Induction & Specialist	Office of the Chief of Academics	\$30.00	01/01/23-06/30/23
5, r	Nina Zealy	Induction & Specialist	Office of the Chief of Academics	\$30.00	01/01/23-06/30/23
2, r	Louise Young-Benson	Induction & Specialist	Office of the Chief of Academics	\$30.00	01/01/23-06/30/23
5, nr	Michael Fendry	Induction & Specialist	Office of the Chief of Academics	\$30.00	01/01/23-06/30/23
5, r	Geoffrey Carter	Induction & Specialist	Office of the Chief of Academics	\$30.00	01/01/23-06/30/23
5, r	John Zablocki	Induction & Specialist	Office of the Chief of Academics	\$30.00	01/01/23-06/30/23
2, r	Ouida Williams	Induction & Specialist	Office of the Chief of Academics	\$30.00	01/01/23-06/30/23
2, r	Mondell Mayfield	Induction & Specialist	Office of the Chief of Academics	\$30.00	01/01/23-06/30/23
2, r	Janie Hatton	Induction & Specialist	Office of the Chief of Academics	\$30.00	01/01/23-06/30/23
2, r	Kelvin Robinson	Induction & Specialist	Office of the Chief of Academics	\$30.00	01/01/23-06/30/23
5, nr	Todd Mallegni	Specialist II Student Assignment	Office of the Chief of School Administration	\$30.00	01/07/23-06/07/23
5, r	Marshall Lee	Stage Technician, Theater Department	Office of the Chief of School Administration	\$30.00	01/03/23-05/23/23
5, r	Michelle Wielebski	Teals Support	Office of the Chief of School Administration	\$30.00	01/01/23-05/30/23

Codes	Name	Position	Location	Hourly Wage	Dates
5, r	Doreen Nehmer	Advanced Academic Programs Support	Office of the Chief of Academics	\$30.00	01/01/23-06/30/23
5, nr	Lawrence Murphy	Co-Advisor/Artist in Residence	Office of the Chief of School Administration	\$30.00	01/01/23-05/31/23
5, r	James Tomasello	Co-Advisor/Artist in Residence	Office of the Chief of School Administration	\$30.00	01/01/23-05/31/23
5, nr	Mariella Kuehn	School Bookkeeper	Office of the Chief of Finance	\$30.00	01/02/23-06/30/23
5, nr	Christopher Geiser	Piano Accompanist	Office of the Chief of School Administration	\$30.00	01/01/23-05/26/23
5, r	Tammy Nemoir	Infinite Campus Coordinator/Data Support	Office of the Chief of School Administration	\$30.00	12/07/22-06/07/23
5, r	Jeanne Demint	Independent Hearing Officer	Office of the Chief of School Administration	\$30.00	01/15/23-06/15/23
2, r	Danny Hamilton	Youth Mentor	Office of the Chief of School Administration	\$30.00	01/01/23-05/30/23
5, r	Mary Binkelman	Special Education Teacher MVP	Office of the Chief of School Administration	\$30.00	12/05/22-06/01/23
2, r	Stephen Gonzalez	Truck Driver/Mailroom Services	Office of the Chief of School Administration	\$27.00	01/01/23-06/30/23
2, r	Cassu Green	Youth Mentor	Office of the Chief of School Administration	\$30.00	01/01/23-05/30/23
2, r	Dan Ruiz	Youth Mentor	Office of the Chief of School Administration	\$22.00	01/03/23-05/23/23
5, r	Gary Kowalski	Youth Mentor	Office of the Chief of School Administration	\$22.00	01/03/23-05/23/23
5, r	Malin Ehrsam	Law Clerk	Office of the Chief of Human Resources	\$20.00	12/05/22-06/05/23
5, r	Anders McLeod	Law Clerk	Office of the Chief of Human Resources	\$20.00	12/05/22-06/05/23
5, r	Noah Poole	Law Clerk	Office of the Chief of Human Resources	\$20.00	12/05/22-06/05/23
5, r	Cheryl Egan	Office Assistant	Office of the Chief of School Administration	\$18.00	11/01/22-05/01/23

Codes:

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

**Committee's Recommendation**

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

Director Carr moved to retire to executive session.

The motion passed, the vote being as follows:

- Ayes — Directors Carr, Garcia, Gokalgandhi, Herndon, Leonard, O'Halloran, Siemsen, Taylor, Peterson — 9  
 Noes — None.

The Board retired to executive session at 6:37 p.m.

The Board reconvened in open session at 7:16 p.m.

Director O'Halloran moved approval of the Administration's recommendations.

The motion passed, the vote being as follows:

Ayes — Directors Carr, Garcia, Gokalgandhi, Herndon, Leonard, O'Halloran, Siemsen, Taylor, Peterson — 9  
Noes — None.

\* \* \* \* \*

**(Item 3) Action on a Request for an Amendment to the 2022-23 Traditional School Calendar**

**Background**

At its meeting on December 16, 2021, the Milwaukee Board of School Directors approved the 2022-2023 Early Start and Traditional Start school calendars. Since that time, it has become evident that an amendment to the 2022-23 Traditional Start school calendar is necessary to best support the effective and efficient operations of the district. Specifically, it is being requested that the Traditional Start calendar be revised by changing April 10, 2023, to a student instructional day and by changing the last student attendance day to June 15, 2023. June 16, 2023, would become a professional development day.

The Administration is recommending that the Board approve the amendment to the 2022-2023 MPS Traditional School Calendar as follows:

Aug 29 .....Organizational Day	Jan 3 ..... Classes Resume
Aug 30–31 .....Professional Development Days	Jan 16 ..... MLK, Jr., Day
Sept 1–2 .....Professional Development Days	Feb 17 ..... Record Day
Sept 5 .....Labor Day	Feb 20 ..... Mid-semester Break
Sept 6 .....First Day of School for Students	March 17 ..... Parent-Teacher Conference Day
Sept 30 .....Professional Development Day	March 20 ..... March Break
Oct 21 .....Parent-Teacher Conference Day	April 3–7 ..... Spring Break
Oct 24 .....October Break	<del>April 10 ..... Professional Development Day</del>
Nov 8 .....Record Day	May 26 ..... Memorial Day Break
Nov 23, 25 .....Thanksgiving Break	May 29 ..... Memorial Day
Nov 24 .....Thanksgiving Day	June 5 ..... Record Day
Dec 22 .....Professional Development Day	June <del>15</del> ..... Last Day of School for Students
Dec 23–30 ..... Winter Break	<u>June 16 ..... Professional Development Day</u>
Jan 2 ..... Winter Break	

**Strategic Plan Compatibility Statement**

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

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

Administrative Policy 7.03, School Year/School Calendar

**Fiscal Impact Statement**

This item does not authorize expenditures.

**Implementation and Assessment Plan**

Upon approval by the Board, the Administration will make the necessary adjustments to reflect the proposed technical amendment and will inform families of the change.

**Committee's Recommendation**

Your Committee recommends that the Board approve the amendment to the 2022-23 Traditional Start school calendar as summarized above.

Director O'Halloran moved approval of the amended calendar, as laid out above.

The motion passed, the vote being as follows:

Ayes — Directors Carr, Garcia, Gokalgandhi, Herndon, Leonard, O'Halloran, Siemsen, Taylor, Peterson — 9  
Notes – None – 0.

\* \* \* \* \*

**(Item 4) Action on Monthly Facilities Matters: FMS Award of Professional Services, a Contract Amendment, and Material Purchase**

**Professional Services Contracts**

**RFP 23-002R Design Services for Playground Improvements, Division 1, at Bryant Playfield**

A request for Proposal (RFP) was issued by Facilities and Maintenance Services to obtain a firm to provide design services for playground improvements, Division 1, at Bryant Playfield. The selected firm is Stantec Consulting Services, Inc.

Contract Period: January 27, 2023-November 18, 2024

Budget Code: STS 00 RFI RC ECNC .....\$477,703.00

**RFP 23-002R Design Services for Playground Improvements, Division 2 at Metcalfe Playfield**

A request for Proposal (RFP) was issued by Facilities and Maintenance Services to obtain a firm to provide design services for playground improvements, Division 2, at Metcalfe Playfield. The selected firm is SWA Group.

Contract Period: January 27, 2023-November 18, 2024

Budget Code: STS 00 RFI RC ECNC .....\$540,000.00

**RFP 8168 Technical Amendment to AiM Standard Data Connectors & Development Upgrades — DFMS**

A request for Proposal (RFP) was issued by Facilities and Maintenance Services to AssetWorks to provide AiM standard data connectors & development upgrades per the National Cooperative Purchasing Alliance contract number 2022-1436493614, which will be in accordance with the unit pricing on the quote, dated September 9, 2022.

Contract Period: January 27, 2023-October 31, 2023

Budget Code: MBM OA 8M3 FM ECNC .....\$82,872.00

**Materials Purchase**

**Concrete Bollards**

Various MPS Sites

Prime Contractor

Wausau Tile  
9001 Business Highway 51  
Rothschild, WI 54474

Budget Code: OPR0A9J2FMECNC .....\$350,000.00

DFMS reviewed and obtained informal quotes from three companies in April of 2022 in an emergency response to the need for a more permanent, aesthetically pleasant and manageable solution to safeguard MPS sites against reckless drivers city-wide. Design consideration was related to durability (ability to hold up, edges, etc.) and ability to easily move units using equipment owned by MPS.

Proposals were solicited from the companies both locally and out of state. Of the three companies, Wausau Tile had the ability to provide a product that would meet our aggressive timeframe and design requirements. Wausau Tile is a member on a General Services Administration (GSA) Federal Acquisition Service, but the purchase is being made due to the continuity with an emergency purchase of a proven product.

**Contract Amendment**

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Contract A1004141     AssetWorks

On November 17, 2022, the Milwaukee Board of School Directors approved Contract A1004141 with AssetWorks. The contract was sent to the contractor for final review in early October of 2022, to be uploaded by November 1, 2022, if no objections were made. The contract was uploaded and approved to go to committee as a professional service contract by the Department of Facilities and Maintenance (DFMS) on November 1, 2022. The contractor emailed DFMS on November 4, 2022, requesting additional redlines. MPS explained that the contract had already been submitted for the Board’s approval and could no longer be modified. The Board approved the contract on November 17, 2022.

Per MPS’s normal contractual process, the contractor was sent the Board-approved contract for signature; however, the contractor has refused to sign the contract as written as it petitions that the provision which it requires is the same provision that it has requested in the previously executed contracts (i.e., CR041795). The requested provision is as follows:

Add a 3<sup>rd</sup> paragraph under Section 6. Indemnity: “In the event of any claim brought by one party against another hereunder, a party will be liable only for actual, direct losses or damages incurred (including cost of cover), limited to the amount of the fees paid to Contractor under the applicable Statement of Work or Proposal. Irrespective of the basis of the claim, neither party will be liable for any special, indirect, incidental, or consequential damages of any kind, including, without limitation, lost profits, or loss of data. The following limitations shall not apply to claims for indemnification of third-party claims under this Section 6.”

MPS’s legal staff and the Milwaukee City Attorney’s Office have reviewed the above provision and the contract in its entirety and have determined that the insertion of the proposed provision is not detrimental to MPS’s risk of liability, given the services are remote and the risk of injury or damage to property is low. Thus, it is both offices’ position that the insertion is acceptable.

Because the parties do not have a signed contract, services have not commenced; therefore, a new contract has also been modified to include the new start and end dates (January 27, 2023-October 31, 2023). Thus, DFMS is requesting that the previously-approved contract be voided and replaced with the updated version as attached to the minutes of your Committee’s meeting, with the new term date and with the above limitation of liability provision inserted in Section 6. No other changes have been made.

**Strategic Plan Compatibility Statement**

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Goal 3, Effective and Efficient Operations

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

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Administrative Policy 3.09, Purchasing and Bidding Requirements

**Fiscal Impact Statement**

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This item authorizes expenditures for:

- Total Professional Services Contracts..... \$1,100,575.00
- Total Material Purchase ..... \$350,000.00

**Implementation and Assessment Plan**

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Upon the Board’s approval, the professional services contracts, contract amendment, and material purchase as attached to the minutes of your Committee’s meeting will be executed.

**Committee’s Recommendation**

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Your Committee recommends that the Board approve the professional services contracts, contract amendment, and material purchase as attached to the minutes of your Committee’s meeting.

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

\* \* \* \* \*

**(Item 5) Action on Monthly Finance Matters: Authorization to Make Purchases; Report on Change Orders in Excess of \$25,000; Report on Revenues and Expenses; Monthly Expenditure Control Report; Report on Budget Transfers; Report on Contracts under \$50,000 and Cumulative Total Report; Report on Monthly Grant Awards; and Acceptance of Donations**

**Purchases**

\_\_\_\_\_ Authorization to Enter into a Blanket Agreement with Complete Office of Wisconsin, Inc., for Copier Paper

The Administration is requesting authorization to enter into a blanket agreement with Complete Office of Wisconsin, Inc., for copier paper. Purchases will be made by various MPS schools and departments throughout the district as needed.

These purchases will be made under the Value for Local Government contract #202201. The total cost of goods purchased from Complete Office of Wisconsin Inc will not exceed \$800,000.

Budget Code: 00000000-BL-ECTS (varies by department).....\$800,000

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

\_\_\_\_\_ Cooperative Authorization to Purchase with Hudl for Subscription Services

The Administration is requesting authorization to enter into a blanket agreement with Hudl for subscription services to fill an ongoing need for game-film breakdown, practice planning, and opponent scouting for all scheduled athletic contests. These subscriptions also allow student-athletes to provide collegiate scouts with individualized game highlights for potential scholarship opportunities.

This purchase is made under the Allied States Cooperative (ASC) 20-7373 The total cost of goods purchased from Hudl will not exceed \$250,000

Budget Code: 00000000-BL-ECTS (budget code varies by department).....\$250,000

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

\_\_\_\_\_ Authorization to Purchase At-home Family-engagement Learning Kits from Really Good Stuff

The Administration is requesting authorization to make a one-time purchase from Really Good Stuff of at-home family-engagement kits. The purchase of these kits will encourage families to become active participants in their children’s academic growth and development. These teacher-developed supplemental curricular kits are designed with interactive activities that help build literacy, math, and social-emotional skills. These kits are grade-specific and focus on the key competencies for each grade. All kits include journals, manipulatives, dry-erase reusable practice boards, and activity guides in English and Spanish to provide fun-filled at-home learning that aligns with Common Core Standards.

This purchase is made under The Interlocal Purchasing System (TIPS) Cooperative Contract #220303. The total cost of goods purchased from Really Good Stuff will not exceed \$1,115,655.83.

Budget Code: PRT-0-S-9D3-IF-ESUP (ESSER Project 355 — Supplies).....\$1,115,655.83



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

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

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

**Contract C029840 Robert Half International, Inc.**

Original Contract Amount.....\$49,000.00  
 RCC 3/15/2021.....\$49,000.00  
 RCC 10/19/2022.....\$45,000.00  
 Ending amount: .....\$143,000.00

On February 2, 2021, the Milwaukee Board of School Directors and Robert Half International, Inc., dba Accountemps, entered into professional services contract number C0329840, with a term of February 8, 2021, through June 30, 2021, for temporary accounting personnel. On March 15, 2021, the contract was extended through June 30, 2022, and additional funds of \$49,000 were added. On June 28, 2022, the contract was extended through December 31, 2022. On October 19, 2022, additional funds of \$45,000 were added due to additional staffing needs in the Office of Finance.

**Contract C030430 Board of Regents of the University of Wisconsin System on behalf of the University of Wisconsin-Milwaukee**

Original Contract Amount.....\$25,000.00  
 RCC 11/7/2022.....\$35,000.00  
 Ending amount: .....\$60,000.00

On May 27, 2022, the Milwaukee Board of School Directors and Board of Regents of the University of Wisconsin System, on behalf of the University of Wisconsin-Milwaukee, entered into professional services contract number C030430, with a term of May 27, 2022, through February 23, 2023, for services to build off of existing processes for organizing student and staff contact lists. On November 7, 2022, the term was extended to June 30, 2023 and additional funds of \$35,000 were added due to expanded services to Strategic Planning.

**Routine Monthly Financial Reports**

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

**Donations**

Location	Donor	Amount	Gift or Purpose
<b>Monetary Donations</b>			
Brown Street School	Colleen McManus	200.00	First Stage Theater Performance
Clara Barton School	Paul Profit	50.00	Classroom Donation
Eighty-first Street School	Melinda Ferraro*	1,800.00	Field Trip Expenses
Fernwood School	Chris Larson	5.00	Battle of the Books
Fernwood School	Matt Jacobs	8.00	Battle of the Books
Fernwood School	Heather Andrew	8.00	Battle of the Books
Fernwood School	Nicole Perow	8.00	Battle of the Books
Fernwood School	Diana Sullivan	8.00	Battle of the Books
Fernwood School	Melissa Mikaelican	8.00	Battle of the Books
Fernwood School	Peter Ricksman	8.00	Battle of the Books

Location	Donor	Amount	Gift or Purpose
Fernwood School	Becky Thomas	8.00	Battle of the Books
Fernwood School	Bryan Kraft	10.00	Battle of the Books
Fernwood School	Leah Larics	10.00	Battle of the Books
Fernwood School	Chad Lyden	10.00	Battle of the Books
Fernwood School	Karen Kubacki	10.00	Battle of the Books
Fernwood School	Jennifer Henze	10.00	Battle of the Books
Fernwood School	William Seidel	10.00	Battle of the Books
Fernwood School	John Cunningham	10.00	Battle of the Books
Fernwood School	Justin Fall	10.00	Battle of the Books
Fernwood School	Meredith Mertes	10.00	Battle of the Books
Fernwood School	Scott Siegel	16.00	Battle of the Books
Fernwood School	Kimberly Milligan	16.00	Battle of the Books
Fernwood School	Jessica Farah	58.00	Battle of the Books
Fernwood School	Suzette Stewart	200.00	Classroom Donation
French Immersion School	Miriam M Wendling	100.00	Classroom Donation
Kluge School	George Schmidley: Hope Community Foundation Inc.	500.00	Classroom Donation
Kluge School	Whole Kids Foundation	3,000.00	Healthy Food Choices
Lincoln Middle School	Jessica Lowery*	20.00	Thanksgiving Food for HEP Students
Lincoln Middle School	Christina Tekus*	35.00	Thanksgiving Food for HEP Students
Meir School	Mary Pat Slama	300.00	Orchestra Materials
Mitchell School	Kiwanis Club of Milwaukee Inc	2,000.00	RIF Books
South Division High School	Lopez Family	100.00	Counseling
Story School	Samantha Muller	300.00	Field Trip Expenses
Story School	Lori Mangan	305.00	Field Trip Expenses
Vieau School	WI Dept of Revenue; Maria Guerra Lapacek	200.00	Classroom Donation
<i>Total Monetary Donations</i>		<i>9,351.00</i>	
<b>Non-monetary Donations</b>			
Albert E. Kagel School	DonorsChoose	314.06	PBIS Incentives
Bay View High School	DonorsChoose	267.44	Personal Reading Connections
Bay View High School	DonorsChoose	759.22	Multicultural Books
Brown Street School	DonorsChoose	737.53	Daily Classroom Supplies
Browning School	DonorsChoose	313.18	Carting it All to Recess
Cass Street School	DonorsChoose	563.94	New Backpacks for a New Year
Clement Avenue School	DonorsChoose	293.90	Active Play is What We Need
Clement Avenue School	DonorsChoose	414.28	Ready 2 Begin Again
Congress School	SchoolStore.com	300.00	School Store online fundraiser
Doerfler School	DonorsChoose	223.31	Smarty Pants and More
Dr.B.Carson Academy of Science	DonorsChoose	214.69	Classroom Donation
Engleburg School	DonorsChoose	620.33	Math Geniuses Loading
Fifty-Third Street School	DonorsChoose	218.36	Artists in the Making
Forest Home Avenue School	DonorsChoose	586.42	Colorful Imagination to Create
Fratney Street School	DonorsChoose	423.59	Classroom Donation
Gaenslen School	DonorsChoose	398.86	Instructional Technology
Goodrich School	Sharonda Harris*	107.60	Nacho Fundraiser Supplies
Goodrich School	DonorsChoose	167.04	Cool, Calm, Clean Classroom
Goodrich School	DonorsChoose	205.71	Fine Motor Supplies
Goodrich School	DonorsChoose	233.00	Online Resources

Location	Donor	Amount	Gift or Purpose
Goodrich School	DonorsChoose	238.82	Help My Students Stay Hydrated
Goodrich School	DonorsChoose	241.94	Classroom Donation
Goodrich School	DonorsChoose	257.74	Behavior incentives
Goodrich School	DonorsChoose	321.92	Books Like Me
Goodrich School	DonorsChoose	329.26	Back to School Essentials
Goodrich School	DonorsChoose	343.85	Classroom Donation
Goodrich School	DonorsChoose	344.74	Experience Music Making
Goodrich School	DonorsChoose	375.10	Prizes for Everyone
Goodrich School	DonorsChoose	378.90	Books for Every Emotion
Goodrich School	DonorsChoose	384.64	Cleaning Wipes and Snacks
Goodrich School	DonorsChoose	397.11	Headphones and Clipboards
Goodrich School	DonorsChoose	619.12	Supplies for Learning
Grant Gordon Learning Center	DonorsChoose	343.62	Meaningful Math
Grantosa Drive School	DonorsChoose	202.44	Classroom Donation
Gwen T. Jackson School	DonorsChoose	283.75	Classroom Donation
Hamilton High School	DonorsChoose	202.42	Classroom Donation
Hamilton High School	DonorsChoose	220.43	Visualizing Cell Division
Hampton School	MacKenzie Keller	7,000.00	Classroom Donation
Hawthorne School	DonorsChoose	217.25	Classroom Donation
Hayes Bilingual School	DonorsChoose	392.10	Battle of the Books
Hayes Bilingual School	DonorsChoose	420.17	When Stars are Scattered
Hayes Bilingual School	DonorsChoose	484.20	1st Year ELL Teacher
Hayes Bilingual School	DonorsChoose	689.08	Classroom Donation
Hi-Mount School	DonorsChoose	233.00	Let's Make Learning Fun
Hi-Mount School	DonorsChoose	342.34	Snacks
Hi-Mount School	DonorsChoose	478.59	Classroom Donation
James Fenimore Cooper School	DonorsChoose	1,096.15	Educational Kits & Games
Kilbourn School	DonorsChoose	281.58	ABC's for Threes
King High School	DonorsChoose	344.00	Reading is Everything
Kluge School	DonorsChoose	131.50	Pre K Literacy
Kluge School	DonorsChoose	195.08	Moving Hands
Kluge School	DonorsChoose	252.94	We're Going Green
Kluge School	DonorsChoose	365.69	Pre-Reading Skills
Kluge School	DonorsChoose	410.73	Hot off the Press
LaFollette School	Walmart, Michelle (Manager)	95.00	Gift Card
Lancaster School	DonorsChoose	144.73	Art Supplies
Lancaster School	DonorsChoose	285.97	4th Grade Game On
Lincoln Avenue School	DonorsChoose	326.78	Classroom Donation
MacDowell Montessori	DonorsChoose	252.79	Getting Crafty
MacDowell Montessori	DonorsChoose	279.81	We Need Organization
MacDowell Montessori	DonorsChoose	315.50	We Need Organization #2
MacDowell Montessori	DonorsChoose	367.99	Montessori Card Collection
Manitoba School	DonorsChoose	160.28	Celebrate Our Students
Marvin Pratt	DonorsChoose	876.02	Critical Components of Recess
Maryland Avenue Montessori School	DonorsChoose	652.53	Classroom Donation
Meir School	DonorsChoose	314.04	Battle of the Books
Meir School	DonorsChoose	327.58	Battle of the Books
Meir School	DonorsChoose	350.46	ELA Adventure
Meir School	DonorsChoose	492.08	Multimedia Projects in ELA
Meir School	DonorsChoose	523.49	Classroom Donation
Meir School	Acer	7,256.10	Chromebook Parts for Tech Club
Milwaukee High School of the Arts	DonorsChoose	229.73	Food & Fidgets

Location	Donor	Amount	Gift or Purpose
Milwaukee High School of the Arts	DonorsChoose	294.08	Moon Pies Shine
Milwaukee High School of the Arts	DonorsChoose	356.98	Classroom Donation
Milwaukee Parkside School	DonorsChoose	843.93	It's a Small World
Milwaukee School of Languages	DonorsChoose	143.91	Creating a Welcoming Classroom
Milwaukee School of Languages	DonorsChoose	421.00	Nacho Average Teacher
Milwaukee Sign Language School	DonorsChoose	382.99	(S)He Shoots, (S)He Scores
Milwaukee Sign Language School	DonorsChoose	573.36	Math Supplies for Success
Mitchell School	DonorsChoose	416.74	Classroom Donation
Mitchell School	DonorsChoose	1,020.83	Classroom Donation
Morgandale School	DonorsChoose	320.24	Basic Beginnings
Morgandale School	DonorsChoose	471.13	Got Doh?
Neeskara School	DonorsChoose	583.85	How High Can We Build?
Ninety-fifth Street School	DonorsChoose	171.71	ABC's Rock
Ninety-fifth Street School	DonorsChoose	172.35	Self-Regulation
Ninety-fifth Street School	DonorsChoose	174.92	PreK Needs to Stay Healthy
Ninety-fifth Street School	DonorsChoose	175.48	New Year, New Supplies
Ninety-fifth Street School	DonorsChoose	181.47	Sensory Materials
Ninety-fifth Street School	DonorsChoose	210.41	Tech for Students with Autism
Ninety-fifth Street School	DonorsChoose	217.08	Let's Stock Up
Ninety-fifth Street School	DonorsChoose	218.02	Coloring Posters
Ninety-fifth Street School	DonorsChoose	243.12	Sit With Me and Read
Ninety-fifth Street School	DonorsChoose	332.11	Let's Stick Together
Ninety-fifth Street School	DonorsChoose	341.99	Classroom Donation
Ninety-fifth Street School	DonorsChoose	764.45	Chapter Book Read Along
Obama SCTE	DonorsChoose	359.48	Sensational Sensory Exploration
Office of Academics — Specialized Services	Dah Kay	250.00	12" Wheelchair
Parkview School	DonorsChoose	495.24	Classroom Donation
Parkview School	DonorsChoose	800.32	Literacy Center Tools
Pulaski High School	DonorsChoose	298.80	New Books for New Students
Pulaski High School	DonorsChoose	499.82	Spanish Graphic Novels
Riverside High School	DonorsChoose	166.57	More Classroom Resources
Riverside High School	DonorsChoose	516.28	Literature by Indigenous Women
Riverside High School	DonorsChoose	668.03	Snacking to Succeed
Riverwest Elementary	Danilo Cardenas and Alex Ayala	1,500.00	General School Supplies
Riverwest Elementary	DonorsChoose	470.27	Books to Learn
Rogers Street Academy	DonorsChoose	624.91	Art Library Corner
Roosevelt Middle School	DonorsChoose	639.12	Classroom Donation
Roosevelt Middle School	DonorsChoose	713.53	Classroom Donation
Spanish Immersion School	DonorsChoose	474.09	Learn a Second Language
Starms Early Childhood School	DonorsChoose	354.39	A Novel First Novel Experience
Story School	DonorsChoose	486.73	My Personal Zen Den
Strategic Partnerships and Customer Service	Lisa Marie Menefee	38.00	MPS Mitten Tree Drive
Strategic Partnerships and Customer Service	Ms.Joanne Danforth	350.00	MPS Mitten Tree Drive
Thoreau School	DonorsChoose	239.72	Art Books
Thoreau School	DonorsChoose	286.19	Sound Treatment for Music Room

Location	Donor	Amount	Gift or Purpose
Thoreau School	DonorsChoose	395.40	Library Essentials
Townsend School	DonorsChoose	227.27	Classroom Donation
Townsend School	DonorsChoose	439.83	Think Straight, Hydrate
Trowbridge School	DonorsChoose	192.35	We Need Some Seats
Trowbridge School	DonorsChoose	253.29	Classroom Donation
Trowbridge School	DonorsChoose	405.43	Kiddos Need a Place to Sit
Trowbridge School	DonorsChoose	436.28	New Books for Library Students
Trowbridge School	DonorsChoose	508.84	STEM and Morning Bins
Trowbridge School	DonorsChoose	616.60	New Books
Trowbridge School	DonorsChoose	669.61	New Books for the Library
Vieau School	DonorsChoose	146.71	Food, Clothing & Hygiene
Vincent High School	DonorsChoose	598.87	Classroom Donation
Walt Whitman School	DonorsChoose	315.57	Classroom Donation
William Cullen Bryant School	DonorsChoose	355.49	Music Making Tools
Wisconsin Conservatory	DonorsChoose	128.30	Hanging Out in the Classroom
Wisconsin Conservatory	DonorsChoose	162.95	Falling Folders in 2022
Wisconsin Conservatory	DonorsChoose	167.96	Classroom Donation
Zablocki School	DonorsChoose	251.73	Classroom Donation
<i>Total Non-monetary Donations</i>		64,969.66	
<i>Total Value of Donations</i>		74,320.66	
<i>*Donations from MPS Alumni</i>		1,962.60	

**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.

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

\* \* \* \* \*

**(Item 6) Action on the Award of Professional Services Contracts**

RFP 1092 Authorization to Enter into a Contract with Accounting Equipment Corp, d/b/a AE Business Solutions, for Technical Support Services

The Administration is requesting authorization to enter into a contract with Accounting Equipment Corp, d/b/a AE Business Solutions, for technical support services:

- Group A: IT Service Technician, to assist the Division of Technology in maintaining and supporting the district’s computers and other technology;
- Group B: Network Support, to assist the Division of Technology in its WAN/LAN network infrastructure needs; and
- Group C: Cyber Security Services, to assist the Division of Technology in its network and application security needs.

Contractor was chosen pursuant to RFP 1092, which closed on November 4, 2022.

The contract will run from February 1, 2023, through January 31, 2026. The total cost of the contract will not exceed \$1,350,000.

Budget Code: ITS-0-S-9P3-TC-ECTS (maintenance contracts) — \$450,000 annually .....\$1,350,000

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

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
91	19	22	No	0	NA	NA	NA	<i>See below</i>	

Expenditure Range	Paid Employment	Career Education
\$0-49,999	0	0
\$50,000-74,999	100	10
\$75,000-199,999	200	10
\$200,000-399,999	300	10
\$400,000-599,999	400	10
\$600,000-799,999	500	10
\$800,000-999,999	600	10
\$1,000,000.00	700	10

**Strategic Plan Compatibility Statement**

Goal 3, Effective and Efficient Operations

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

Administrative Policy 3.09, Purchasing and Bidding Requirements

**Fiscal Impact Statement**

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

**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.

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

\* \* \* \* \*

**(Item 7) Action on the Award of Exception-to-Bid Requests**

— Authorization to Contract with College Campus Tours, LLC, for College-and-Career-Readiness Tour Services

The Administration is requesting authorization to enter into a contract with College Campus Tours LLC for college-and-career-readiness tour services for 100 students and ten staff members. Contractor will be used to deliver college-and-career-readiness tour activities, including air and ground transportation, teaching aids and professional development, museum, touring and sightseeing services, food, and accommodations.

The planned college tours will be directly tied to Academic and Career Planning (ACP) in Milwaukee Public Schools. In addition to organizing the travel and itinerary for the week-long tours, College Campus Tours will also include lessons for staff and students that can be used during designated ACP time at the individual participating MPS high schools. This program has three components: College Readiness, Leadership Development, and Life Skills.

College Campus Tours will also create an itinerary to include a visit to a regional business which covers the careers aspect of ACP.

The tour will depart on Monday, March 27, 2023, and return on Thursday March 30, 2023. One hundred students and ten adults will participate. The tour includes stops at Morehouse College, Spelman College, Clark Atlanta University, Alabama State University, Martin Luther King Center, Tuskegee University, Alabama State University, Miles College, the George Washington Carver Museum, the Birmingham Civil Rights Museum, and several other planned events.

The exception to bid has been granted on the basis of one-of-a-kind services, in that there are no available competitive alternative contractors that can provide this service (Administrative Policy 3.09(7)(E)(1)(b)(i).

The contract will run from March 26, 2023, through April 2, 2023. The total cost of the contract will not exceed \$138,595.

Budget Code: FLD-H-S-9Y-3EO-ECTS (Curriculum and Instruction — Contracted Services).....\$138,595

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 Hope Squad for Suicide-prevention Training and Support

The Administration is requesting authorization to enter into a contract with Hope Squad for suicide-prevention training and support. Hope Squad is a peer-to-peer suicide-prevention program managed by trained, adult Hope Squad advisors. Schools with Hope Squad had significantly less suicide-related stigma and show a significant trend in referring the most high-risk students to trusted adults. Students from Hope Squad schools with suicidal thoughts are more likely than are students from non-Hope Squad schools to solicit help from their parents.

Hope Squad will provide virtual training for 50 MPS Pupil Services staff in the Hope Squad’s suicide-prevention curriculum to implement across 13 schools:

- |                 |                            |               |
|-----------------|----------------------------|---------------|
| Brown Street    | Humboldt Park              | Rogers Street |
| Garland         | Kagel                      | Rufus King    |
| Green Tree Prep | Lincoln Center of the Arts | Whitman       |
| Hamilton        | MacDowell                  |               |
| Hartford        | Reagan                     |               |

These services are required in order to implement the Hope Squad’s curriculum in our schools.

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

The contract will run from February 15, 2023, through February 22, 2023. The total cost of the contract will not exceed \$50,300.

Budget Code: SDV-0S-8I3-DE-ECTS (Exceptional Education & Supportive Services).....\$50,300

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

**Strategic Plan Compatibility Statement**

Goal 3, Effective and Efficient Operations

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

Administrative Policy 3.09, Purchasing and Bidding Requirements

**Fiscal Impact Statement**

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

**Implementation and Assessment Plan**

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

**Committee’s Recommendation**

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

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

\* \* \* \* \*

**(Item 8) Action on Request to Enter into a Contract with Occupational Health Centers of the Southwest P.A., d/b/a Concentra Medical Centers, for Occupational Medical Services and to Waive Administrative Policy 3.09(9)(e) Relative to the Term Limits**

**Background**

The Administration is requesting authorization to enter into a contract with Occupational Health Centers of the Southwest P.A., d/b/a Concentra Medical Centers, (“Concentra”) for occupational medical services. Concentra will be used to: deliver pre-employment physicals and exams; fitness-for-duty exams; occupational medical surveillance and testing, where required; follow-up care and medical surveillance relating to occupational exposure to bloodborne pathogens; coordinating the District’s reasonable-suspicion drug and alcohol testing protocols; and workers’ compensation medical care for all MPS schools and departments. Timely scheduling and delivery of pre-employment exams and physicals is essential to assist with staffing the schools.

The Administration is requesting authorization to waive the three-year term limit of Administrative Policy 3.09(9)(e) and to issue a contract with Occupational Health Centers of the Southwest P.A., d/b/a Concentra Medical Centers, for occupational medical services for a three-year term, with two additional one-year options to extend if certain performance metrics incorporated into the contract are met.

Concentra was chosen pursuant to RFP 1094, which closed on November 15, 2022.

The contract will run from February 1, 2023, through January 31, 2026, (the “Initial Term”) with two additional one-year options to extend if certain performance metrics incorporated into the contract are met. The draft contract is attached to the minutes of your Committee’s meeting.

The total cost of the contract in the Initial Term will not exceed \$777,000.00.

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
11,229	6,487	8,392	No	NA	NA	NA	NA	600	20

**Strategic Plan Compatibility Statement**

Goal 3, Effective and Efficient Operations

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

Administrative Policy 3.09, Purchasing and Bidding Requirements

**Fiscal Impact Statement**

Budget Code: DWC-0-0-EMB-DW-ECTS (Contracted Services — Employee Benefits).....\$777,000.00



### **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 contract as set forth in the attachments to the minutes of your Committee's meeting and waive Administrative Policy 3.09(9)(e).

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

\* \* \* \* \*

## **COMMITTEE ON PARENT AND COMMUNITY ENGAGEMENT**

Director Garcia 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 Resolution 2223R-001 by Directors Leonard and Siemsen on Student Engagement**

#### **Background**

On May 26, 2022, the Board introduced Resolution 2223R-001 by Directors Leonard and Siemsen on Student Engagement. At its May 26, 2022 meeting, the Board referred Resolution 2223R-001 by Directors Leonard and Siemsen on Student Engagement to the Committee on Parent and Community Engagement.

The Resolved portion reads:

RESOLVED, That the Administration, through the Superintendent's Student Advisory Council, be directed to regularly engage, and invite Board members to attend meetings with youth and student groups within the City of Milwaukee, including but not limited to, Leaders Igniting Transformation (LIT); Youth Empowered in the Struggle (YES); and Urban Underground; and be it

FURTHER RESOLVED, That youth-led groups be invited to present to the Board quarterly on their mission and work and how it intersects with the mission and vision of MPS; and be it

FURTHER RESOLVED, That Administrative Policy 9.14, Community Involvement in Decision Making, be revised to include student-centered language that codifies the Board's desire to specifically include student and youth voice in its engagement with the community.

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

Goal 2, Student, Family and Community Engagement

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

Board Rule 1.10 - Communications, Petitions, Resolutions for Referral

#### **Fiscal Impact Statement**

This item does not authorize expenditures.

### **Implementation and Assessment Plan**

Upon Board approval, Resolution 2223R-001 will be implemented.

### **Committee's Recommendation**

Director Taylor joins as co-sponsor.

Your Committee recommends adoption of the resolution.

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

\* \* \* \* \*

**(Item 2) Report with Possible Action Regarding Discipline Disproportionality and Progress**

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

**Background**

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In September 2020, the Board directed the Administration to report progress and updates on discipline disproportionality on a monthly basis.

This work is aligned with the Five Priorities for Success, with the vision of creating a positive school climate for all students. Schools use proactive strategies to support students and to engage in alternatives to suspension when appropriate. The Administration uses these data to strategize the best use of the resources at hand, servicing all schools with Tier 1 supports and focusing on those demonstrating a need for additional supports. The monthly reporting associated with disproportionality for the 2022-2023 school year will focus on the following proactive approaches:

- Providing proactive supports & interventions
- Strengthening student, staff & community collaboration
- Reconceptualizing the role of school leaders within discipline
- Developing staff integration of Courageous Conversations about Race

**Providing Proactive Supports & Interventions**

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All Discipline Champions received guidance and best practices in culture and climate throughout the year. The focus in December was reflecting on how behaviors are perceived. As adults are we perceiving behaviors as an opportunity to help the student learn and grow or as an opportunity for punishment? Are there patterns in how we perceive behaviors for different students? Schools were presented district and school data that can show trends in how behavior is perceived around race.

The restorative practices team completed the first-semester training session on Foundations of Restorative Practices and Circle Keeping for school staff members. The final (third) day of Classroom Organization Management Program (COMP) with a cohort of teachers took place in December, when the Compassion Resiliency Cohort. A session of Coaching COMP occurred for staff who support teachers and coaching staff through the COMP's classroom-management process. The PBIS team conducted professional development in classroom strategies that increase student engagement for classroom teachers.

School PBIS Tier 1 Teams and Building Intervention Teams complete monthly minutes within their School Improvement Plans, looking at school-wide and student data to identify next steps and areas of need. PBIS Tier 1 Teams review school-wide data and identify next steps within the five universal supports of classroom climate. Building Intervention Teams (BIT) review individual students' data to screen students for potential Tier 2 and Tier 3 interventions as well as to monitor the progress of students receiving additional interventions.

The use of specific strategies for classroom-managed behaviors are documented within Infinite Campus. Total documented strategies for December 1 through December 31, 2022, across all schools are included in the table below.

Brain Breaks	117	Mindfulness	81
Behavior Contract	62	Move their seat	297
Rewind/Broken Record	74	One-on-one conversation	3,615
Buddy Classroom	337	Proximity Control	509
Community Service	13	Praise 5:1	38
Collect Property	181	Parent Contact	2,376
Engagement opportunities	46	Planned ignoring	682
Go Guardian	21	Redirection	2,864
Independent work	51	Recovery area (within room)	158

Referral to BIT	54	Self-monitoring	32
Restorative conversation	147	Tangible Acknowledgement System	150
Restorative Circle	9	Reflection sheet	73
Secret Signal	3	VABB	8
Support staff consultation	1,153		

All schools have a Building Intervention Team (BIT) in which team members ensure students in need of additional support are offered Tier 2 and Tier 3 interventions within the PBIS framework. Below are the numbers of Tier 2 and Tier 3 interventions provided year to date for the 2022-23 school year.

Tier 2/Tier 3 Intervention	Students
Check-in/Check-out (CICO)	1,467
Individualized CICO	305
Social Academic Instructional Group (SAIG)	811
Behavior Assessment/ Intervention Plan (BAIP)	62
FBA/BIP	140
Educational Wraparound and RENEW	81

### **Strengthening Student, Staff & Community Collaboration**

Student Discipline Committees have been formed at all traditional middle and high schools, with at least one meeting held in December 2022. A sampling of student conversations in December included topics of relationship building, engaging instruction in class, students in the hallways, and racial equity in school.

Our second, virtual quarterly Community Conversation will be occurring on January 11, 2023, from 5:30 to 6:30 p.m. The January topic will be on the MPS Culture, Climate & Alternatives to Suspension Toolkit and promoting positive attendance. Time will be spent in breakout rooms to hold a conversation on next steps.

A variety of breakout sessions will be offered at the Community Schools Conference, including Transformative Social Emotional Learning (SEL), restorative practices as freedom dreaming and joy in the classroom, addressing mental health and stress, validating students to increase engagement, youth-voice advocacy, and Courageous Conversations about Race Condition 6.

The restorative practices team collaborated with the Trauma Support Specialists on integration of restorative practices within trauma-sensitive schools and spaces. Specific protocols are being developed using repairing harm, re-entry, and healing circles within schools.

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

### **Reconceptualizing the Role of School Leaders within Discipline**

School leaders complete a monthly reflection looking at school climate and how they will support positive school and classroom climate. Looking at December reflections, the top strategies that school leaders are looking to identify are restorative conversation, parental contact, one-on-one conversation, and redirection. School leaders have identified a next step to support the identified strategy with the most common next steps being discussing as a staff, sharing best practices, and practicing procedures with students.

#### **Classroom Strategies Identified**

- Buddy Classroom
- Academic engagement
- One-on-One Conversation
- Parent contact
- Redirection
- Referral to BIT
- Restorative Conversation
- Discuss as staff
- Practice procedures
- Professional development
- Share best practices
- Practice strategies

#### **Supporting Identified Strategy**

- Community building



## Behavioral Events

Below are all behavioral events that led to out-of-school suspensions or Student Services suspensions across the district from December 1, 2022, through December 31, 2022, as recorded in Infinite Campus. In December 2022, there were 1,786 suspensions. In December 2021, there were 2,224 suspensions.

Behavior	Hispanic	American Indian	Asian	Black	Pacific Islander	White	Multi-ethnic	Grand Total
Arson				3		1		4
Assault	6			22			1	29
Battery	3			22				25
Bullying	1	0	1	11	0	2	0	15
Chronic Disruption or Violation of School Rules	34	2	1	213	1	3	3	257
Disorderly Conduct	100	4	3	329		10	10	456
Endangerment of Physical Safety/Mental Well-being	14		2	130		5	6	157
False Fire Alarms				1				1
Fighting	53	4	5	386		11	6	465
Inappropriate Personal Property	4			28		1		33
Inappropriate use of electronic communication devices	1			20		2		23
Leaving the Classroom Without Permission	1			1				2
Loitering				1				1
Other Substances/Materials	3	1		25		1		30
Personal Threat	8		2	52		1	1	64
Possession of Drug Paraphernalia	3			5				8
Possession of Stolen Property				1				1
Possession/Ownership/Use of Alcohol				4				4
Possession/Ownership/Use of Drugs	6	1		26		1	1	35
Possession/Ownership/Use of Weapon Other than Gun	1	1	2	14		1		19
Sexual Assault	1			8			2	11
Sexual Harassment	5		1	5			1	12
Skipping Class				1				1
Substantial Environmental Disruption	6		5	46				57
Theft				7		1		8
Trespassing				1				1
Use of Tobacco, Including Chewing	9			16		2	1	28
Vandalism	2			13				15
Verbal Abuse/Profanity/Harassment	6			17			1	24
Grand Total	267	13	22	1,408	1	42	32	1,786

## Total Suspension Events by Grade Level

K4-K5	10	5 <sup>th</sup> Grade	98	10 <sup>th</sup> Grade	204
1 <sup>st</sup> Grade	9	6 <sup>th</sup> Grade	191	11 <sup>th</sup> Grade	110
2 <sup>nd</sup> Grade	17	7 <sup>th</sup> Grade	229	12 <sup>th</sup> Grade	58
3 <sup>rd</sup> Grade	47	8 <sup>th</sup> Grade	347		
4 <sup>th</sup> Grade	51	9 <sup>th</sup> Grade	415		

**Alternatives to Suspension Used**

Conferences	103	Referral to BIT	17	Restorative	42
Counseling	1,017	Referral to Support	33	Conferences	
Detention	83	Staff			
Mediation	62	Repairing-harm Circles	11		

**Develop Staff Integration of Courageous Conversations about Race**

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In December sessions of Courageous Conversations about Race (CCAR) Exploration were held with elementary teachers, school secretaries, and Central Services staff members.

The District Equity Leadership Team (DELT) met and explored their individual personal “why” within the work of building racial equity. The Team discussed working assumptions that lead to our personal actions while reflecting on equity.

Session 6 of Leadership in the Equity and Antiracism Development Series (LEADS) with CCAR was held for school SSTs. Participants shared and reflected on their racial-equity timelines, looking at what beliefs, feelings, and Shadow Aspects of the Compass surface for them in their racial-equity leadership. Time was also spent on navigating adaptive leadership and technical solutions.

**Next Steps**

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In January, there will be additional sessions of Courageous Conversations about Race held for regular education and special education elementary teachers.

Second quarterly Community Conversation will be held January 11, 2023, from 5:30 to 6:30 p.m., discussing the MPS Culture, Climate & Alternatives to Suspension Toolkit.

A presentation of best practice highlights from the Culture, Climate and Alternatives to Suspension Toolkit will be made to all school leaders at the Principal Leadership Institute. The January highlights will be identifying and eliminating bullying throughout the school.

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

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Administrative Policy 1.06 , Equity in MPS

**Fiscal Impact Statement**

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N/A

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**COMMITTEE ON STRATEGIC PLANNING AND BUDGET**

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

TO THE BOARD OF SCHOOL DIRECTORS:

Your Committee on Strategic Planning and Budget presents the following report:

**(Item 1) Report with Possible Action on Fiscal Year 2023-24 Estimated Enrollment and Financial Forecasts**

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

**Background**

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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 will support fiscal decision-making to maintain or improve essential school operations services:

**Draft FY23-FY28 Five-year Forecast Pro Forma Summary**

	School Operations (in Millions)						Change, FY28 vs FY23
	Adopted	Estimated	Estimated	Estimated	Estimated	Estimated	
	FY23	FY24	FY25	FY26	FY27	FY28	
<b>Revenues</b>	<b>\$1,046.5</b>	<b>\$1,032.9</b>	<b>\$1,020.9</b>	<b>\$1,008.9</b>	<b>\$996.9</b>	<b>\$984.9</b>	<b>-\$61.6</b>
<b>Expenditures</b>							
Salaries/Other Wages	\$467.8	\$496.9	\$517.4	\$538.7	\$557.7	\$577.9	\$110.1
Benefits							
Medical/Vision							
Insurance — Active	\$126.8	\$151.4	\$157.4	\$163.6	\$170.2	\$177.0	\$50.2
Employee Contribution — Active	-\$13.9	-\$14.7	-\$15.3	-\$15.9	-\$16.5	-\$17.1	-\$3.3
Medical — Retiree (no Vision)	\$55.3	\$53.9	\$55.9	\$57.8	\$58.8	\$60.2	\$4.8
Employee Contribution — Retiree	-\$0.9	-\$0.9	-\$1.0	-\$1.2	-\$1.4	-\$1.7	-\$0.8
Net Medical/Vision	\$167.4	\$189.7	\$197.0	\$204.4	\$211.1	\$218.4	\$51.0
Other Benefits	\$68.5	\$64.3	\$77.0	\$79.8	\$82.9	\$86.3	\$17.7
Total Benefits	\$235.9	\$254.0	\$274.0	\$284.2	\$294.0	\$304.6	\$68.7
<b>Purchased Services</b>							
Contracted Schools							
Charters	\$79.8	\$87.4	\$90.4	\$91.8	\$94.0	\$95.8	\$16.0
Open Enrollment — Outbound	\$42.9	\$37.5	\$36.9	\$36.6	\$36.2	\$35.3	-\$7.6
Pupil Transportation	\$66.0	\$67.4	\$68.7	\$70.1	\$71.5	\$72.9	\$6.9
Other Purchased Svc — Includes Utilities	\$53.6	\$58.2	\$59.7	\$61.3	\$62.6	\$63.8	\$10.3
Total Purchased Services	\$242.3	\$250.5	\$255.8	\$259.7	\$264.2	\$267.9	\$25.6
<b>Supplies/Materials</b>	\$53.2	\$49.9	\$49.0	\$50.1	\$42.4	\$45.2	-\$8.0
<b>Capital Purchases</b>	\$3.4	\$3.6	\$3.7	\$3.8	\$3.9	\$4.0	\$0.6
<b>Debt Service</b>	\$37.2	\$29.7	\$37.3	\$27.8	\$27.7	\$29.2	-\$8.0
<b>Insurances</b>	\$8.0	\$8.8	\$9.2	\$9.6	\$10.0	\$10.4	\$2.4
<b>Other</b>	-\$1.3	-\$1.9	-\$2.0	-\$2.0	-\$2.1	-\$2.3	-\$1.0
<b>Total Expenditures</b>	<b>\$1,046.5</b>	<b>\$1,091.6</b>	<b>\$1,144.5</b>	<b>\$1,171.9</b>	<b>\$1,197.8</b>	<b>\$1,237.0</b>	<b>\$190.4</b>
<b>Balance before Internal Adjustments</b>	<b>-\$0.0</b>	<b>-\$58.7</b>	<b>-\$123.5</b>	<b>-\$162.9</b>	<b>-\$200.8</b>	<b>-\$252.0</b>	
<b>Internal Adjustments</b>	<b>\$0.0</b>	<b>\$0.0</b>	<b>\$0.0</b>	<b>\$0.0</b>	<b>\$0.0</b>	<b>\$0.0</b>	
<b>Cumulative Surplus/Deficit</b>	<b>\$0.0</b>	<b>-\$58.7</b>	<b>-\$182.2</b>	<b>-\$345.1</b>	<b>-\$546.0</b>	<b>-\$798.0</b>	

A graph depicting the projected enrollment trend is 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 Statement**

Administrative Policy 3.01, Annual Operating Budget

**Fiscal Impact Statement**

This item does not authorize expenditures.

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**(Item 2) Action on a Request to Approve the Proposed Timetable for the Fiscal Year 2023–2024 Budget Development and Approval Process**

**Background**

This item is being presented in accordance with Wisconsin Statutes, §119.16(8), Board Duties Budget, 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". Below is the proposed budget timeline. Dates denoted with an asterisk (\*) are subject to change, pending the approval of the Board’s 2023-24 meeting calendar.

**Fiscal Year 2023-24 Proposed Budget Timetable**

Dates	Action	Responsibility
June 2022 - March 2023	Collecting various inputs, ideas, and costs with analysis of their impacts for the fiscal year 2023-24 (FY24) budget planning.	Administration
Sept. 2022 - April 2023	MPS engages the community on broad topics to identify district priorities at various venues.	Administration
Jan. 2023	School-level allocation estimates are drafted by departments and provided to Financial Planning & Budget Services.	Administration
Nov. 14 - Dec. 21, 2022	Third-Friday of September 2023 school enrollments are projected.	Administration
Dec. 2022 –March 2023	Board and Administration continue to solicit stakeholders’r input into developing the FY24 proposed budget.	Board and Administration
Jan. 11, 2023	Present preliminary budget-preparation information to school leaders.	Administration
Jan. - Feb. 2023	Superintendent holds School Ambitious Instruction Budget Conversations with identified school leaders.	Administration
Jan. 20 - Feb. 3, 2023	School leaders prepare all required budget documents with input from their School Engagement Councils.	Schools
Jan. 24, 2023	The Committee on Strategic Planning and Budget meets to discuss and possibly to adopt the FY24 proposed budget timetable & FY24 parameters.	Board and Administration
Feb. 8 - 13, 2023	Administrative teams review each school’s budget for FY24 budget/staffing resolutions.	Administration
Feb. 15 - 16, 2023	Superintendent holds resolution meetings on FY24 school budget/staffing needs.	Administration
Feb. 17, 2023	All school staffing data submitted to Human Resources.	Administration
Feb. 20 - March 9, 2023	Offices prepare budgets, organizational charts, and narratives.	Administration
Feb. 23, 2023	School-based 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 the schools/departments.	School Leaders and Department Administration
Feb. 28 - June 16, 2023	Staff-exchange process.	Administration
March 17, 2023	Office budget reviews completed, and staffing changes submitted to Human Resources. Central Services staff must be given notice, by the end of the work day, of any elimination of their FTEs. This information must be consistent with the finalized budgets approved for the departments.	Administration
March 20 - 31, 2023	The district’s budget is entered into the financial system and balanced.	Administration
April 2023	Superintendent’s proposed budget is finalized and assembled for publication.	Administration
April 25, 2023	Board organizational meeting held.	Board and Administration
April 28, 2023	Superintendent’s proposed 2023-24 budget released.	Administration
May 3, 2023*	The proposed budget and public hearing notice published in the newspaper, and the budget overview presentation released.	Administration and Board Governance
May 4, 2023*	The Committee on Strategic Planning and Budget meets on the Superintendent’s proposed 2023-24 budget and hears public testimony.	Board and Administration



Dates	Action	Responsibility
May 9, 2023*	Board members submit proposed amendments to the Office of Board Governance by noon; amendments are forwarded to the Administration by the end of the day.	Board and Board Governance
May 15, 2023*	The Administration submits its analyses of the proposed amendments to the Office of Board Governance by the end of the day.	Administration
May 16, 2023*	A statutory public hearing is held on the Superintendent’s proposed 2023-24 budget.	Board and Administration
May 18, 2023*	The Committee on Strategic Planning and Budget reviews the proposed FY24 budget, hears public testimony, and possibly takes action on proposed amendments and the proposed budget.	Board
May 19, 2023*	Board members submit proposed amendments to the Office of Board Governance by noon; amendments are forwarded to the Administration by the end of the day.	Board and Board Governance
May 22, 2023*	The Administration submits its analyses of the proposed amendments to the Office of Board Governance by the end of the day.	Administration
May 23, 2023*	Possible meeting of the Committee on Strategic Planning and Budget.	Board
May 25, 2023*	Board meeting to consider and possibly to take preliminary action on the Superintendent’s proposed 2023-24 budget.	Board and Administration
No later than June 26, 2023	Board Clerk transmits the adopted preliminary FY24 budget to the Milwaukee Common Council.	Board Governance
October 16, 2023*	Updated budget information sent to board members	Board and Board Governance
October 17, 2023*	Board members submit proposed amendments to the Office of Board Governance by noon; amendments are forwarded to the Administration by the end of the day.	Board and Board Governance
October 19, 2023*	The Administration submits its analyses of the proposed amendments to the Office of Board Governance by noon.	Administration
October 24, 2023*	Board meeting to consider and act on the amended adopted budget recommendations for FY24.	Board and Administration
No later than October 31, 2023	Board Clerk sends the amended FY24 budget to the Milwaukee Common Council.	Board Governance

**Strategic Plan Compatibility Statement**

Goal 3, Effective and Efficient Operations

**Statute, Administrative Policy, or Board Rule 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 adoption of the proposed Fiscal Year 2023-24 budget timetable as set forth in this item.

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

\* \* \* \* \*

**(Item 3) Action on a Request to Approve the Proposed Fiscal Year 2023-24 Budget Parameters/Priorities**

**Background**

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Budget parameters will be used in the planning and development of the fiscal year 2023-24 budget and will help to guide the decisions made during the budget-preparation process. The parameters may be modified, if necessary, based on the resources available.

The budget is driven by the District's vision, mission, and three goals of academic achievement; student, family, and community engagement; and effective and efficient operations. MPS is dedicated to developing an equitable budget that reflects a commitment to the District's priorities:

- increasing academic achievement and accountability;
- improving district and school culture;
- developing our staff;
- ensuring fiscal responsibility and transparency; and
- strengthening communication and collaboration.

The following proposed budget parameters/priorities will guide the District to increase access to high-quality educational opportunities and positive, supportive school environments that result in better academic outcomes for students:

1. allocate equitable educational resources and well-prepared staff to improve students' access to productive instruction;
2. reallocate resources to improve academic achievement by providing small-group instruction in the area of literacy/English language arts and literacy/mathematics;
3. prioritize schools' budgets by adjusting and repurposing educational programming and departmental budgets;
4. allocate resources in the areas of school library, art, music, and physical education;
5. create a positive school environment that provides a sense of belonging, is culturally responsive, and provides access to social emotional learning and mental health support;
6. implement strategies to recruit and to retain staff, including addressing the results of the compensation study;
7. implement salary schedules with a possible cost-of-living increase;
8. consider employee-benefit modifications for eligible employees to identify cost savings and to increase efficiencies;
9. explore operating efficiencies, including those related to district operations such as payroll, professional development, the hiring process, and temporary housing for international teachers;
10. increase the number of site-based production kitchens;
11. implement a kitchen-equipment replacement schedule based on an inventory-aging report;
12. address deferred maintenance and future construction needs by restoring revenue to the Construction Fund and to the Construction Trust; and
13. prepare a balanced budget that is based on state law and maximizes the revenue limit.

**Strategic Plan Compatibility Statement**

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Goal 3, Effective and Efficient Operations

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

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Administrative Policy 3.01, Annual Operating Budget

**Fiscal Impact Statement**

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

### **Committee's Recommendation**

Your Committee recommends that the Board approve the proposed fiscal year 2023-24 budget parameters as listed in the item.

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

\* \* \* \* \*

### **(Item 4) Action on a Request to Approve the Plan for the Use of the Back-to-school Supplemental Aid from Wisconsin's American Rescue Plan Act (ARPA) Funds**

#### **Background**

At the end of August, Governor Evers announced an additional \$75 million Back-to-school Supplemental Aid allocation for local education agencies from Wisconsin's American Rescue Plan Act (ARPA) funds. Milwaukee Public Schools (MPS) was allocated \$6,568,360. MPS may use its allocation consistent with how it spends its regular operating budget. The grant must be fully expended by December 31, 2026. According to the Wisconsin Department of Public Instruction, the District shall not use funds to:

- service debt or replenish financial reserves (e.g., "rainy day" funds);
- satisfy settlements and judgments; or
- fund programs, services, or capital expenditures that include a term or a condition that undermines efforts to stop the spread of COVID-19.

The District has received allocations through the Elementary and Secondary School Emergency Relief Fund. ESSER II and III funding are on short timelines, with ESSER II's work to be completed by September 30, 2023, and ESSER III's by September 30, 2024. The plan for using funding is being implemented with a Department of Public Instruction-approved ESSER II plan, while the ESSER III funding still needs to be approved. On December 7, 2022, the federal government updated guidance for the use of funding. Inflation is impacting the planned use of funds.

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

Goal 3, Effective and Efficient Operations

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

Administrative Policy 3.02, Budget Control

#### **Fiscal Impact Statement**

The proposed plan is to use the \$6,568,360 Back-to-school Supplemental Aid for the approved safety assessment at the cost of \$799,948, while the remaining \$5,768,412 will be reserved for unfunded or over-expended Elementary and Secondary School Emergency Relief line items.

After receiving feedback on the ESSER III application, the Administration will come back with a detailed spending plan.

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

The Administration will move the plans forward as approved by the Board.

### **Committee's Recommendation**

Your Committee recommends that the Board approve the plan for ARPA aid as follows:

1. use \$6,568,360 Back-to-school Supplemental Aid for the approved safety assessment at the cost of \$799,948; and
2. reserve the remaining \$5,768,412 for unfunded or over-expended Elementary and Secondary School Emergency Relief line items; and
3. direct the Administration is to bring a detailed spending plan back to the Board after it has received feedback on the ESSER III application.

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

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**(Item 5) Update, with Possible Action, on Resolution 2122R-008 Regarding the Development of a District Strategic Plan**

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

**Background**

At its meeting on July 29, 2021, the Milwaukee Board of School Directors took action to immediately begin the development process of a district strategic plan by adopting Resolution 2122R-008 by Director Gokalgandhi.

This presentation will provide an update on the process to date, including information on the student, staff, family, and community surveys. Information on communications and the website will be provided.

**Update on Resolution 2122R-008**

Resolution 2122R-008 was adopted on July 29, 2021

- Timeline of process needs is posted
- Community-wide input
- Plan covers a specific timeframe
- Includes a mission statement, goals, and objectives
- Includes accountability measures and annual performance targets

**Team**

- Data Metrics: Melanie Stewart and Natalie Collins
- Technology and Communications: Chad Meyer, Nicole Armendariz, and Stephen Davis
- Senior Leadership: Eduardo Galvan
- Human Resources: Pepper LaMothe and Alexandra Kestner
- Finance: Shelley Perkins
- Academics: Felicia Saffold and Lorena Gueny
- Equity and Inclusion: Patricia Ellis
- Operations: Michelle Lenski
- Governance: Jacqueline Mann and Nita Farrow
- Strategic Partnerships: Christy Stone
- Chiefs: Paulette Chambers, Katrice Cotton, Martha Kreitzman, Adria Maddaleni, and Jennifer

Mims-Howell

**Strategic Planning Surveys**

- Kick-off presentations were delivered to leaders on January 11 and 12
- Strategic-planning surveys were released on January 17
- Short videos were shared with leaders and teachers that can be viewed prior to staff and students taking the survey
- Website was updated

**Students and Staff**

- Hosted for confidentiality by University of Wisconsin-Milwaukee
- School leaders were asked to schedule a day and time during the weeks of January 23 or January 30 for staff and students to take the survey
- District leaders were asked to schedule departmental meetings for survey completion

**Community and Families**

- Community communications include two press releases and social media post
- Media coverage occurred
- Families received notice via Friday Family Newsletter, email, and social media

- Seeking groups with whom we can share information on the strategic plan and the survey

### **Website**

- Update main page
- Organizational profile
- Data collected to date
- Survey link
- Survey count will be updated weekly

### **Please Share Your Insights**

#### Students in Grades 6-12

Teachers will share survey link with students to complete during class between January 23 and February 3.

#### All Staff

Survey has been shared with staff. Time will be provided during work hours to complete the survey.

### **Strategic Plan Compatibility Statement**

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

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

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

\* \* \* \* \*

## **COMMITTEE ON STUDENT ACHIEVEMENT AND SCHOOL INNOVATION**

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

### **(Item 1) Action on Resolution 2223R-013 by Directors Leonard and Siemsen on the Establishment of a Food Justice Task Force**

#### **Background**

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At its meeting on December 22, 2022, the Board referred Resolution 2223R-013 by Directors Leonard and Siemsen on the establishment of a Food Justice Task Force to the Committee on Student Achievement and School Innovation. The Resolved portion of the resolution reads:

RESOLVED, That the Milwaukee Board of School Directors hereby establishes the Food Justice Task Force for the purpose of making recommendations on the MPS Nutrition Program to the Board for possible implementation; and be it

FURTHER RESOLVED, That membership on the Task Force include students from MPS schools, representation from the Board, the Milwaukee Teachers Education Association, youth groups including Youth Empowered in the Struggle (YES), and the Administration; and be it

FURTHER RESOLVED, That the charge of the Food Justice Task Force is to define the challenges that are impeding the district's goals for its nutrition program and to develop a plan for possible implementation; and be it

FURTHER RESOLVED, That Task Force discussion and reporting include:

- defining a "full production kitchen" and making recommendations for the expansion of such kitchens in our schools;

- determining staffing needs and opportunities for attracting and retaining kitchen staff;
- making recommendations for professional development opportunities for food service workers to learn about the various dietary needs of the student populations they serve;
- recommending specific improvements to the quality and delivery of food to students;
- determining how use of local food sources could be maximized;
- recommendations for menu options that meet the dietary needs of our diverse student population; and be it

FURTHER RESOLVED, That the Food Justice Task Force report on its work on a bimonthly basis (every other month), with the first report to be given in February 2023.

The Administration regularly updates the Board on plans, improvements, and challenges as they relate to school meal services. The Administration looks forward to the input of the Task Force to ensure plans for the improvement of school meals by meeting the dietary needs of the students and maximizing the use of local food sources.

### **Strategic Plan Compatibility Statement**

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

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

Administrative Policy 8.18, Student Involvement in Decision Making

### **Fiscal Impact Statement**

This item does not authorize expenditures.

### **Implementation and Assessment Plan**

Upon the Board's approval, Resolution 2223R-013 will be executed.

### **Committee's Recommendation**

Your Committee recommends the Board approve Resolution 2223R-013 by Directors Leonard and Siemsen for Establishment of the Food Justice Task Force, with the following revisions:

RESOLVED, That the Milwaukee Board of School Directors hereby establishes the Food Justice Task Force for the purpose of making recommendations on the MPS Nutrition Program to the Board for possible implementation; and be it

FURTHER RESOLVED, That membership on the Task Force include students from MPS schools, representation from the Board, the Milwaukee Teachers Education Association, youth groups including Youth Empowered in the Struggle (YES), and the Administration; and be it

FURTHER RESOLVED, That the charge of the Food Justice Task Force is to define the challenges that are impeding the district's goals for its nutrition program and to develop a plan for possible implementation; and be it

FURTHER RESOLVED, That Task Force discussion and reporting include:

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

FURTHER RESOLVED, That the Food Justice Task Force report on its work on a bimonthly basis (every other month), with the first report to be given in ~~February~~ March 2023 and to continue through January 2024; and be it

FURTHER RESOLVED. That a biannual report be given every June and January beginning June 2024 through January 2026; and be it  
FURTHER RESOLVED. That in January 2026 the Board will sunset Resolution 2223R-013 or set parameters for its continuation.

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

\* \* \* \* \*

**(Item 2) Report with Possible Action on Resolution 2122R-007 Regarding a Charter School Evaluation**

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

**Background**

On June 24, 2021, the Board adopted Resolution 2122R-007 by Director Leonard for a charter school evaluation.

In December 2021, Administration, in collaboration with the Office of Board Governance and the Office of Accountability and Efficiency, requested a response for proposals to conduct a comprehensive evaluation of charter schools. The Wisconsin Center for Education Research (WCER) responded to the request.

The full report, attached to the minutes of your Committee's meeting, provides the complete evaluation of its charter schools and its impact on Milwaukee Public Schools.

**MPS Charter School Evaluation: Summary of Methodology & Key Findings**

In June 2021, The Milwaukee Board of School Directors approved Resolution 2122R-007, which authorized a comprehensive evaluation of charter schools' effectiveness and the impact of charters on MPS. This was, in effect, a follow-up to Resolution 0708R-005 in 2010, which had commissioned the Wisconsin Center for Education Research (WCER) to do an evaluation report examining selected aspects of MPS's charter school portfolio.

In March 2022, the Wisconsin Evaluation Collaborative (WEC) presented its scope of work, which had been developed in collaboration with the MPS Department of Contracted School Services and Offices of Board Governance and Accountability and Efficiency.

**Evaluation Questions**

1. How do MPS's authorizing/approval practices compare with those of other authorizers at the national, state, and local levels?
2. What is MPS's process for reviewing performance and renewing charter contracts with its schools, and how does this compare with the practices of other authorizers at the national and state levels?
3. What are key similarities and differences between MPS-authorized charters and those overseen by other authorizers?
  - a. What are the characteristics of MPS's charter schools (collectively and individually) compared with those overseen by other authorizers in terms of student enrollment (demographic characteristics, exit rate, etc.), student engagement (attendance and behavior), and academic performance (attainment and growth on state assessments, AP/IB course taking, and college enrollment)?
  - b. How do the programming and disciplinary policies of MPS'd charter schools compare with those of other authorizers?
4. How do staff (administrators and teachers) in MPS's charter schools view the benefits and challenges of charter status, and to what extent do they prompt innovation?

**Evaluation Design**

- Mixed-methods evaluation of MPS's charter schools and their impact on the district academically, financially, and organizationally

- document review
- interviews and focus groups (Spring/Summer 2022)
- descriptive analyses of enrollment, academic, and attendance data over time.

- Comparing MPS’s procedures and data with those of other charter authorizers at the local, state, and national levels:

**Local**

- City of Milwaukee
- UW-Milwaukee

**State**

- UW-Madison’s Office of Educational Opportunity
- Appleton-area SD
- Janesville SD
- Verona Area SD

**National**

- National Association of Charter School Authorizers (NACSA)
- Central Michigan University
- Chicago Public Schools
- District of Columbia’s Public Charter School Board
- Denver Public Schools
- Indianapolis Public Schools

**Findings**

**Authorization**

MPS’s policies and procedures do not appear to differ substantially from those of other authorizers.

Charter leaders find the process for applying for a charter from MPS clear and straightforward, thanks in large part to the guidance provided by the Department of Contracted School Services.

**Review and Renewal**

Charter school leaders view the process as unpredictable, inconsistent, and often subjective. Decisions are perceived as being influenced by criteria and factors that differ from those listed in their contract

When renewals are issued for shorter lengths of time, it creates challenges for school leaders in terms of convincing families to keep their children enrolled.

Charter school leaders attribute frustrations to political considerations and the Board’s lack of familiarity with state and district charter regulations.

**Characteristics of MPS Charters**

13.9% of MPS’s total enrollment is in charters. 81.2% of MPS’s charter enrollment is at NIC (non-instrumentality) sites.

*Shift from Instrumentality (IC) to Non-instrumentality (NIC)*

	IC	NIC		IC	NIC		IC	NIC
2000-01	4	2	2008-09	30	14	2016-17	5	18
2001-02	11	6	2009-10	26	9	2017-18	4	17
2002-03	13	8	2010-11	22	9	2018-19	5	17
2003-04	14	11	2011-12	25	13	2019-20	6	16
2004-05	23	14	2012-13	17	12	2020-21	6	15
2005-06	26	15	2013-14	13	16	2021-22	6	13
2006-07	26	14	2014-15	8	14			
2007-08	29	13	2015-16	6	14			

**Other Data Presented in Report**

- Charter sites and enrollment by authorizer
- Grade spans
- Educational models
- Student demographics
- Student outcomes



- Attendance
- Behavior
- AP course taking
- Post-secondary enrollment
- Attainment
- Growth
- Proficiency in the Forward Exam

### Programming and Discipline

Authorizers tend to give wide latitude to charters in the choice of the programs which they offer, but diverge when it comes to discipline.

There is a perception that NIC sites are a lower priority for at least some types of MPS's programs.

Some charters are comfortable using the MPS code of conduct, while others prefer to adopt their own guidelines.

### Services Provided

Authorizers tend to focus less on services and more on the authorization and renewal processes.

NIC leaders feel that they receive lower priority than traditional MPS schools and IC sites in terms of services such as repairs and food service.

The full report has details on services that other authorizers do or do not provide:

- facilities and maintenance
- governance, financial, and operational support
- transportation
- technology
- professional development
- special education and English learners
- support for new schools and schools that are closing.

### Co-location

Other authorizers shared their successes and challenges:

- Denver: team works with co-located schools on shared-space agreements
- Chicago: developing guidelines for shared facilities.

WEC's study of Carmen Southeast-Pulaski found that it is difficult to find much in the data to suggest that the co-location partnership has met its goals,

### Benefits and Challenges

- Service fees relative to non-MPS charters and services actually received
- Performance metrics — charters don't just focus on outperforming MPS's average
- Tradeoffs of charter status
  - compared with other types of charters or authorizers
  - facilities and services
  - autonomy and governance
  - relationship with MPS, value of charters to the District
- Positive perceptions of Department of Contracted School Services, perceived lack of knowledge by other MPS departments/staff
  - Need for more collaboration, onboarding and training, mentoring opportunities for new leaders
  - District-required documentation is time-consuming, duplicative

### Recommendations

- Refine the review and renewal process to make it more transparent
- Consider the level of service provision which the District offers its charters by reviewing other authorizers' philosophies and offerings

- Engage with charter leaders on novel and effective practices that might benefit traditional schools
- Develop guidelines for co-location

### **Charter School Leaders' Recommendations**

#### **Instrumentality**

- Provide guidance on training, networking, and mentoring
- Review and update district policies and procedures

#### **Non-instrumentality**

- Provide information about charters — such as the difference between instrumentality and non-instrumentality — to new board members
- Clarify prioritization of work orders and IT services for NICs
- Clarify which opportunities for students are available to students at NIC sites concurrently with other (non-charter) sites

### **Strategic Plan Compatibility Statement**

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Goal 3, Effective and Efficient Operations

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

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Administrative Policy 9.12, Charter Schools

### **Fiscal Impact Statement**

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No fiscal impact.

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### **(Item 3) Report with Possible Action Regarding the MPS/MKE Early Childhood 1,825 Initiative**

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

#### **Background**

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In November 2018, the Milwaukee Public Schools, in collaboration with the City of Milwaukee and other public and private partners, announced an initiative and call to action to improve early child education across the city. The first five years (or 1,825 days) of life for a child are the most important when it comes to a child's education and development. MPS and City leaders joined together to build on past momentum and push forward with the MPS/MKE Early Childhood 1,825 Initiative. The mission of this work is to improve the learning experiences for children ages birth through five years in Milwaukee by ensuring that all educators and childcare providers, who directly impact our students' learning, possess the understanding, skill set, knowledge base, capacity, and resources needed to provide high-quality instruction to all students participating in early childhood education programs.

#### **Update on the MPS/MKE Early Childhood 1.825 Initiative**

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#### **Early Childhood Demographics**

- 11,298 students
- 111 schools
- 6.7% English-language learners
- 18.2% special education
- 80.2% economically disadvantaged

Black/African American	51.2%
Hispanic	26.3%
White	10.4%
Asian	6.8%
Multi-ethnic	4.9%
American Indian	0.4%
Hawaiian/Pacific Islander	0.1%

### **Early Childhood Initiative's Focus and Goals**

#### **Early Childhood Staff Development**

Provide high-quality professional learning opportunities for all early childhood care providers and educators

#### **Equitable Resources**

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

#### **Family Support and Transition**

Provide families with support as students transition from early care centers to MPS

#### **Instruction**

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

#### **Social-emotional Learning and Cultural and Linguistic Needs**

Provide support for students to address SEL needs as well as take into consideration the cultural and linguistic needs of students.

### **Completed Work**

#### **Early Childhood Staff Development**

Presented a session at the Pathways to Quality Conference

#### **Equitable Resources**

Continued partnership work with the Bridges to School MKE project

#### **Family Support and Transition**

Installed three interactive Pop Spots

Updated the MPS Portal to include early childhood resources and information

#### **Instruction**

Shared MPS's EC Initiative information at leadership forum

Shared emotional regulation support information

#### **Social-emotional Learning and Cultural and Linguistic Needs**

Established a training for the community on self-regulation and self-care

### **Current Work**

#### **Early Childhood Staff Development**

Finalizing a contract for a SOLELY Series supporting oral language development

#### **Equitable Resources**

Continue partnership work on the Bridges to School MKE project

Family Support and Transition

Attend Family Empowerment Program (FEP) training sessions

Instruction

Connect with CTSI CAN network to offer Vroom and Mind in the Making training within the Milwaukee community

Social-emotional Learning and Cultural and Linguistic Needs

Market training on self-regulation and self-care within the community

**Future Work**

Early Childhood Staff Development

Plan for additional professional development sessions that support Ambitious Instruction

Equitable Resources

Continue partnership work with Office of Early Childhood Initiatives on Mighty Small Moments

Family Support and Transition

Supporting Bridges to School MKE family events

Instruction

Attend professional development opportunities focused on early childhood education

Social-emotional Learning and Cultural and Linguistic Needs

Connect with the Institute for Child and Family Well-Being to discuss potential workshop opportunities

**Strategic Plan Compatibility Statement**

Goal 1, Academic Achievement

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

Administrative Policy 7.01, Teaching and Learning Goals

**Fiscal Impact Statement**

N/A

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**(Item 4) Report with Possible Action on the Regional Showcase — High School Region**

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

**Background**

The 2021-22 monthly Regional Showcase items 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 High School Region is featured. The High School Region, which serves 21,130 students in diverse settings to meet their varied needs, comprises 27 schools: Montessori, immersion, International Baccalaureate, bilingual, career and technical education, community schools, alternative, and other specialty schools such as the Milwaukee Virtual Program. Schools in the High School Region are:

- Alliance
- Audubon MS/HS
- Bay View
- Bradley Tech

- Green Tree
- Groppi
- Hamilton
- MacDowell
- Madison
- Marshall
- Golda Meir
- Milwaukee High School of the Arts
- Milwaukee County Youth Education Center
- Milwaukee School of Languages
- North Division
- Obama School of Career and Technical Education
- Project Stay
- Pulaski
- Ronald Reagan
- Riverside
- Rufus King
- South Division
- Transition
- Vincent
- Washington High School of Information Technology
- Wisconsin Conservatory of Lifelong Learning.

The High School Region offers a variety of programs and services to support our students towards their graduation goals. The High School Region attributes our success to strong leadership, dedicated and talented staff, and effective partnerships with families and the community.

**Opportunities For growth-High School Region**

- Attendance Rate for 2022-23 is up 1.5%. Suspension Rate for 2022-23 is down 4.5%.
- Focus areas for high schools: alternatives to suspension; increasing engagement of students; high-quality, Tier 1 instruction.

**Featured School: Ronald Reagan High School**

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Enrollment ..... 1,328  
 Attendance YTD..... 92.8%  
 Suspension Rate ..... 2.1%

Program features include:

- International Baccalaureate
- Middle Years Programme
- Diploma Programme
- Career Programme

**Points of Pride**

Overall score of 81.9 and a rating of “Exceeds Expectations” on the School Report Card

- Priority area scores
  - Achievement..... 73.3, or 16.9%
  - Growth..... 80.3, or 36.4%
  - Target Group Outcomes ..... 81.5, or 26.7%
  - On-track to Graduation..... 92.4, or 20.0%

**One Mission, One Vision, One Focus — IB**

2022 IB Participation and Results

- 78.7% pass rate for Full Diploma (37/47)
- 89.8% pass rate for CP (53/59)
- Overwhelming majority of Anticipated DP students earned 4 or higher
- Overwhelming majority of Anticipated CP earned 3 or higher
- Several 7s on subject report: Visual Arts HL, Computer Science SL, Politics SL, Spanish HL, Spanish SL

**Equitable Multi-level System of Supports**

College and career readiness, social-emotional support, content proficiency (math and English language arts) and credit attainment/recovery provided through the following:

- Freshman Academy
- Block 6 Math / S.A.W / CPW / Saturday IB Academy
- Personalized Blended Learning Lab
- Credit Recovery Lab
- Theory of Knowledge (TOK) & Personal Professional Skills (PPS)
- Extended Learning Opportunities (ELO)

**College & Career Readiness**

Distinguished Standard Award for Health Academy (2020-22)  
Launching an NAF Education Academy-our pipeline for future teachers!

**Strategic Plan Compatibility Statement**

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Goal 1, Academic Achievement

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

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

**Fiscal Impact Statement**

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N/A

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**(Item 5) Report with Possible Action Regarding Art Education**

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

**Background**

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At its regular January 2020 meeting, the Milwaukee Board of School Directors referred Communication 1920C-004, regarding a proposed art education policy, to the Administration for follow-up. In alignment with the Board's direction, an advisory committee was formed to develop Administrative Policy 7.45, Art Education. The committee included MPS art educators, MTEA, board members, and the Offices of Academics, Accountability and Efficiency, Board Governance, Finance, and School Administration.

As a result of the advisory committee's work, Administrative Policy 7.45, Art Education, was adopted by the Board in May 2020. The policy includes twice-yearly (March and August) updates by the Administration relative to the progress in implementing the policy, as well as next steps.

At the August 2022 meeting, a follow up presentation was requested to provide an update on art education. The following presentation provides an overview of the progress and next steps related to implementation of Administrative Policy 7.45, Art Education.

**Visual Arts Update**

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**Art Stakeholder Meetings**

Implementation of Administrative Policy 7.45: Policy sent to building leaders  
Adherence to Administrative Policy 7.45: Systematic way to implement  
The committee met once, on September 13; Visual Arts to meet as needed

**Art Vacancies as of December 28**

There are 20 school vacancies. Positions filled include permit teachers and long-term subs — MTEA does not count those positions, resulting in a discrepancy.

Four candidates are in the hiring process.

Four applicants are in the interview process. Interviews continue as applications are submitted,

**Visual Arts Contracted Services**

Eight schools have selected to fill their vacancies with Arts@Large or TBEY to provide visual-arts experiences to their students.

**Visual Art Schedules and Facilities**

76% of teachers completed a survey, which included the submission of their schedules and facilities (prep, duty, transition time, facilities). 90% of respondents have dedicated art rooms. 98% of respondents have transition time between classes.

Schedules are reviewed and addressed with individual school sites if not aligned to the policy.

**Recruitment and Retention**

A partnership with UWM provides MPS with the majority of traditional new hires.

Arts team is to attend NAEA conference in April.

Retention increased through the support of the Arts Team, which provides support to new art teachers, as well as district professional development.

Visual- arts resignations cite reasons which are consistent with those across the district.

**Strategic Plan Compatibility Statement**

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Goal 1, Academic Achievement

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

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Administrative Policy 7.45, Art Education

**Fiscal Impact Statement**

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N/A

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**(Item 6) Report with Possible Action Regarding Music Education**

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

**Background**

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At its regular August 2019 meeting, the Milwaukee Board of School Directors referred Communication 1920C-001 regarding a proposed music education policy to the Administration for follow-up. In alignment with the Board’s direction, an advisory committee was formed to develop Administrative Policy 7.44, Music Education. The committee included members of the MPS Administration, the Office of Board Governance, the Office of Accountability and Efficiency, MPS music teachers, the Milwaukee Teachers' Education Association, music providers such as the Wisconsin Conservatory of Music, and board members. The advisory committee collaborated in finalizing Administrative Policy 7.44, Music Education, which the Board adopted in November 2019. The policy includes twice-yearly (March and August) updates by the Administration relative to the progress in implementing the policy as well as next steps.

At the Board’s regular August 2022 meeting, a follow-up presentation was requested to provide an update on music education. The following presentation provides an overview of the progress and next steps related to implementation of Administrative Policy 7.44, Music Education.

**Update**

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**Art and Music Stakeholders’ Meetings**

Implementation of Administrative Policy 7.44: Policy sent to building leaders

Adherence to Administrative Policy 7.44: Systematic way to implement

Four music meetings have been held. The last meeting took place on January 23.

**Music Vacancies as of December 28**

There are 31 school vacancies. Positions filled include permit teachers and long-term subs, which the MTEA does not count, resulting in a discrepancy.

There were three new hires in December. Interviews continue as applications are submitted.

**Music Contracted Services**

The Wisconsin Conservatory of Music is providing general music services in 12 schools

**Music Schedules and Facilities**

87% of teachers completed a survey, which included the submission of their schedules and facilities (prep, duty, transition time, facilities). 65% of respondents have dedicated music rooms. 87% of respondents have transition time between classes.

Schedules are reviewed by the music team, and effective schedules are chosen to serve as scheduling templates for building leaders.

**Recruitment and Retention**

Two members of the MPS music team staffed a booth at the Wisconsin Music Educators Conference in October 2022.

Two Members of the MPS music team attended the Midwest Band and Orchestra Conference in Chicago in December 2022.

Sharie Garcia will attend the Wisconsin Choral Directors Association Conference in January 2023 and the Texas Music Educators Conference in February 2023.

Retention has increased through the support of the music team.

Three Music Teacher Leaders provide support to new music teachers as well as district professional development.

Resigning music teachers cite reasons which are consistent with those across the district.

**Instrument Inventory**

Director Herndon and Sharie Garcia met on December 19.

Cut-Time (in partnership with Conn-Selmer) is to provide inventory framework. Data from more than 100 schools will be uploaded in January. The instrument-inventory document will be presented for feedback at the March committee and board meetings for approval as a new administrative procedure.

**Strategic Plan Compatibility Statement**

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Goal 1, Academic Achievement

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

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Administrative Policy 7.44, Music Education

**Fiscal Impact Statement**

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N/A

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**REGULAR ITEMS OF BUSINESS**

**(Item 1) Reports of the Board's Delegates**

The Board received the reports of its delegates to the District Advisory Council (DAC), to the Head Start Policy Council, to CESA #1, to the Wisconsin Association of School Boards, and to the Milwaukee Public Library Board of Trustees.

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

President Peterson made an oral presentation of his report for January 2023.

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The Board adjourned at 7:32 p.m.

JACQUELINE M. MANN, Ph.D.  
Board Clerk