

**BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JANUARY 11, 2024**

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

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

The Secretary read the following call of the meeting:

To the Members of the Board of School Directors:

The Special Meeting of the Milwaukee Board of School Directors is scheduled to take place in the Auditorium of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for consideration of the items of business listed in this notice.

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

**SPECIAL BOARD MEETING
5:30 P.M., Thursday, January 11, 2024**

1. Action on a Request to Approve a Resolution Providing for a Referendum Election on the Question of the Approval of a Resolution Authorizing the School District Budget to Exceed Revenue Limit for Recurring Purposes
2. Action on a Request to Approve a Resolution Authorizing the School District Budget to Exceed Revenue Limit for Recurring Purposes

Public testimony will be taken in person and virtually during the meeting. The deadline to register for access to the virtual speaker platform is 3:00 P.M., Thursday, January 11, 2024. Registration may be completed by phone or email:

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

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

Written testimony may be submitted to the Milwaukee Board of School Directors:

By U.S. Mail: Milwaukee Board of School Directors, c/o Office of Board Governance, 5225 W. Vliet Street, Milwaukee, WI 53208; By Email: governance@milwaukee.k12.wi.us; or By Fax: (414) 475-8071.

Written comments received before 3:00 P.M., Thursday, January 11, 2024, will be forwarded to the Board for its consideration.

JILL M. KAWALA
Interim Director/Board Clerk

(Item 1) Action on a Request to Approve a Resolution Authorizing the School District Budget to Exceed Revenue Limit for Recurring Purposes**Background**

At its meeting of December 21, 2023, the Board adopted Resolution 2324R-009 by Directors Zombor and Herndon. The resolution directed the Administration to bring a recommendation for a referendum/ballot question during the January Board cycle and to take any preliminary steps necessary to prepare to take immediate action on a referendum election ballot initiative resolution in order to meet January election transmittal deadlines for the Spring Election.

Options to exceed the revenue limit were presented under separate cover.

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

Admin Policy 3.01 - Annual Operating Budget

Recommendation

The Administration recommends that the Board approve the resolution authorizing the school District budget to exceed revenue limit for recurring purposes Option III as included in the attachment.

The gavel was passed to Vice-President Gokalgandhi at 6:31 p.m. and returned to President Herndon at 6:39 p.m.

Director Zombor moved to adopt Resolution Option 3, which reads:

BE IT RESOLVED by the Milwaukee Board of School Directors of the Milwaukee Public Schools, Milwaukee and Washington Counties, Wisconsin that the revenues included in the School District budget be authorized to exceed the revenue limit specified in Section 121.91, Wisconsin Statutes, by \$132 million for the 2024-2025 school year; by an additional \$51 million for the 2025-2026 school year; by an additional \$47 million for the 2026-2027 school year; and by an additional \$14 million (for a total of \$244 million) for the 2027-2028 school year and thereafter, for the recurring purposes of sustaining educational programming, including offering career and technical education programs, attracting and retaining certified educators, and further improving art, music, physical education and language programs.

Director Gokalgandhi moved a substitute, to adopt Resolution Option 2, which reads:

BE IT RESOLVED by the Milwaukee Board of School Directors of the Milwaukee Public Schools, Milwaukee and Washington Counties, Wisconsin that the revenues included in the School District budget be authorized to exceed the revenue limit specified in Section 121.91, Wisconsin Statutes, by \$140 million for the 2024-2025 school year; by an additional \$51 million for the 2025-2026 school year; by an additional \$47 million for the 2026-2027 school year; and by an additional \$14 million (for a total of \$252 million) for the 2027-2028 school year and thereafter, for the recurring purposes of sustaining educational programming, including offering career and technical education programs, attracting and retaining certified educators, and further improving art, music, physical education and language programs.

The substitute motion was approved, the vote being as follows:

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

Noes — Director Jackson — 1.

Abstentions – Director Carr – 1.

(Item 2) Action on a Request to Approve a Resolution Providing for a Referendum Election on the Question of the Approval of a Resolution Authorizing the School District Budget to Exceed Revenue Limit for Recurring Purposes

Background

At its meeting of December 21, 2023, the Board adopted Resolution 2324R-009 by Directors Zombor and Herndon. The resolution directed the Administration to bring a recommendation for a referendum/ballot question during the January Board cycle and to take any preliminary steps necessary to prepare to take immediate action on a referendum election ballot initiative resolution in order to meet January election transmittal deadlines for the Spring Election.

Options for authorizing a referendum election on the question of exceeding the revenue limit were provided under separate cover.

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

Admin Policy 3.01 - Annual Operating Budget

Recommendation

The administration recommends that the Board approve a resolution providing for a referendum election on the question of the resolution authorizing the school District budget to exceed the revenue limit for recurring purposes that corresponds to the option previously determined in Item 1.

Director Gokalgandhi moved approval of a resolution providing for a referendum election on the question of the approval of a resolution authorizing the school District budget to exceed the revenue limit for recurring purposes, worded as follows:

WHEREAS, the Milwaukee Board of School Directors of the Milwaukee Public Schools, Milwaukee and Washington Counties, Wisconsin (the "District"), has heretofore duly adopted a resolution entitled: "Resolution Authorizing the School District Budget to Exceed Revenue Limit for Recurring Purposes" (the "Revenue Limit Resolution"); and

WHEREAS, the Milwaukee Board of School Directors deems it to be desirable and in the best interest of the District to direct the Board Clerk to submit the Revenue Limit Resolution to the electors for approval or rejection at the regularly scheduled election to be held on April 2, 2024.

NOW, THEREFORE, BE IT RESOLVED by the Milwaukee Board of School Directors of the District as follows:

Section 1. Referendum Election Date. The Board Clerk is hereby directed to call a referendum election to be held in the District at the regularly scheduled election to be held on April 2, 2024 for the purpose of submitting to the qualified electors of the District the proposition of whether the Revenue Limit Resolution shall be approved.

Section 2. Notice to Electors. The Board Clerk is directed to give notice by:

- a. causing a Notice of Election in substantially the form attached hereto as Exhibit A to be published in the Milwaukee Journal Sentinel in the issue published on the fourth Tuesday before the referendum election.
- b. causing a Notice of Referendum (which includes the facsimile of the sample ballot) in substantially the form attached hereto as Exhibit B to be published in the Milwaukee Journal Sentinel in the issue published immediately preceding

the referendum election. This Notice shall also be posted in each polling place on election day.

If any of the polling places within the District use an electronic voting system employing a ballot label and ballot card, the Notice of Referendum set forth in Exhibit B shall also include a true, actual-size copy of the ballot label and ballot card in the form in which they will appear on election day.

Section 3. Polling Places and Hours. The District electors must vote at the referendum election at the times and polling places at which they cast their ballots in regularly scheduled elections.

Section 4. Referendum Election Officials. The election officials appointed in each of the municipalities within the District shall conduct the election.

Section 5. Official Referendum Ballot Form. The ballot to be used at the referendum election shall be prepared in accordance with the provisions of Sections 5.64(2) and 7.08(1)(a), Wisconsin Statutes. The ballot shall be substantially in the form attached hereto as Exhibit C.

The Board Clerk shall cause to be printed sufficient ballots for use at said referendum election, both as actual ballots in those polling places which do not use voting machines and as absentee ballots where voting machines are used and as specimen ballots (the latter to be of a different and easily identifiable color from the actual ballot). The form of the ballot shall be filed with the official or agency responsible for providing the ballots for the election, and the Board Clerk shall file a copy of the ballot with the clerk of each county having territory within the District, as soon as possible after the date hereof but in no event later than 70 days prior to the election, as provided in Section 8.37, Wisconsin Statutes. If the District prepares the ballots, they should be delivered to the municipal clerks running the election at least 25 days prior to the election, to allow the municipal clerks to comply with their obligation to provide absentee ballots under Section 7.15, Wisconsin Statutes.

The municipal clerks of the municipalities within the District shall receive applications for absentee ballots and initial the same when issued to qualified absentee voters.

Section 6. Canvass. The municipal board of canvassers or election commissioners shall determine the results of the referendum and shall file a written statement and delimitation of the results of the referendum in the office of the City Clerk or board of election commissioners.

Section 7. DPI Notice. Pursuant to the provisions of Section 121.91(3), Wisconsin Statutes, the Board Clerk shall notify the Department of Public Instruction of the date of the referendum election and shall provide the Department with copies of the Revenue Limit Resolution within 10 days after the adoption of the Revenue Limit Resolution and shall further notify the Department of the results of the referendum within 10 days following the election using the method prescribed by the Department.

The motion passed, the vote being as follows:

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

Noes — Director Jackson — 1.

Abstentions — Director Carr — 1.

The Board adjourned at 8:13 p.m.

JILL M. KAWALA
Interim Director/Board Clerk

**BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JANUARY 25, 2024**

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

Present — Directors Carr, Garcia, Gokalgandhi, Jackson, Leonard, O'Halloran, Siemsen, Zombor, and
President Herndon — 9.

Absent and Excused — None - 0.

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

- Jeffery Bolle, a School Counselor from Milwaukee High School of the Arts
- Janice Gaffney, a retired Food Service Assistant from Audubon Middle School
- D'yahi Garner, a student from Thurston Woods
- Darren Hatchett, a student from Madison
- Eileen Hersh, a retired School Secretary
- Austin Orlowski, a student from Hamilton

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APPROVAL OF MINUTES

The minutes of the special and regular board meetings of December 2023 were approved by consensus.

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REPORTS AND COMMUNICATIONS FROM THE SUPERINTENDENT OF SCHOOLS

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

Background

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

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

January 15, 2024, was Dr. Martin Luther King, Jr.'s birthday. This national holiday was observed throughout the country with a variety of celebrations including speech contests, arts programs, and community outreach. Dr. King would have been 95 years old this year.

MPS students and families observed this important holiday by participating in honorary services, attending celebrations, reading books, watching documentaries, and engaging in conversations about Dr. King's legacy.

On January 15, Dr. King's birthday was highlighted with the 40th Annual Dr. Martin Luther King, Jr. celebration, sponsored by the Marcus Center for the Performing Arts. This annual event included recognition of the 40th Annual Dr. Martin Luther King, Jr. Art, Speech, and Writing Contest participants. Milwaukee Public Schools students participated and engaged in this magnificent opportunity. This year's contest theme was "What Affects One...Affects All."

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

Art Contest Winners

Category	Student	Place	School
K-2	Akeela Walker	1 st	Milwaukee. German Immersion
	Faith Skreland	2 nd	Milwaukee. German Immersion
3-5	Amya Ramos	1 st	Burbank Elementary
	Rana Arlwais	2 nd	I.D.E.A.L. School
	Emma Vang	3 rd	Kluge Elementary
6-8	Rinlanee Xiong	1 st	Wedgewood Park International
	Claire Cruz	2 nd	Wedgewood Park International
9-12	Geraldine Muldonado	1 st	Obama SCTE
	Paw Wah Ker Boh	3 rd	Milwaukee High School of the Arts

Speech Contest

Category	Student	Place	School
K-2	Cameron Barki	1 st	Lowell Elementary
	Haniah Cross	3 rd	Craig Montessori
3-4	Eddie Smith	1 st	Craig Montessori
	Zebdee Larfeeva	2 nd	Golda Meir School
5-6	Ashe Henry	3 rd	Lowell Elementary
	Zaida Smith	1 st	Clemens Elementary
	Renad Kabashi	2 nd	Golda Meir School
7-8	Priscilla Nsau	3 rd	Lowell Elementary
	Victoria Gagliano	1 st	Alcott Elementary
	Dahlia Santiago	2 nd	Golda Meir School
9-10	Bibi Mohamed Yunus	3 rd	Victory Elementary
	Dadria Veal	3 rd	Golda Meir School
11-12	Nevaeha Tarver	1 st	Golda Meir School
	Jonah Denae	2 nd	Milwaukee High School of the Arts

Writing Contest

Category	Student	Place	School
2-3	Khalise Warren	1 st	Kluge Elementary
	Lore'al Douglas	2 nd	Kluge Elementary
	Gianna Rivera	3 rd	Honey Creek Elementary
4-5	Journee Grandberry	1 st	Clemens Elementary
	Amere Brewer	2 nd	Clemens Elementary
	Renad Kabashi	3 rd	Golda Meir School
6	Meadow Mertes	1 st	Fernwood Montessori
	June Rickman	2 nd	Fernwood Montessori
	Layla Parker	3 rd	Fernwood Montessori
7-8	Mylah Monk	1 st	Congress Elementary
	Gu Za Nar	2 nd	Victory Elementary
	Michael Tempesta	3 rd	Burdick Elementary
9-10	Isaiah Washington	1 st	Riverside University High School
	Abdul Sarip	2 nd	Riverside University High School
	Bruce Harris	3 rd	Riverside University High School
11-12	Kimberly Martinez-Sierra		Golda Meir School

Hats Off to Milwaukee Public Schools Winter Graduates!

On January 20, 2024, MPS hosted the winter graduation ceremony, recognizing more than 120 graduates.

We remind students that graduation is a time of celebration and planning next steps. To continue supporting our graduates during this time, graduates will continue to 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 2024–25 FAFSA to take full advantage of the process and to get their forms in as soon as possible to help maximize the offers they receive.

MPS congratulates these graduates and wishes them a bright and successful future!

The City Review – Milwaukee City Conference

The Milwaukee City Conference hosted the ninth edition of The City Review on January 20 at Marquette University’s Al McGuire Center.

Participating in The City Review is one of the highlights of the season for everyone involved, including student-athletes, coaches, parents, referees, fans, and sponsors. The atmosphere was electrifying as the crowd cheered and music resonated throughout the gymnasium. Energy was high, and the audience let it be known who they came to see.

This year’s competing teams:

- Golda Meir Owls vs. Hamilton Wildcats (girls)
- Audubon Cardinals vs. Golda Meir Owls (boys)
- Washington Purgolders vs. Milwaukee School of Languages Hawks (girls)
- Rufus King Generals vs. North Division Blue Devils (boys)
- Marshall Eagles vs. Carmen Northwest Eagles (boys)

The teams fought valiantly for a win! Congratulations to this year’s City Review winners. We commend all of our teams for their sportsmanship and determination for a win.

We are already looking forward to next year’s City Review and double the number of fans.

MPS Kindergarten Enrollment Fair Coming February 3, 2024

MPS will host its annual Kindergarten Enrollment Fair at South Division High School, where families will learn about individual schools and meet the school’s administrators and educators. Families will also be able to make a school selection and enroll their children at the fair.

Mark your calendar to attend on Saturday, February 3, 2024, 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.

Kindergarten

Three-year-old kindergarten: Programs are available at some schools. Children must turn three by September 1, 2024, to be eligible.

Four-year-old kindergarten: Programs are available at most schools across the District. Children must turn four by September 1, 2024, to be eligible.

Five-year-old kindergarten: Programs are available at most schools across the District. Children must turn five by September 1, 2024, to be eligible.

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

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

Fiscal Impact Statement

N/A

Implementation and Assessment Plan

N/A

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

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

Background

Under the provisions of Wisconsin Statute 19.85(1)(g), the Board may retire to a closed session for the purpose of conferring with legal counsel who is rendering oral or written advice concerning litigation in which the Board is or is likely to become involved.

The Board may return to open session to take action on matters discussed in closed session or to continue with its agenda, or, the Board may retire from closed session.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

1.18 - Legal Representation

Recommendation

The recommendation is that the Board retire to closed session, pursuant to Wisconsin Statute 19.85(1)(g).

This item was deferred to the end of the meeting.

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(Item 2) Monthly Report, with Possible Action on Legislative Matters or Related Issues Concerning Milwaukee Public Schools

Background

The State is now sitting on an overall balance of \$6.7 billion as it continues to underfund its own recommendations to support English learners, students with disabilities and students challenged by poverty. We anticipate an additional fiscal update in January of 2024.

Updates regarding legislative maps, WASB presentations, District referenda and issues at the legislative level will be provided.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Statement

1.02 - Goals

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

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

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REPORTS AND COMMUNICATIONS FROM THE OFFICE OF ACCOUNTABILITY AND EFFICIENCY

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

Background

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

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

Accountability and Efficiency Services

Between December 9, 2023 and January 13, 2024, Accountability and Efficiency Services fulfilled three requests for special projects. Accountability and Efficiency Services also completed one constituent inquiries and satisfied three impartial hearing officer (IHO) requests.

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

Contract Compliance Services (CCS)

During the reporting period, Contract Compliance Services (CCS) staff members focused on our Student Engagement Programming.

Since the last month's report, six students were referred out for interviews. Four were hired in the following career industries: administrative services, construction, culinary arts, and library management.

CCS continues to partner with departmental and internal sponsors to create additional internships and work-based learning opportunities for our high school students. For example, CCS staff are collaborating with Career and Technical Education staff in their Strategic Planning Committee meetings to discuss best practices and resource alignment in support of providing even more employment opportunities to high school students.

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

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

3.08 - Role of the Senior Director, 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 ten expulsion orders from the Independent Hearing Officers of the Milwaukee Board of School Directors.

Director O'Halloran moved to accept the reports of the Independent Hearing Officers of the following dates and times:

January 3, 2024, @ 10:00 a.m., 11:00 a.m.
 January 5, 2024, @ 10:00 a.m., 11:00 a.m., 12:00 p.m.
 January 8, 2024, @ 9:00 a.m., 10:00 a.m., 11:00 a.m., 12:00 p.m.
 January 19, 2024, @ 12:00 p.m.

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

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

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REPORTS OF STANDING COMMITTEES

Separate consideration was requested of the following items from the 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 Sixty Days, has been set aside at the request of the Administration.

Item Six, Action on Monthly Facilities Matters: FMS Award of Construction, Professional Services Contracts, Equipment Purchase and Contract Modification Recommendation has been set aside at the request of the Administration.

President Herndon recused herself from the following items:

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

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

Separate consideration was requested of the following items from the Report of the Committee on Strategic Planning and Budget:

Item Six, Action on Resolution 2324R-010 by Director Gokalgandhi on Audit Reorganization, was set aside at the request of the Office of Accountability and Efficiency.

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, Jackson, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 9.
Noes — None.

COMMITTEE ON ACCOUNTABILITY, FINANCE, AND PERSONNEL

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

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

Classified Personnel Transactions

Name	Position and Salary	Date	Salary
NEW HIRES			
2 Martin Elliot	Building Service Helper I	12/18/2023	\$17.17/hr.
1 John Fair	Building Service Helper I	12/04/2023	\$21.75/hr.
2 Shadell Foster	Building Service Helper I	12/11/2023	\$19.46/hr.
5 Reese Maynard	Building Service Helper I	12/11/2023	\$17.74/hr.
2 Jasmine Mcknight	Building Service Helper I	12/11/2023	\$17.17/hr.
2 Kenneth Perry	Building Service Helper I	12/18/2023	\$17.17/hr.
2 Shalawn Tillis	Building Service Helper I	12/11/2023	\$18.32/hr.
2 April Underwood-Moore	Building Service Helper I	12/11/2023	\$19.46/hr.
2 Bria Bridges-Whitlow	Children's Health Assistant	12/20/2023	\$21,831.58
2 Anastasia Jones	Children's Health Assistant	11/27/2023	\$20,510.86
2 Pamela Robinson	Children's Health Assistant	11/27/2023	\$22,493.08
2 Brandon Teague	Children's Health Assistant	12/18/2023	\$22,493.08
2 Kayla Brookshire	Food Service Assistant	12/04/2023	\$19.23/hr.
2 Moet Guy	Food Service Assistant	12/05/2023	\$18.72/hr.
2 Betty Howard	Food Service Assistant	12/04/2023	\$17.17/hr.
2 Diamond Jackson	Food Service Assistant	12/11/2023	\$19.75/hr.
4 Maria Martinez	Food Service Assistant	11/30/2023	\$17.17/hr.
2 Chaniya Nation	Food Service Assistant	12/04/2023	\$18.20/hr.
5 Justize Nesbitt	Food Service Assistant	12/04/2023	\$17.17/hr.
5 Tina Rehak	Food Service Assistant	12/11/2023	\$17.69/hr.
2 Charlene Washington	Food Service Assistant	12/04/2023	\$18.20/hr.
2 Louis Burrell	Paraprofessional	12/11/2023	\$26,574.00
2 Welisha Frelow	Paraprofessional	12/04/2023	\$21,339.00
2 Theresa Jones	Paraprofessional	12/11/2023	\$23,435.00
2 Jasmine Porter	Paraprofessional	12/11/2023	\$28,452.00
4 Noel Ray Ortega	Paraprofessional	12/04/2023	\$24,211.00
2 Brandun Robinson	Paraprofessional	12/04/2023	\$21,339.00
2 Kalita Smith	Paraprofessional	12/04/2023	\$24,211.00
2 Raven Stevens	Paraprofessional	12/18/2023	\$22,648.00
2 Myeisha Woodley	Paraprofessional	12/18/2023	\$22,648.00
2 Tatyana Baker	School Safety Assistant	12/07/2023	\$26,594.00
2 De'Andre Hannah	School Safety Assistant	12/07/2023	\$26,594.00
2 Janay Ivory	School Safety Assistant	12/07/2023	\$26,594.00
2 Lynasia Lee	School Safety Assistant	12/07/2023	\$27,257.00
2 Rasheedah Mabry	School Safety Assistant	12/07/2023	\$26,594.00

Name	Position and Salary	Date	Salary
2 Agil Malone	School Safety Assistant	12/07/2023	\$26,594.00
2 Jovanna Marshall	School Safety Assistant	12/07/2023	\$26,594.00
2 Ohajhee Moore	School Safety Assistant	12/07/2023	\$26,594.00
2 Shernita Sanders	School Safety Assistant	12/07/2023	\$26,594.00
2 Amir Segura	School Safety Assistant	12/07/2023	\$26,594.00
2 Shaomi Smith	School Safety Assistant	12/07/2023	\$27,257.00
2 Cordeliah Vales	School Safety Assistant	12/08/2023	\$27,257.00
2 Matha Woods	School Safety Assistant	12/07/2023	\$26,594.00
4 Jessica Esparza	School Secretary I – 10 Month	12/11/2023	\$30,598.00
5 Kristin Johanneck	School Secretary I – 10 Month	12/11/2023	\$39,250.00
2 Krisisma Robinson	School Secretary I – 10 Month	12/05/2023	\$33,843.00
2 LiTayia Hightower	School Secretary I – 12 Month	12/11/2023	\$38,548.22

PROMOTIONS

2 Phillip Martin	Boiler Attendant	11/13/2023	\$51,596.58
5 Johnathan Ailant	School Engineer I	12/11/2023	\$54,901.79
2 Lisa Batemon	School Engineer I	12/11/2023	\$58,783.69
2 Dashaun Brister	School Engineer I	12/11/2023	\$58,783.69
2 Howard Crook	School Engineer I	12/11/2023	\$60,078.41
2 Christopher Gandy	School Engineer I	12/11/2023	\$56,196.51
2 Francine Griffin	School Engineer I	12/11/2023	\$57,490.10
2 Willie Harrison	School Engineer I	12/11/2023	\$66,548.62
2 Demetrius Johnson	School Engineer I	12/11/2023	\$57,490.10
5 Todd Mabbett	School Engineer I	12/11/2023	\$62,666.72
2 Malcolm Rushing	School Engineer I	12/11/2023	\$60,078.41
4 Maritzabel Saunders	School Engineer I	12/11/2023	\$57,490.10
2 Charles Stevens	School Engineer I	12/11/2023	\$60,078.41
2 Matthew Thomas	School Engineer I	12/11/2023	\$57,490.10
2 Bennie Young	School Engineer I	12/11/2023	\$56,196.51
2 Ora Collins	School Kitchen Manager Trainee	12/13/2023	\$19.63/hr.
2 Keyana Jackson	Secretary II	12/11/2023	\$46,012.89

REHIRES

2 Essie Bell	Food Service Assistant	12/04/2023	\$21.29/hr.
2 Gregory Hill	Food Service Assistant	12/11/2023	\$17.17/hr.
2 Nashena White	Food Service Assistant	12/04/2023	\$19.75/hr.
4 Teresa Llamosa	Paraprofessional	12/11/2023	\$23,435.00
2 Shafona Overton	Paraprofessional	12/05/2023	\$31,003.00
4 Narcisa Valdez Reyes	Paraprofessional	12/11/2023	\$27,349.00
2 Kreesha Doss	School Safety Assistant	12/07/2023	\$26,594.00

Certified Appointments

ACTION ON CERTIFICATED APPOINTMENTS - TEACHER

5,nr	La Tona,Alan	01/BA	\$49,836.00	1/8/2024	SPEC ED MULTICATEG.
5,nr	Matteson,Patricia	01/MA	\$95,023.00	12/4/2023	GEN ELEM & K8 - ALL GRADES

ACTION ON CERTIFICATED APPOINTMENTS -TEACHER EARLY START

4,r	Suarez,Hendrick	01/MA	\$95,023.00	11/30/2023	FOREIGN LANGUAGE
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ACTION ON CERTIFICATED APPOINTMENTS -EMPLOYMENT TRAINING SPECIALIST

5,nr	Hipenbecker,Robert J	1C/BA	\$86,775.00	12/12/2023	STW- C.D.- MILD/MODERATE
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ACTION ON CERTIFICATED APPOINTMENTS - PERMIT TEACHER

2,nr	Bransdorf,Philip	XX/4W2	\$49,836.00	12/4/2023	DAY TO DAY TEACHER
2,r	Chiazor,Chuchu	XX/4W2	\$49,860.00	12/11/2023	DAY TO DAY TEACHER
2,r	Florey,Isiah	XX/4W2	\$49,836.00	12/11/2023	DAY TO DAY TEACHER
2,r	Goodluck,Yusuf K	XX/4W2	\$49,860.00	11/13/2023	GEN ELEM & K8 - ALL GRADES
2,r	Jacob,David	XX/4W2	\$49,860.00	12/11/2023	MUSIC
4,r	Navarro,Tatiana	XX/4W2	\$49,860.00	11/30/2023	BILINGUAL EDUCATION
4,r	Ramos,Laura Marie	XX/4W2	\$49,836.00	1/8/2024	GEN ELEM & K8 - ALL GRADES

ACTION ON CERTIFICATED APPOINTMENTS -TEACHER EARLY START

4,r	Maruri,Constanza	XX/4W2	\$49,860.00	11/30/2023	SCIENCE
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Counts	Male	Female	Native	African	Asian/	Hispanic	White	Other	Two
			American	American	Pacific				or
			(1)	(2)	(3)	(4)	(5)	(6)	More
			1	2	3	4	5	6	Ethnic
									Codes
			7						(8)
Teachers	8	4	0	5	0	4	3	0	0
SSW's	0	1	0	0	0	0	0	0	0
Psychologists	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0
TOTAL	8	5	0	5	0	4	3	0	0

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

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

Leaves of Absence

	Present Assignment	Effective From
Illness Leave December 2023:		
Gina DacQuisto	Maryland Ave Montessori	December 1, 2023
Omotola Afolabi	Marshall High School	December 8, 2023
Amanda Ratkovitch	Central Service Building	December 11, 2023
Padyn O'Keefe	Obama School	December 15, 2023
Amber Mahaffy	Neeskara School	December 19, 2023

Certificated Resignations

Reason	Yrs Svc	Eth Code	Name	Position	Location	Effective Date
Personal	7.3	5	Micaela Brand	Teacher	Hartford	12/04/2023
Personal	4.4	5	Pablo Bras	Teacher	Pulaski	12/22/2023
Other Work	2.3	5	Sophie Gay	Teacher	Kluge	12/21/2023
Retire	21.3	4	Lisbeth Glumm	Teacher	AAL	06/13/2024
Other Dist	1.0	5	Rachel Gremminger	OT	Central Svcs	01/10/2024
Personal	11.3	2	Jocelyn Lenoir	Spec Ed Sup	Central Svcs	01/01/2024
Personal	0.4	4	Dillon Menzies	Teacher	Roosevelt	12/18/2023
Other Dist	0.8	5	Todd Osterman	Teacher	Siefert	12/20/2023
Retire	31.2	4	Carmen Reyes	Teacher	Fratney	12/31/2023
Other Work	8.3	5	Meghan Sawdy	Teacher	Vincent	12/29/2023
Personal	0.2	2	Latasha Wilson	SST	Hartford	12/21/2023

Classified Resignations

Reason	Yrs Svc	Eth Code	Name	Position	Location	Effective Date
Personal	0.1	2	Skiya Batton	Safety Asst	School Safety	12/15/2023
Personal	0.2	2	Theresa Buck	BSH I	Central Svcs	12/15/2023
Personal	2.4	2	Dekendria Edwards	Secretary I	Rufus King HS	01/05/2024
Personal	1.0	5	Samantha Garza Nagel	Para	Gaenslen	01/01/2024
Personal	7.3	2	Yvonne Goodgame	Para	Hartford	12/01/2023
Personal	5.4	2	Sylvester Hughes	Safety Asst	School Safety	12/28/2023
Retire	25.1	5	Pamela Kacala	Para	Bay View Mont	01/31/2024
Personal	0.4	2	Tyvion Kendrick LeSueur	Para	Congress	12/15/2023
Retire	37.6	5	Jerome Lange	Engineer II	Mitchell	12/19/2023
Personal	0.3	2	Quanita Madison	CHA	Gaenslen	12/29/2023
Other Dist	0.2	2	Kenniya Martin	CHA	Bethune	12/18/2023
Personal	1.2	2	Calvina Metcalfe	Payroll Asst	Central Svcs	12/18/2023
Retire	32.2	2	Justine Moss	FSA	Clarke	12/20/2023
Personal	1.1	2	Danisha Murrell Buie	Para	Longfellow	01/03/2024
Personal	0.3	4	Angelica Nazario Roman	FSA	Morgandale	12/20/2023
Personal	1.4	2	Erica Ramsey	BSH I	German Imm	12/08/2023
Personal	8.7	2	Denise Roscoe	Payroll Asst	Central Svcs	12/15/2023
Personal	1.0	2	Adia Simpson	Safety Asst	School Safety	12/08/2023
Retire	47.7	5	Priscilla Struck	Secretary I	Recreation	01/19/2024
Personal	0.2	1	Angelica Wacker	Para	Hartford	12/14/2023
Other Work	2.9	2	Ebony Whitmore	Para	Early Childhood	10/09/2023

Reasons

Other District – 3 (Classified – 1 Certificated – 2)
 Other Work – 3 (Classified – 1 Certificated – 2)
 Personal – 20 (Classified – 15 Certificated – 5)
 Retirement – 6 (Classified – 4 Certificated – 2)

Monthly Personnel Report

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

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 6.19 - Positions: Staff

Fiscal Impact Statement

Authorized expenditures were previously approved in the FY24 budget.

Implementation and Assessment Plan

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

Committee's Recommendation

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

Approved with the roll call vote to approve the balance of the Committees' reports, with President Herndon recusing herself.

* * * * *

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

Background

Recommended for the Board's Approval are individuals to be promoted, appointed, or reassigned to the classifications indicated.

Administrative Appointments

(2)(r)	Shannon Jones	Director I, School Safety Office of the Chief of School Administration	Sch 03, Range 14A \$140,000
(2)(r)	Danita Tyler	Principal I, Lincoln Center of the Arts Office of the Chief of School Administration	Sch 03, Range 14T \$118,000
(5)(nr)	Kent Ritchie	Manager I, Grant Accounting Office of the Chief of Finance	Sch 03, Range 11A \$111,998
(2)(r)	Bernadette N Kiper	Assistant Principal III – Pulaski High School Office of the Chief of School Administration	Sch 03, Range 12C \$107,500
(2)(nr)	Randy Nichols	Assistant Principal I - King Elementary Office of the Chief of School Administration	Sch 03, Range 10C \$105,109
(5)(r)	Molly Mollet	Assistant Principal III –Vincent High School Office of the Chief of School Administration	Sch 03, Range 12C \$93,829
(2)(r)	Nathaniel Ramey	Assistant Principal III – Bay View High School Office of the Chief of School Administration	Sch 03, Range 12C \$84,443
(3)(r)	Yia Vang	Benefits Associate I Office of the Chief of Human Resources	Sch 03, Range 03A \$80,376
(2)(nr)	Sariah Merryfield	Assistant Principal, K-8 – Townsend Office of the Chief of School Administration	Sch 03, Range 10C \$75,448
(2)(r)	Vanessa Claypool	Analyst I, Milwaukee Public Schools Foundation Office of the Superintendent	Sch 03, Range 05A \$75,000
(2)(r)	Tamara Martinsek	Associate I, Volunteer Services Office of the Chief of Communications & School Performance	Sch 03, Range 03A \$55,993
(2)(r)	Brittany Hughes	Assistant II, Loss Prevention Office of the Chief of School Administration	Sch 03, Range 02A \$53,898

Recommended LTE Contracts

(2)(r)	Ann Marie Marshall	Milwaukee Partnership Grant: Coaching Cohort Facilitator	\$50.00
(5)(nr)	Liza Zalewski	Office of the Chief of Academics School Psychologist	12/01/23 - 05/31/24 \$50.00
(5)(nr)	Christopher Stancato	Office of the Chief of Academics School Psychologist	01/02/24 - 06/18/24 \$50.00
(2)(r)	Lolita Harden	Office of the Chief of Academics Effectiveness Implementation Coach (EEIC) Mentor	01/02/24 - 06/18/24 \$40.00
(4)(r)	Dr. Evelyn Resto	Office of the Chief of School Administration Educator Effectiveness Implementation Coach (EEIC) Mentors for Principals Office of the Chief of Academics	01/01/24 - 06/01/24 \$40.00 01/01/24 - 06/01/24

(5)(r)	Jeffrey Krupar	Educator Effectiveness Implementation Coach (EEIC) Mentors for Principals Office of the Chief of Academics	\$40.00 01/01/24 - 06/30/24
(5)(r)	Karen Romantini	Refugee Student Service Provider Office of the Chief of Academics	\$35.00 12/31/23 - 05/31/24
(6)(r)	Richard Faraj	Refugee Student Service Provider Office of the Chief of Academics	\$35.00 12/31/23 - 05/31/24
(5)(r)	Stephen Sanders	IT Service Technician Office of the Chief of Academics	\$34.83 02/01/24 - 08/30/24
(2)(nr)	Lawrence Ambrose	Band Instructor Office of the Chief of School Administration	\$30.00 01/01/24 - 04/23/24
(5)(r)	Clara Tracy	Band Instructor Office of the Chief of School Administration	\$30.00 10/23/23 - 04/23/24
(5)(r)	Alexandra Zach	Band Instructor/GEN Office of the Chief of School Administration	\$30.00 01/02/24 - 05/23/24
(5)(r)	Paul Westfahl	Percussion Specialist, Ronald Regan Office of the Chief of School Administration	\$30.00 01/01/24 - 05/24/24
(5)(nr)	Michelle Wielebski	Teals Support Office of the Chief of School Administration	\$30.00 01/01/24 - 06/30/24
(5)(r)	Julie Kenny	Climate Assistant Office of the Chief of School Administration	\$25.00 01/01/24 - 06/30/24
(5)(nr)	Amelia Ferrante	Dance Instruction Support Office of the Chief of School Administration	\$20.00 10/23/23 - 04/23/24

Codes

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

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 6.19 - Positions: Staff

Fiscal Impact Statement

Authorized expenditures were previously approved in the FY24 budget.

Committee's Recommendation

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

Having previously recused herself, President Herndon passed the gavel to Vice-President Gokalgandhi.

Director O'Halloran moved to approve the "second revised" appointment list, presented under separate cover. The motion passed, the vote being as follows:

Ayes — Directors Carr, Garcia, Gokalgandhi, Jackson, Leonard, O'Halloran, Siemsen, and Zombor — 8.
Noes — None.
Recused - President Herndon – 1.

The gavel was returned to President Herndon.

* * * * *

(Item 3) Action on Monthly Finance Matters: Authorization to Make Purchases; Reports on Change Orders In Excess Of \$25,000; Acceptance of the Report of Revenues and Expenses; Monthly Expenditure Control Report; Report on Contracts under \$50,000 and Cumulative Total Report; Report on Monthly Grant Awards; Acceptance of Donations

Purchases

Cooperative Authorization to Issue a Purchase Order to Learning A-Z, LLC for a Literary-Focused Digital Platform Subscription

The Administration is requesting authorization to issue a purchase order to Learning A-Z, LLC for a subscription to their literary-focused digital platform. The District has utilized this platform since 2008.

The Learning A-Z platform makes it easy to target the skills, strategies, and points of emphasis associated with curriculum and state standards. The District-wide licenses include Raz-Plus, Science A-Z, Vocabulary A-Z and RAZ-Plus Espanol add-on.

With the online correlation tools, teachers can quickly find resources correlated to

Wisconsin Standards for English Language Arts, Wisconsin Standards for Science, HMH Into Reading®, and language proficiency standards.

Complimentary program orientation webinars are included; four sessions are available to be scheduled each year.

This purchase is made under the Pavilion Cooperative Agreement #19-022S.

The subscription will run from July 15, 2024, through July 15, 2026, and will not exceed \$1,894,090.

Budget Code: GEN-0-0-INV-DW-ENTB \$1,894,090.00

Learning A-Z, LLC

HUB PARTICIPATION

Required 0%

Proposed..... 0%

\$ Value N/A

STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment Hour Commitment: 0 HOURS

Student Career Awareness Commitment: 0 HOURS

Cooperative Authorization to Issue a Purchase Order to Really Good Stuff for At-Home Family Engagement Learning Kits

The Administration is requesting authorization to make a one-time purchase with Really Good Stuff, for at-home family engagement kits. The purchase of these kits will encourage families to become active participants in their child’s academic growth and development. These teacher-developed supplemental curriculum 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 year the items that are being purchased will be school specific and will be used by school staff to support family engagement programming for literacy, math, and science nights. It is more practical for schools to have items to keep on hand that they can reuse for family engagement for the long-term verses sending items home. This purchase will support items for 92 schools.

This purchase is made under the TIPS Cooperative Contract #220303.

The total cost of goods purchased from Really Good Stuff will not exceed \$91,945.11.

Budget Code: PRT-0-S-9D4-IF-ESUP (ESSER Project 355 - Supplies) \$91,945.11

Really Good Stuff

HUB PARTICIPATION

Required 0%

Proposed..... 0%

\$ Value NA

STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment Hour Commitment: 0 HOURS

Student Career Awareness Commitment: 0 HOURS

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 exceeds \$25,000.

Contract:C031388

TregoED Inc

On April 1, 2023, the Milwaukee Board of School Directors and TegoED Inc entered into Professional Services Contract number C031388 (“Contract”), with a term of April 1, 2023, through December 31, 2023, to implement the process to improve recruitment and retention in CSI school. On December 4, 2023, a Request to Change Contract (RCC) was approved to extend the contract through June 30, 2024, and add funds of \$48,000.

Original Contract Amount:.....\$ 48,000.00

RCC 12/4/2023.....48,000.00

Ending amount:\$ 96,000.00

Contract: C029938

Parallel Employment Group, Inc.

On April 21, 2021, the Milwaukee Board of School Directors and Parallel Employment Group, Inc. entered into Professional Services Contract number C029938 (“Contract”), with a term of May 1, 2021, through April 30, 2022, to provide staffing services for teachers across the District. On October 29, 2021, a Request to Change Contract (RCC) was submitted for additional funds of \$60,000 to be added to the contract to cover additional substitute teachers. On December 20, 2021, an RCC was submitted for additional funds of \$100,000 were added to cover additional needs for teachers and to add paraprofessionals to the contract and the contract extended through December 31, 2022. On May 27, 2022, additional funds of \$100,000 were added to the contract as paraprofessionals were added to support para vacancies as well as substitute teacher shortages across the District. On August 2, 2022, additional funds of \$200,000 were added as additional external support was needed to cover classrooms in our schools. On October 24, 2022, an RCC was submitted to extend the contract through December 31, 2023, with funds of \$600,000. On November 14, 2022, an RCC was submitted to add compensation to ensure we have the support staff to cover student supervision and classroom coverage. On June 28, 2023, an RCC was submitted for additional funds of \$390,000 for paraprofessional substitute teacher coverage. On August 14, 2023, an RCC was approved to add \$546,885 to support staffing schools with substitute teachers and paraprofessionals. On October 13, 2023, an RCC was approved to add

\$600,000 to ensure services are not disrupted. On December 14, 2023, an RCC was approved at add \$490,000 to ensure all invoices will be processed.

Original Contract Amount: \$ 49,999.00

RCC 10/29/21.....	60,000.00
RCC 12/20/21.....	100,000.00
RCC 5/27/2022.....	100,000.00
RCC 8/2/2022.....	200,000.00
RCC 10/24/2022.....	600,000.00
RCC 11/14/2022.....	800,000.00
RCC 6/28/2023.....	390,000.00
RCC 8/14/2023.....	546,885.00
RCC 10/13/2023.....	600,000.00
RCC 12/14/2023.....	490,000.00
Ending amount:	\$3,936,884.00

Monthly Financial Reports

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

Donations

Location	Donor	Amount	Gift or Purpose
Monetary Donations Over \$5,000			
German Immersion School	Consulate General	15,901.50	General School Supplies
<i>Total Monetary Donations Over \$5,000</i>		<i>15,901.50</i>	
Monetary Donations			
Academia De Lenguaje Y Bellas Artes (ALBA)	David Saldana	400.00	8th Grade Completion
Bay View Montessori School	Bay View Montessori PTO	141.06	Ms. Emily's Classroom #23 Class Project Supplies
Bay View Montessori School	Wisconsin Montessori Association	500.00	Nature's Classroom
Burbank School	Matthew & Marianne Robbins	200.00	PBIS Incentives
Clara Barton School	Retha McCoy	100.00	PTO Events
Fernwood School	WMA - Phil Dosmann	500.00	Support Students with Financial Needs
Fernwood School	Nickie Rouleau	500.00	Support Arts Programming
Fratney Street School	Marlene Studee	300.00	Folk Fair Field Trip
Goodrich School	Mequon Nature Preserve	388.13	Bus to Mequon Nature Preserve
James Fenimore Cooper School	Wells Fargo Advisors	349.36	K4 and K5 Donation
Keefe Avenue School	Pauli Boyd	100.00	PBIS
King High School	Anonymous	60.00	RKHS Cross Country Team

King High School	Jason Parry	100.00	RKHS Baseball
King High School	Charles Miller	100.00	RKHS Baseball
King High School	Irma Yepez-Klassen	100.00	RKHS Cross Country Student Uniforms
King High School	Erin O'Donnell	100.00	RKHS Cross Country Student Uniforms
King High School	Nathan Elliott	100.00	RKHS Cross Country Student Uniforms
King High School	Great Midwest Bank	100.00	RKHS Boy's Soccer Program
King High School	Tory Kress	150.00	RKHS Cross Country Student Uniforms
King High School	Jennifer Ketz	150.00	RKHS Baseball
King High School	Aphisack Senboutaraj	200.00	RKHS Cross Country Team
King High School	Bruce Keyzer	10.00	RKHS Baseball
King High School	* Suzanne Wozniak	40.00	RKHS Baseball
King High School	Emily Laga	50.00	RKHS Cross Country Student Uniforms
King High School	Catherine Tanner	50.00	RKHS Cross Country Student Uniforms
King High School	Catherine Tanner	50.00	RKHS Cross Country Team
King High School	Jeremy Nichols	300.00	RKHS Baseball
King High School	Jason Parry	300.00	RKHS Baseball
King High School	Diane Evans	500.00	RKHS Band Music Program
King High School	Thomas Wozniak	600.00	RKHS Baseball
King High School	Jason Parry	1,000.00	RKHS Cross Country Team
Lafollette School	Urbain Boufyou	20.00	Cheerleading
Lincoln Middle School	Sara Herrick	220.00	Bus for Field Trip
Maple Tree School	West Granville Presbyterian Church Reverend * Dee M. Anderson	100.00	Support the Holiday party
Maryland Avenue Montessori School	Anonymous	20.00	Room 32 Class
Maryland Avenue Montessori School	Anonymous	40.00	Room 22 Class
Meir School	Rebecca Murphy	50.00	PTO
Meir School	We Energies Adopt-A-School - Deneria Rutherford	300.00	Prizes for PTO Bingo
Mitchell School	Kiwanis Club of Milwaukee Inc	2,000.00	RIF Program
Office of Academics - Curriculum and Instruction - Montessori	Montessori Connections LLC (ETC Montessori) via Amanda Childers	500.00	Open House Celebration at Grant Gordon
Pulaski High School	Eric Bert	10.00	Sponsorship of racer in Pulaski's Run, Walk, & Roll-A-Thon
Pulaski High School	*Jessica Scott	20.00	Sponsorship of racer in Pulaski's Run, Walk, & Roll-A-Thon
Pulaski High School	*Patricia Rudd	30.00	Sponsorship of racer in Pulaski's Run, Walk, & Roll-A-Thon

Pulaski High School	*Rodolfo Aldape	40.00	Sponsorship of racer in Pulaski's Run, Walk, & Roll-A-Thon
Riley School	Wisconsin Montessori Association	500.00	General School Supplies
Trowbridge School	Patricia Cadorin	100.00	Madison Trip
Trowbridge School	Kathryn Dirkse	300.00	Madison Trip
Trowbridge School	Martin Schreiber	500.00	Madison Trip
Victory School	Coccia Foundation	2,500.00	Coccia-Inserra Award
Victory School	Coccia Foundation	2,500.00	Coccia-Inserra Award
Vincent High School	Milwaukee County Farm Bureau	3,500.00	Farm Bureau
	Total Monetary Donations	20,788.55	
Non-Monetary Donations			
Albert E Kagel School	DonorsChoose	430.46	Chairs for Small Groups
Allen-Field School	DonorsChoose	178.02	Keep Focus and Snack On!
Bay View Montessori School	DonorsChoose	419.97	Board Game Clubs
Bradley Trade & Tech	DonorsChoose	657.21	Lab Equipment
Brown Street School	DonorsChoose	191.26	Educational Kits & Games
Burbank School	DonorsChoose	249.09	STEM Time!!
Burbank School	DonorsChoose	504.73	Technology for Students
Burbank School	DonorsChoose	1,060.39	Organization Is the Key!
Carver Academy	DonorsChoose	852.84	Snacks for Teens!
Doerfler School	DonorsChoose	188.30	Helping Boo-Boo's
Doerfler School	DonorsChoose	198.29	Stop the Winter Blues
Doerfler School	DonorsChoose	247.15	Instructional Technology
Doerfler School	DonorsChoose	344.38	Freeze Winter
Dr. B Carson Academy of Science	DonorsChoose	183.19	Necessary Clothes
Dr. B Carson Academy of Science	DonorsChoose	223.68	Beautiful Bulbs
Dr. B Carson Academy of Science	DonorsChoose	293.85	Future Urban Gardeners
Dr. B Carson Academy of Science	DonorsChoose	540.40	First Year K4 Teacher!
Fernwood School	Grant Gehweiler	212.00	Book Case
French Immersion School	DonorsChoose	163.83	Books for Every Feeling
Gaenslen School	DonorsChoose	174.21	Fidgets For All!
Garland School	DonorsChoose	547.07	Classroom Basics
German Immersion School	DonorsChoose	514.00	Morning STEM Bins
Goodrich School	DonorsChoose	150.96	'Tis the Season!
Goodrich School	DonorsChoose	233.00	Learning Activities!
Goodrich School	DonorsChoose	244.77	Help My Students Stay Hydrated
Goodrich School	DonorsChoose	264.78	Hats and Mittens
Goodrich School	DonorsChoose	278.44	Classroom Snacks!
Goodrich School	DonorsChoose	334.93	Food, Clothing & Hygiene
Goodrich School	DonorsChoose	394.31	Snack Attack!
Grant School	DonorsChoose	545.22	It's Great to be Odor Free!
Gwen T. Jackson School	DonorsChoose	498.28	Educational Kits & Games
Hamilton High School	Skogen's Festival Foods - Carolyn Hietala	250.00	Clothes Closet Gift Card
Hartford University School	DonorsChoose	481.72	Super Snacks
Hi-Mount School	DonorsChoose	225.12	Books
Hi-Mount School	DonorsChoose	305.22	The Best Christmas Ever
Hi-Mount School	DonorsChoose	350.24	Food, Clothing & Hygiene
Holmes School	DonorsChoose	290.54	Books

Kilbourn School	DonorsChoose	316.83	Crafty K3's!
Kilbourn School	DonorsChoose	491.46	Much Needed General Supplies!
Kilbourn School	DonorsChoose	508.59	Books
King High School	DonorsChoose	8.03	Classroom Basics
King High School	DonorsChoose	512.28	In Classroom Hydroponics
King High School	DonorsChoose	681.64	Lab Equipment
Lincoln Avenue School	DonorsChoose	131.50	Multiply Our Learning!
Lloyd Barbee Montessori	DonorsChoose	147.16	Wonderful Woodworking Part 2
Longfellow Elementary	DonorsChoose	268.83	Community Green Space Project
Longfellow Elementary	DonorsChoose	399.81	Food, Clothing & Hygiene
Longfellow Elementary	DonorsChoose	491.47	Keeping It Real With Math!
Manitoba School	DonorsChoose	252.03	Classroom Basics
Manitoba School	DonorsChoose	373.44	Successful Supplies
Milwaukee School of Languages	DonorsChoose	302.60	Educational Kits & Games
Milwaukee School of Languages	DonorsChoose	559.42	Art Supplies
Mitchell School	DonorsChoose	496.00	Food, Clothing & Hygiene
Morgandale School	DonorsChoose	655.67	Snack Attack!
Ninety-Fifth Street School	DonorsChoose	221.38	Phonics Instruction Materials
Ninety-Fifth Street School	DonorsChoose	284.58	Phonics Intervention Program
Ninety-Fifth Street School	DonorsChoose	286.07	Holiday Cheer
Ninety-Fifth Street School	DonorsChoose	329.45	Collaborating Flexibly
Ninety-Fifth Street School	DonorsChoose	485.33	Teens Self Care Starter Kit
Obama School of Career and Technical Education	DonorsChoose	246.80	Hope Looks Like You Book Club
Office of Academics - Gender & Identity Inclusion	Open Books - Keiko Feldman	25,536.00	Set of 16 Books to Every School
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Maureen O'Reilly	100.00	MPS Mitten Tree
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Aurora Health Care	120.00	MPS School Supply Drive
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Nancy Romaine	120.00	MPS Mitten Tree
Location	Donor	Amount	Gift or Purpose
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Victoria Brody	140.00	MPS School Supply Drive
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Theresa Braun	200.00	MPS Mitten Tree
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Kohls	600.00	MPS School Supply Drive

Office of Communications and School Performance - Strategic Partnerships and Customer Service	Carly Gerads/David P. Hollander	1,500.00	MPS Mitten Tree
Pulaski High School	Adam Bader	4,473.00	Vehicle
Pulaski High School	DonorsChoose	306.97	Food, Clothing & Hygiene
Pulaski High School	DonorsChoose	436.12	Instructional Technology
Riverside High School	DonorsChoose	341.72	Bridge The Gap
Riverwest Elementary	Becky Godfrey	350.00	School Supplies
Riverwest Elementary	DonorsChoose	207.02	Sensory Exploration to Learn!
Riverwest Elementary	DonorsChoose	356.13	Hygiene Kits & Storage
Riverwest Elementary	DonorsChoose	591.16	Food, Clothing & Hygiene
Spanish Immersion School	DonorsChoose	455.53	Classroom Basics
Spanish Immersion School	DonorsChoose	947.46	Spanish Readers Workshop
Starms Early Childhood School	DonorsChoose	315.07	B Is for Books!
Starms Early Childhood School	DonorsChoose	434.98	M is for Math and Manipulatives
Trowbridge School	DonorsChoose	113.41	Mice... Where Are You?
Trowbridge School	DonorsChoose	132.72	STEM - New Markers
Trowbridge School	DonorsChoose	133.51	Art Supplies
Trowbridge School	DonorsChoose	136.30	Polar Express & Hot Chocolate!
Trowbridge School	DonorsChoose	139.57	Polar Express Party
Trowbridge School	DonorsChoose	142.46	White Boards - Win
Trowbridge School	DonorsChoose	158.21	Hangry Are We???
Trowbridge School	DonorsChoose	212.43	Supplies for Super Students!
Trowbridge School	DonorsChoose	411.15	We Love Number Blocks
Victory School	DonorsChoose	444.14	Organize It!
Vieau School	DonorsChoose	142.38	Bilingual and Biliterate!
Vieau School	DonorsChoose	204.61	Stick It to 'Em
Vieau School	DonorsChoose	216.19	It's The Little Things
Vieau School	DonorsChoose	366.77	Engaging in Learning
Vincent High School	DonorsChoose	294.02	Art Supplies
Wisconsin Conservatory	DonorsChoose	270.23	Classroom Basics
<i>Total Non-Monetary Donations</i>		62,721.48	
<i>Total Value of Donations</i>		99,411.53	
<i>* Donations from MPS Alumni</i>		230.00	

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 3.06 - Fiscal Accounting and Reporting

Fiscal Impact Statement

This item authorizes expenditures as indicated on the attachment.

Committee's Recommendation

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

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

* * * * *

(Item 4) Action on the Award of Professional Services Contracts

Background

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

RFP 1120 Authorization to Enter into a Blanket Contract with Goodwill TalentBridge, LLC for Contingent Staffing Services

The Administration is requesting authorization to enter into a blanket contract with Goodwill TalentBridge, LLC ("Goodwill") for contingent staffing services. This contractor will be used to deliver contingent staffing services for nonexecutive personnel (classified positions). Positions include, but are not limited to secretarial/clerical, food services, paraprofessionals, and children's health assistants to Milwaukee Public Schools.

As a result of the high volume of hiring the District is issuing a contract for contingent staffing, for classified positions, it is necessary to fill these positions temporarily while the recruitment and hiring process is completed.

Contractor was chosen pursuant to RFP 1120, which closed on November 21, 2023. The Contract will run from February 1, 2024, through January 31, 2027, and will not exceed \$15,000,000.00.

Budget Code: 000-0-0-000-BL-ECTS..... \$15,000,000.00

Goodwill TalentBridge, LLC

PRIME CONTRACTOR INFORMATION

Certified HUB Contractor?No

Total # of Employees4,504

Total # of Minorities 2,248

Total # of Women2,667

HUB PARTICIPATION

Required 5%

Proposed 5%

\$ Value \$750,000

STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment Hour Commitment: 600 HOURS

Student Career Awareness Commitment: 10 HOURS

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 3.09 - Purchasing and Bidding Requirements

Fiscal Impact Statement

This item authorizes expenditures as indicated in the attachments.

Implementation and Assessment Plan

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

Committee’s Recommendation

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

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

* * * * *

(Item 5) Action on Request to Waive Administrative Policy 3.09(9)(e) and Issue a Contract with Loomis Armored US, LLC d/b/a Loomis for Armored Car Services

Background

Exception Authorization to Enter into a Contract with Loomis Armored US, LLC dba Loomis for Armored Car Services for All MPS Schools

The Administration is requesting authorization to enter into a contract with Loomis Armored US, LLC dba Loomis to provide armored car services for all MPS Schools.

Loomis Armored US, LLC dba Loomis will be required to pick up sealed deposits of money, checks or other securities, sign the receipt at each school and deliver the deposits to local MPS-designated banks.

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis that the services under this contract are required pursuant to delivery date (Administrative Policy 3.09(7)(E)(1)(b)(vii)).

The request to waive Administrative Policy 3.09 with respect to term limit is for services being more cost effective to MPS at a longer term.

This contract will run from March 1, 2024, through June 30, 2027 (“Initial Term”) with the possibility of two one-year extensions based upon a review of various performance metrics to be rated by MPS personnel.

The total cost of the contract in the Initial Term will not exceed \$770,000.00.

Budget Code: FSC-0-0-BSF-DW-EGSV (Banking – General Services) \$770,000.00

Loomis Armored US, LLC dba Loomis

HUB PARTICIPATION

RequiredNA

ProposedNA

\$ Value NA STUDENT ENGAGEMENT (hours per 12-month period)

Paid Student Employment Hour Commitment: 0 HOURS

Student Career Awareness Commitment: 0 HOURS

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 3.09 - Purchasing and Bidding Requirements

Fiscal Impact Statement

Budget Code: FSC-0-0-BSF-DW-EGSV =\$770,000.00

Implementation and Assessment Plan

Upon approval by the Board, the contract will begin as indicated in the attachment.

Committee’s Recommendation

Your Committee recommends that the Board authorize the request to waive Administrative Policy 3.09(9)(e) and the contract as set forth in the attachments to this item.

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

* * * * *

(Item 6) Action on Monthly Facilities Matters: FMS Award of Construction, Professional Services Contracts, Equipment Purchase and Contract Modification Recommendation

Background

Listed below are the contracts recommended for the Board’s approval at this meeting:

CONSTRUCTION CONTRACTS

FIRE ALARM REPLACEMENT

Rufus King High School

Prime Contractor

Wil-Surge Electric, Inc.

13201 West Silver Spring Road

Butler, WI 53007

Low Bidder, Base Bid of.....\$1,972,258.00

HUB

Certified HUB Vendor?.....No

Total # of Employees70

Total # of Minorities7

Total # of Women4

Required0%

Submitted0%

\$ Value \$0.00

COIN Required0%

Student Engagement

Paid Employment (Required Hours)300 Hours

Career Education Activity (Required Hours)10 Hours

Funds are available for the Fire Alarm Replacement project from account code MBM 0A 9J4 FM ECNC (Project No 8158). The project contract start date is scheduled for January 26, 2024, and completion date is July 26, 2024.

FIRE ALARM REPLACEMENT

Milwaukee Sign Language School

Morse Middle School

Prime Contractor

Wil-Surge Electric, Inc.

13201 West Silver Spring Road

Butler, WI 53007

Low Bidder, Base Bid of.....\$1,986,410.00

HUB

Certified HUB Vendor?.....No

Total # of Employees70

Total # of Minorities7

Total # of Women4

Required0%

Submitted0%

\$ Value \$0.00

COIN Required0%

Student Engagement

Paid Employment (Required Hours)300 Hours

Career Education Activity (Required Hours)10 Hours

Funds are available for the Fire Alarm Replacement project from account code MBM 0A 9J4 FM ECNC (Project No 8160). The project contract start date is scheduled for January 26, 2024, and completion date is July 26, 2024.

Total construction contract dollars awarded.....\$3,958,668.00

Total dollars HUB participation.....\$0.00

% of HUB participation.....0%

% Minority employees within company.....10%

% Women employees within company5%

PROFESSIONAL SERVICES CONTRACTS

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

RFP #24-002 Tree Removal and Pruning Services – Various Sites

A Request for Quote (RFQ) was issued by Facilities and Maintenance Services to obtain a firm to provide Tree Removal and Pruning Services at Various Sites.

Selected Firms: CutNGo Trees, LLC

ESI Ltd.

Requested Expenditure Authority: Not to exceed \$340,000.00

Contract Period: February 5, 2024 – February 7, 2025

Budget Code: Various

EQUIPMENT PURCHASE

JOHN DEERE TRACTORS

Building Operations - DFMS

Prime Contractor

Deere & Company

2000 John Deere Run

Cary, NC 27513

Base Bid of \$118,311.70

Funds are available for the John Deere Tractors project under account code MTN 00 VRP 11 ERVH (Project No. 8832). Pricing provided by the Sourcwell Grounds Maintenance Contract 031121-DAC (PG NB CG 70).

CONTRACT MODIFICATION

Authorization to Increase a Contract with Hogan Environmental Cleaning, LLC, Integrity Environmental Services, Inc., KPH Environmental Corporation and Safe Abatement For Everyone, Inc. for Asbestos Abatement and Disposal Services.

The Administration is requesting approval to increase the expenditure authority with Hogan Environmental Cleaning, LLC, Integrity Environmental Services, Inc., KPH Environmental Corporation and Safe Abatement For Everyone, Inc. by an additional \$1,000,000.00 per year for the second year of the contract for a total expenditure authority not to exceed \$3,000,000.00 for each remaining year of the contract.

The vendors were chosen pursuant to RFP #374899-2 with a contract term of March 25, 2022, through March 24, 2025.

Budget Code: Various

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 3.09 - Purchasing and Bidding Requirements

Fiscal Impact Statement

This item authorizes expenditures for:

Construction Contracts: Total Construction Contracts Requested = \$3,958,668.00

Professional Services Contracts:

Total Professional Services Contracts Requested = Not to Exceed \$340,000.000

Equipment Purchase: Total Equipment Purchase Requested = \$118,311.70

Contract Modification:

Total Contract Modification Requested = \$1,000,000.00 per year, not to exceed \$3,000,000.00

Implementation and Assessment Plan

Upon Board Approval, the attached construction and professional services contracts, equipment purchase, and contract modification shall be executed.

Committee's Recommendation

Your Committee recommends that the Board approve the attached construction and professional services contracts, equipment purchase, and contract modification.

Director Siemsen moved to approve the recommendation of the Administration, inclusive of the revised documents, presented under separate cover. The motion passed, the vote being as follows:

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

* * * * *

(Item 7) Action on Approval of a Grant Application with the Bicycle Federation of Wisconsin for Bicycle and Walking Safety Programs

Background

The Administration is requesting authorization to encumber funds for fiscal years 2027 and 2028 on the contract with the Bicycle Federation of Wisconsin in furtherance of a grant obtained from the State of Wisconsin Department of Transportation, Contract coordinator and staff will teach MPS children at MPS sites how to walk and bike safely within the school community. The coordinator will schedule and teach biking and walking units entitled "Walking Wisdom" and "Bike Driver's Ed", which includes both in-class and outdoor components and rides.

The contractor will also coordinate the repair and maintenance of a fleet of used bikes through the Valid Bike Shop Program, currently located inside North Division High School. This will supply the Safe Routes To School program with inventory for on-bike skills teaching. The High School Active Transportation Academy program will also be included in this scope of work. The MPS SRTS ATA will support high school students with training modules and mentorship in learning various aspects of alternative transportation. Students at MPS High Schools will participate in training, become peer mentors, and train fellow students in bike safety, leading rides, map routes, host events, and learn about infrastructure that supports safer alternative transportation.

Due to high population density, mixed use zoning, and schools embedded in neighborhoods, Milwaukee has a good environment for increased walking and biking. The current program has already reached over 15,000 students and has shown a 17% increase in safety knowledge. We have also already seen an increase in walking and biking by as much as 22% in some neighborhoods.

We have had the Safe Routes to School Program since 2004. MPS has been able to implement this program through the "Transportation Alternatives Program" from the Wisconsin Department of Transportation. CuiTent grant funding has been secured through Fiscal Year 2026. The grant that MPS submitted in October is for Fiscal Years 27 and 28. Therefore, the Administration requests authorization for funds for Year 1 which will run from July 1, 2026, through June 30, 2027, and Year 2 which will run from July 1, 2027 through June 30, 2028. The total cost of the contract in Year 1 will not exceed \$303,650. The total cost of the contract in Year 2 will not exceed \$303,650.

Budget Code (Year 1):

CSV-0-S-SA6-0W-ECTS - (Contracted Services) \$242,920
HPE-O-I-LAM-DW-ECTS - (Contracted Services) \$60,730

Budget Code (Year 2):

CSV-0-S-SA4-0W-ECTS (Contracted Services) \$242,920
HPE-O-I-LAM-DW-ECTS , .. (Contracted Services) \$60,730

Bicycle Federation of Wisconsin

HUB PARTICIPATION

Required 0%

Proposed 0%

\$ Value N/A

STUDENT ENGAGEMENT

Paid Student Employment Hour Commitment: 0 HOURS/12-mo contract

Student Career Awareness Commitment: 0 HOURS /12-mo contract

SRTS MPS TAP Application Budget 2027-2028

<i>Staff</i>	Hours	Rate	Year 2027	Year 2028	Total
School Coordinator -MPS	250	45	\$ 11,250.00	\$ 11,250.00	\$ 22,500.00
Program Manager -WBF	2800	64	\$ 179,200.00	\$ 179,200.00	\$ 358,400.00
Instructors (BWI and Valid)- WBF	2400	38	\$ 91,200.00	\$ 91,200.00	\$ 182,400.00
<i>Total Staff</i>			\$ 281,650.00	\$ 281,650.00	\$ 563,300.00
<i>Expenses</i>			2027	2028	Total
Helmets, U-Haul rentals, encouragement supplies,			\$ 22,000.00	\$ 22,000.00	\$ 44,000.00
<i>Total Expenses</i>			\$ 22,000.00	\$ 22,000.00	\$ 44,000.00
<i>Total Staff and Expenses</i>			\$ 303,650.00	\$ 303,650.00	\$ 607,300.00
<i>Description</i>			2027	2028	TOTAL
Requested total			\$ 303,650.00	\$ 303,650.00	\$ 607,300.00
80% DOT			\$ 242,920.00	\$ 242,920.00	\$ 485,840.00
20% MPS			\$ 60,730.00	\$ 60,730.00	\$ 121,460.00

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 3.09 - Purchasing and Bidding Requirements

Fiscal Impact Statement

If the application is approved, MPS will receive a grant amount of \$607,300.00. The required match is 20 percent (\$60,730.00) in year one, (\$60,730.00) in year two, for a total of \$121,460.00. The grant application is attached to the minutes of your Committee’s meeting.

Implementation and Assessment Plan

Upon approval by the Board, the application will be submitted.

Committee’s Recommendation

Your Committee recommends the Board approve the grant application from the Wisconsin Department of Transportation supporting the Safe Routes to School grant application.

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

* * * * *

(Item 8) Action on a Request to Amend the MPS Retirement Plan Committee Charter

Background

In December 2022, the Milwaukee Board of School Directors approved the establishment of the Retirement Plan Committee, and its guiding charter, to oversee the Milwaukee Public Schools 403(b) Plan, Milwaukee Board of School Directors Supplemental Retirement Plan for Teachers (“Teacher Plan”) and the Milwaukee Board of School Directors Early Retirement Supplement and Benefit Improvement Plan (“Administrators Plan”).

In order to remove ambiguity and establish clearer lines of responsibilities related to the committee's work, the Retirement Plan Committee, with the assistance of the Office of the City Attorney, took action on October 18, 2023 to authorize amending the committee charter.

The proposed amendments would add a part “B” to Appendix A, Section III – Plan Administration Responsibility, to read:

B. The Senior Director of the Milwaukee Public Schools Office of Human Resources Benefits, Pension, and Compensation or their equivalent and such staff as are provided and available shall carry out the duties as delegated from the Committee. Such delegation is made on a continuous basis to the Senior Director or their equivalent unless the Committee assigns, contracts, delegates otherwise, or reassign duties. The Committee shall continue oversight of such duties and the Senior Director or their equivalent shall report to Committee on a regular basis to assure continued compliance. The duties delegated include:

1. Analyzing and processing cases.
2. Responding to participant correspondence and vendor concerns.
3. Reconciling, remitting, and rebalancing pensionable funds and contributions.
4. Performing and assisting in audits and preparing financial statements.
5. Leading projects, system testing, and procedure and guide development.
6. Assisting Committee Chairman and preparing documents for Retirement Plan Committee meetings.

Other minor edits were made for readability and formatting.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

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

Fiscal Impact Statement

There are no expenditures associated with this item.

Implementation and Assessment Plan

Upon approval by the Board, the Retirement Plan Committee will operate as set forth in the attachments.

Committee’s Recommendation

Your Committee recommends the Board approve the charter amendments as indicated in the attachments.

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

* * * * *

COMMITTEE ON LEGISLATION, RULES AND POLICIES

Director Herndon presented the following report for the Committee on Legislation, Rules and Policies:

TO THE BOARD OF SCHOOL DIRECTORS:

Your Committee on Legislation, Rules and Policies presents the following report:

(Item 1) Public Hearing and Possible Action on Communication 2324C-03, From Lieutenant Colonel Oliver Karp on a Request to Modify Administrative Policies Concerning Information Provided to Military Recruiters

Background

On December 6, 2023, the Office of Board Governance received the attached communication from Lieutenant Colonel Oliver Karp, Commander of the Milwaukee Army Recruiting Battalion.

Lieutenant Colonel Karp has requested that the Board give public hearing regarding the level of student information that is provided to military recruiters.

Dear School Board,

I am the commander for the Milwaukee Army Recruiting Battalion.

I would like to petition the school board to hear our request to modify the board’s policy of not releasing all the data that we need to make our recruiting efforts more streamlined, cost effective, and less intrusive on students and family members.

The current policy, as I understand it, is that when the school District provides this military high school lists at the District level, the military recruiters only receive student name, address, and phone number, which does not include what school they are currently attending, since that would violate board policy.

From our perspective, we spend more time calling students from the list, randomly, to ascertain what school they attend than is strictly necessary from a recruiting perspective. Having all the names attached to the schools attended would result in fewer phone calls.

I can tell you from experience that making these calls isn’t easy, nor is it something we enjoy doing. We know that most families would prefer that we not call at all. I have made these calls personally. I have experienced the hang-ups, the blocked calls, and frankly sometimes unfortunate comments from those that do not want to hear from us.

I can also say that we would prefer to only call those that are inclined to serve their country in the Armed Forces. Fewer calls are better for both parties. After 20 years serving worldwide, in peace and war, I only ask that you invite me to a board meeting to hear from me why I hope that you modify this policy.

Thank you for your kind consideration.

Sincerely,
Lieutenant Colonel Oliver Karp
Commander, Milwaukee Recruiting Battalion

Pursuant to Board Rule 1.10, this item has been forwarded to the Committee on Legislation, Rules and Policies for its consideration and report to the Board.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 8.42 - Student Records

Committee’s Recommendation

Your Committee reports having given public hearing on this matter.

Your Committee recommends that the Board direct the Administration to:

1. Notify parents and guardians of their right to withhold student information from military recruiters at least one week before the school year begins by mailing the opt-out form and also sending a link to the form via email, text message, and social media.
2. Bring forward a recommendation to revise Administrative Policy 8.42, Student Records, no later than the March Board cycle, to ensure all directory information requests from military recruiters and/or institutions of higher education go through the Department of Student Services.

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

* * * * *

(Item 2) Action on Approval of Resolution 2324R-003 by Directors Herndon and Zombor, on Building Leases

Background

On September 28, 2023, Resolution 2324R-003 on Building Leases was introduced by Directors Herndon and Zombor.

The Resolved portion of Resolution 2324R-003 reads:

RESOLVED, That the Board direct the Administration, in consultation with the Office of Board Governance, to develop an Administrative Policy and Procedure for lease activities of existing District facilities; and, be it

FURTHER RESOLVED, That the activities addressed by the Policy and Procedure include, but not be limited to:

- how lease terms are developed;
- how lease rates are determined;
- how lease rates may be adjusted to account for inflation or increased market values;
- a lease template;
- how, and by whom, capital improvement credits are assigned, inspected, reviewed, and approved for rent credits by the Board;
- a closing checklist in the event a lease is terminated;
- how the Department of Facilities and Maintenance Services will monitor compliance with all terms of lease agreements; and, be it

FURTHER RESOLVED, That the Administration's lease policy and procedure reflect the current wishes of the Board, as set forth in Administrative Policy 5.01, to execute leases with the intent to eliminate all costs to the Board of School Directors; and, be it

FURTHER RESOLVED, That the Administration is to present these updated policies and procedures to the Board for approval no later than the February 2024 Board cycle.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 5.01 - Facilities

Fiscal Impact Statement

There is no fiscal impact at this time.

Implementation and Assessment Plan

Upon Board approval, The Administration will begin the process to bring back updated policies and procedures to the Board for approval no later than the May 2024 Board Cycle.

Committee's Recommendation

Your Committee recommends the Board approve Resolution 2324R-003 by Directors Herndon and Zombor on Building Leases with the recommended revisions as follows:

RESOLVED, That the Board direct the Administration, in consultation with the Office of Board Governance, ~~to develop an Administrative Policy and Procedure~~ to review Administrative Policy 5.01: Facilities and Administrative Procedure 5.01(3): Rentals and Services (Leases) for lease activities of existing District facilities; and, be it

FURTHER RESOLVED, That the activities addressed by the Policy and Procedure include, but not be limited ~~to~~ Administration bring back recommended revisions to the policy and procedure to address, at a minimum:

- how lease terms are developed;
- how lease rates are determined;
- how lease rates may be adjusted to account for inflation or increased market values;
- a lease template;
- how, and by whom, capital improvement credits are assigned, inspected, reviewed, and approved for rent credits by the Board;
- a closing checklist in the event a lease is terminated;

• how the Department of Facilities and Maintenance Services will monitor compliance with all terms of lease agreements; and, be it

FURTHER RESOLVED, That the Administration’s lease policy and procedure reflect the current wishes of the Board, as set forth in Administrative Policy 5.01, to execute leases with the intent to eliminate all costs to the Board of School Directors; and, be it

FURTHER RESOLVED, That the Administration is to present these updated policies and procedures to the Board for approval no later than the ~~February~~ May 2024 Board cycle.

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

* * * * *

(Item 3) Action on a Request to Reaffirm Administrative Policies 1.01: Vision, Mission, Core Beliefs and Goals and 2.11: School District Annual Report

Background

Per Board Governance Policy 2.11, every fifth year, or as needed, the Board and its designee shall revisit all of its policies, rules, and procedures to determine their coherence and appropriateness to the present mission of the District.

The Office of Board Governance, in consultation with the Administration have reviewed the following policies:

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

Administrative Policy 2.11: School District Annual Report

Furthermore, it is recommended that the Board reaffirm this policy.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 2.11 - School District Annual Report

Fiscal Impact Statement

No fiscal impact for this item.

Implementation and Assessment Plan

Administrative Policy 1.01: Vision, Mission, Core Beliefs, and Goals and
Administrative Policy 2.11: School District Annual Report will continue as written.

Committee’s Recommendation

Your Committee recommends that the committee reaffirm Administrative Policy 1.01: Vision, Mission, Core Beliefs, and Goals and Administrative Policy 2.11: School District Annual Report as attached.

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

* * * * *

COMMITTEE ON PARENT AND COMMUNITY ENGAGEMENT

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

((Item 1) Report with Possible Action on Family and Community Engagement: Special Education Training and Services for Families

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

Background

Milwaukee Public Schools and Wisconsin Statewide Parent–Educator Initiative (WSPEI) are working together to increase collaboration between families and schools to improve educational opportunities and increase resources for children with disabilities. WSPEI is a Department of Public Instruction initiative supporting the MPS Special Education Liaison for Families (SELF) program. This initiative works to create partnerships between families and educators for students with disabilities. MPS and WSPEI are collaborating to provide resource awareness, training, and information to families who have a child receiving Special Education services in the District. The Special Education Liaison for Families Program trains parents/guardians who want to volunteer their time to support and mentor other parents who have children with special needs to ensure families throughout the District are adequately prepared to help their children achieve long-term academic success.

SELF Program Training Content

- Special Education Topics
- Strategies to Engage Families
- Communication & Partnerships
- Navigating District Resources

Collaborative Community Partners

- Wisconsin Statewide Parent Educator Initiative (WSPEI)
- Cooperative Educational Service Agency (CESA#1)
- MPS Partnership Since 2015-16
- Initial Focus on Training Families of Children with Special Needs
- Professional Development for Parent Coordinators

Support and Mentoring

Support & Sustainability

- Funding for Parent Stipend
- Leveraging Parent Coordinators
- Training Sessions

SELF Monthly Check-Ins

- Department of Strategic Partnerships & Customer Service
- MPS Specialized Services Department
- WSPEI

Impact of the SELF Program

- Empowering Families
- Parents and Students Become Equal Individualized Education Plan (IEP) Team Members
- Growing Trust
- SELFs Assist Families Creating Trust at The School Level
- Share Knowledge with Families About:
 - Individualized Education Programs Problem-Solving
 - Resources
 - Unique Programming in MPS

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 9.11 - School Engagement Councils

Fiscal Impact Statement

N/A

Implementation and Assessment Plan

N/A

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

* * * * *

(Item 2) Update with Possible Action on Enhancing Educational Communities and School Climate

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

Background

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

Enhancing Educational Communities and School Climate January 2024

A primary goal of the Milwaukee Public Schools is to reduce the discipline disproportionality during the 2023-2024 school year. The following is an update on the activities that support creating a positive and inclusive educational community and equitable school climate. The bi-monthly reporting for the 20232024 school year will focus on the following proactive pathways:

- PBIS Tiered Interventions
- Mental Wellness
- Antiracism and Antibias
- Restorative Practices

The Department of Student Services has created three self-paced modules for all school-based staff members to complete on disciplinary best practices. The first module focused on accurate documentation of discipline within Infinite Campus, the second module focused on accurately defining behaviors of chronic disruption, substantial disruption, and disorderly conduct, the third module will focus on a range of corrective measures to be utilized while handling discipline.

PBIS Tiered Interventions

Positive Behavioral Interventions and Supports (PBIS) is aligned to the MPS Strategic Plan Initiatives of Student Achievement and Graduation and Postsecondary Readiness.

During the months of November and December 2023, PBIS offered the following District professional development sessions:

Date	Audience	Session
November 2, 2023	Classroom teachers	PBIS Strategies that Increase Engagement
November 4, 2023	Milwaukee Recreation	A Multi-tiered System of Support

November 14, 2023	Parent Coordinators	PBIS: Connecting Families
December 4, 2023	PBIS Team Members	PBIS Refresher
December 6, 2023	Principals	PBIS Walkthrough Rubric
December 12, 2023	Parent Coordinators	PBIS in the School Improvement Plan
December 13, 2023	Assistant Principals	PBIS Walkthrough Rubric

All schools have a PBIS team and building intervention team that are required to meet monthly. PBIS coaches continue to support this work and coach teams to ensure that students are receiving the support they need to be successful. Coaches are currently using the District's Tier 2 flowchart to support teams with matching students with the appropriate interventions.

December marked the start of the PBIS classroom walkthrough rubric. The PBIS classroom walkthrough rubric was created due to the high number of requests by administrators for classroom coaching around behavior and the need to have consistent expectations for classroom behavior. This data can be used as evidence in the Continuous School Improvement Plan. Implementation of the walkthrough rubric will occur throughout the school year.

Mental Wellness

Mental wellness activities are aligned to the MPS Strategic Plan Initiatives of Student Achievement and Staff-Morale & Professional Learning.

The Violence Prevention (VP) team continues to focus on the priorities of increasing fidelity of Second Step implementation, supporting implementation of comprehensive mental wellness activities, and promoting proactive classroom management strategies as a means for creating predictable and respectful learning environments.

Two full three-day Classroom Organization and Management Program (COMP) sessions have been completed, training approximately 40 teachers in research-based practices for room arrangement, rules and procedures, student accountability systems, and managing a variety of instructional formats. The third session of COMP began in December with 25 additional participants attending. All COMP follow-up days have also concluded for those who attended COMP training over the summer, resulting in 101 participants earning COMP certification. These participants represented 52 schools and impacted a total of 9,046 students.

The VP team has been training schools and departments on a variety of topics related to social and emotional learning (SEL) and trauma sensitive strategies. The staff at Milwaukee French Immersion participated in a three-part series on explicitly connecting SEL and academic instruction. The staff at Milwaukee Spanish Immersion have participated in two sessions of a four-part series on responsive classroom management strategies. Our school psychology practicum students have received training in trauma sensitive schools, the staff at Honey Creek received training on bullying prevention, the City Year staff who serve our students received training on Youth Mental Health First Aid, and several schools received Second Step training to ensure they have what is needed to implement the curriculum. Finally, the second session of Compassion Resilience for school administrators occurred at the November PLI, that focused on the cycle of compassion fatigue and compassion satisfaction.

The implementation phase of the MPS RISE grant is well underway at each of the six grant schools: Clemens, Fifty-Third, Forest Home, Milwaukee High School of the Arts, Milwaukee School of Languages, and Riverwest. At Fifty-Third Street School, staff have engaged in two sessions of a six-part series on relationship building strategies. Staff at Riverwest have begun to implement regulation spaces in their classrooms and plans are being developed for an additional focus on staff wellness. Throughout their grade level planning meetings, teachers at Milwaukee High School of the Arts are participating in ongoing trauma sensitive schools training. Riverwest and Forest Home have been hosting family events which prioritize mental wellness and how families can support the wellness of their children.

Antiracism & Antibias

Antiracism & antibias activities are aligned to the MPS Strategic Plan Initiatives of Student Achievement, Staff-Morale, and Professional Learning.

Each month the Climate Equity Liaisons at every school receive best practice for interrupting bias and addressing discipline disproportionality. In December additional best practices regarding creating authentic relationships with students of color were shared. Some strategies included pronouncing names correctly, getting to know students individually, presenting history and culture in ways that are affirming, among other strategies. The Climate Equity Liaisons have also received additional examples of the classroom strategy of creating a recovery area of cool down space in the classroom. These spaces can be used for students to stay within the educational classroom but momentarily cool down or recover their emotions away from other students or the stimulus causing concerns.

Student Discipline Committees (SDC) continue to meet monthly at the 30 middle and high schools across the District. In November, all SDC's identified an area of focus that they will be researching further throughout the year. These committees are organized as a Professional Learning Community (PLC) that will be researching this area of concern further and gathering additional insight from other students at the school. This work is culminating at our Student Leadership Summit in April 2024 where each committee will present their findings and recommendation.

Throughout the 2023-2024 school year, there will be continued facilitation of the Courageous Conversations about Race Exploration seminars for all MPS staff members. We are continuing with the three-year plan for all MPS staff members to attend the one-day seminar prior to March 1, 2024. In November a team of Courageous Conversations about Race Facilitators attended the National Summit for Courageous Conversations. At this summit, Milwaukee Public Schools was awarded the Grace Lee Boggs Courageous Conversations Certification Partnership Award for our continued efforts with integrating the protocols systemically with all MPS staff members.

In addition, the District Equity Leadership Team (DELT) has been meeting monthly to utilize Courageous Conversations protocols to have conversations regarding District policy, practices, and systems through a lens of race and equity. The DELT has created subcommittees working towards building racial equity including a student-centered equity walk through at pilot schools, integration into School Improvement Plans, integration of Courageous Conversations protocols within District institutes, meetings and professional development, and quantitative and qualitative data triangulation. We will be hosting our second Beyond Diversity two-day seminar in February 2024. Beyond Diversity is the nationally presented seminar from Courageous Conversations about Race. Participants engage in deep rooted conversations with the Courageous Conversations Compass, Four Agreements and Six Conditions towards addressing racial equity throughout an organization. There will be additional sessions hosted over the summer.

Below you will find updates on the implementation of Courageous Conversations about Race and the progress.

Timeline	Number of Sessions Held
March 2021-July 2021	17
August 2021-July 2022	31
August 2022-June 2023	46
August 2023-February 2024	36
Total for Three-Year Plan	130
Total Staff who have attended	9,200

Restorative Practices

Restorative Practices Department activities are aligned to the MPS Strategic Plan Initiatives of Student Achievement, Staff Moral and Professional Learning.

During the month of December 2023, the Restorative Practices (RP) Department continued to meet with and completed all partnership school meetings. In these meetings, department administration reviewed with principals, restorative practices implementation team members and our restorative practices coaches the exploration cohort expectations as well as the coaching site agreements once a coach is assigned to a building. Additionally, twice a month evening cohort session have been held for the Restorative Practices Implementation Team (RPIT) members after school. Each month there is a themed session facilitated for elementary schools and a session for middle and high schools. In December 2023, the department is hosted a celebratory event where all partnership schools came together to share stories of success from the first semester. Along with the monthly cohort sessions, RP coaches conduct twice a month site visits to schools in the exploration cohort. One meeting is meant to expand on the training received during the evening session. The second meeting is focused on school specific needs and practices.

The Restorative Practices Department has developed a new day-long training course for RP partnership schools. This is day one of a five-day training series for school and District staff. Day one is entitled Racial Justice and Equity: A Deep Dive into Restorative Practices. This training takes several critical elements from Courageous Conversations about Race and uses restorative processes to deepen the learning. This first day is meant to be a critical self-reflection on oneself as an educator and on how to show up for students. Throughout the month of December, the Restorative Practices Department hosted four sessions with staff from RP partnership schools, the Department of Student Services, the Office of Chief of Staff, PBIS and the Violence Prevention Program. There will be additional training dates offered in January.

Next Steps

Looking forward, we are planning the following activities:
Monthly cohorts of Courageous Conversations about Race

Completion of Phase 1 of three-year plan for all MPS staff members to attend Courageous Conversations about Race

- Facilitating Historical Trauma professional development sessions
- Sessions on trauma sensitive practices and compassion resilience

Monthly Data Review

The use of specific strategies for classroom managed behaviors are documented within PLP Classroom Behavior notes. Total documented strategies through December 20, 2023, can be found below.

Strategy	Total
BB: Brain Breaks	565
BC: Behavior Contract	506
BR: Rewind/Broken Record	801
BT: Buddy Classroom	2426
C: Community Service	92
CP: Collect Property	1141
EO: Engagement opportunities	655
GO: Go Guardian	251
IW: Independent work	309
M: Mindfulness	432
MS: Move their seat	2622
OO: One on one conversation	25545
P: Proximity Control	4200
P5: Praise 5:1	151
PC: Parent Contact	15801
PI: Planned ignoring	3895
Redirection	15010
RA: Recovery area (within room)	1456
RB: Referral to BIT	307
RC: Restorative conversation	1225
RE: Restorative Circle	74
Secret Signal	77
SC: Support staff consultation	6799
SM: Self-monitoring	399
Tangible Acknowledgement System	553
TS: Reflection sheet	603
V: VABB	27

All schools have a Building Intervention Team (BIT) whose team members ensure students in need of additional support are offered within the PBIS framework of Tier 2 and Tier 3 interventions. Below are the number of Tier 2 and Tier 3 interventions provided throughout the 2023-2024 school year.

The following table shows total suspension events by race for year-to-date through December 20, 2023. Tier 2/Tier 3

Intervention	Students
Check-In/Check-Out (CICO)	1363
Individualized CICO	439
Social Academic Instructional Group (SAIG)	910
Behavior Assessment/ Intervention Plan (BAIP)	126
FBA/BIP	193
Educational Wraparound	31
RENEW	46

Behavior	Hispanic	Am. Indian	Asian	Black	Pac. Islander	White	Multiple	Grand Total
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Total Suspensions	1,519	44	97	8272	3	235	415	1,0585
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The following table shows total suspension events by grade level through October 24, 2023.

K4-K5	1st Grade	2nd Grade	3rd Grade	4th Grade	5th Grade	6th Grade
61	110	162	266	378	545	1052
7th Grade	8th Grade	9th Grade	10th Grade	11th Grade	12th Grade	
1358	1452	2839	1359	718	285	

The following alternatives to suspension were utilized by administrators from year-to-date through December 20, 2023.

Alternatives to Suspension Utilized	Total
Conference	805
Counsel	6595
Detention	625
Mediation	354
Referral to Building Intervention Team	125
Referral to Support Staff	164
Repairing Harm Circle	104
Restorative Conference	259

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 1.06 - Equity in MPS

Fiscal Impact Statement

N/A

Implementation and Assessment Plan

N/A

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

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(Item 3) Report with Possible Action on the Nita M. Lowey 21st Century Community Learning Center Evaluation Report

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

Background

In collaboration with eight community-based organizations, the Milwaukee Public Schools (MPS) serves as the Lead Education Agency (LEA) for the District's forty (40) Nita M. Lowey 21st Century Community Learning Centers (21CCLCs). These federally funded before/after-school programs are specifically designed to address the academic and social-emotional needs of students during out-of-school time.

The 21CCLCs operate with a focus on aligning their activities with the educational goals of the regular school day. As a recipient of 21CCLC funding, MPS has a responsibility to monitor and assess progress toward established objectives for program performance. Moreover, the LEA is obligated to produce and publish an annual evaluation that not only demonstrates advancements toward these objectives but also provides a summary of the efforts made to enhance the program.

During the 2022-2023 school year, MPS partnered with the Wisconsin Center for Education Research to complete the required annual evaluation. This full 2020-21 Evaluation Report is attached to the minutes of your Committee's meeting.

21st Century Community Learning Center Local Evaluation

21st Century Community Learning Centers are required to track and measure progress toward established objectives in order to inform the following practices:

- Assess program impact on students and families
- Improve practices and services
- Adapt targets as needed
- Inform the implementation of high-quality programming
- Ensure accountability towards grant program goals and purpose

Programs must produce and publish an annual evaluation that demonstrates progress toward the objectives and summarizes the program improvement efforts.

MPS CCLC Evaluation Distribution

- Milwaukee Recreation Website (mkrec.net)
- Community-based organizations share evaluation reports via their stakeholder networks
- Presentation to Milwaukee Board of School Directors

Evaluation Process - Methodology

Evaluation examines:

- Number of students served
- How often students attended CLC
- Selected student demographics
- Progress on four state CLC goals

Four State CLC Goals

1. Provide a stable, safe, and supportive environment to meet the needs of the target population – 56% of goal met
2. Challenge youth as learners – 43% of goal met
3. Support the development of other skills necessary for student success – 8% of goal met
4. Engage families in support of student learning (goal not applicable).

Evaluation Process – Data Sources

- CLC site-level goals
- CLC attendance and participation in select activities
- Student and family surveys
- Student demographics
- School attendance
- Disciplinary records (from day school)
- Assessment results

Evaluation Findings – Students Served

7,798 students served
 42 average student days attended
 30 average number served per site

Evaluation Findings – Progress Towards Objectives

Improve local goal-setting:

- Have a better process for reviewing site-level goals.
- Ensure that goals are rigorous yet attainable.
- Have clearly identified and available data sources that can be collected easily.

More goals with data = more reliable evaluation results.
Continue to work with MPS on more robust evaluation.

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 9.02 - Public's Right to Know

Fiscal Impact Statement

N/A

Implementation and Assessment Plan

N/A

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

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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 the District's Elementary and Secondary School Emergency Relief Fund Evaluation Plan

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

Background

The purpose of this report will be to provide final highlights of ESSER II expenditures and an update of the American Institutes of Research's (AIR's) evaluation of Milwaukee Public Schools' Elementary and Secondary School Emergency Relief (ESSER II and ESSER III) Funding. As part of the evaluation, AIR will achieve three main objectives: (a) create geospatial maps and dashboards describing the use of ESSER funding and the relationships between ESSER funding and other variables of interest, (b) train MPS analyst(s) to maintain and update the web maps and dashboards, and (c) evaluate a minimum of three key ESSER-funded initiatives.

ESSER II allocations are budgeted based on the following identified priority funding areas:

- Accelerating learning
- Health and wellness
- Facilities

ESSER III allocations are budgeted based on the following identified priority funding areas:

- Accelerating learning
- Health and wellness
- Facilities
- Technology
- Extracurricular Engagement

Evaluation reports will be provided at the end of the first and second years of the evaluation. AIR will provide periodic updates to the Milwaukee Board of School Directors after project milestones or as requested.

Social Studies Curriculum Evaluation

Evaluation Questions

1. To what extent are teachers across the District prepared to implement the new social studies curriculum?
2. To what extent have teachers implemented the new social studies curriculum?
3. What are teachers' perceptions of the usability, feasibility, and acceptability of the new social studies curriculum?
4. To what extent is the implementation of the social studies curriculum associated with student achievement in social studies?

- Created a focus group protocol and survey focused on five evaluation domains related to the implementation of a new social studies curriculum: preparedness, implementation, usability, feasibility, and acceptability
 - Conducted six focus groups o 21 total participants, 7 at each band (i.e., elementary, middle, high)
 - Collected teacher survey responses from 387 of the 1,462 K-12 teachers who teach social studies (27%)
- A majority of teachers had positive perceptions of each evaluation domain except for feasibility.

Domain 1: Preparedness

- Teachers varied in their experience on how prepared they were to use the new curriculum
- Multiple resources such as professional development and sample lessons were available to teachers
- Teachers felt like they did not always have sufficient time to learn and use the multiple District-provided resources available to them

Domain 2: Implementation

- High school teachers reported the lowest levels of implementation
- Middle school teachers reported the highest levels of implementation
- Many teachers reported implementing the curriculum but may have adapted the curriculum or did not regularly use the curriculum or curricular materials

Domain 3: Usability

- High school teachers were most likely to agree that the curriculum was well designed, and they could effectively use the curriculum
- Elementary teachers reported challenges with the online format, challenges with the reading level, and insufficient supports for English learners
- Despite these challenges, teachers noted that the online components were an improvement compared to the previous curriculum

Domain 4: Feasibility

- Teachers expressed the need for:
 - o Professional development, particularly in literacy instruction
 - o Planning time for collaboration
- High school teachers were most likely to report agreement that the curriculum was feasible to implement
- Elementary teachers expressed challenges with the feasibility of implementing the new curriculum, due to less familiarity with the content and instructional time for social studies

Domain 5: Acceptability

- Overall, teachers preferred this curriculum to the previous curriculum
 - o Curriculum materials were more up-to-date and inclusive
 - o Teachers shared how students could relate to the curriculum or more easily apply it to their lives
 - o Teachers expressed confidence that the new curriculum encouraged higher order thinking and a growing emphasis on skills and inquiry
- High school teachers were most likely to agree that the curriculum was acceptable

GIS Dashboard 1: Research Questions

- A Geographic Information System (GIS) mapping tool was created to produce a visualization of participation in ESSER-funded supports
 - Research questions for Dashboard 1:
 - o Which schools, regions, and school board Districts have students accessing these ESSER funded supports?
 - Tutoring (in-person, virtual, and after school tutoring)
 - Health and wellness (school-based mental health expansion)
- Maps that presented various data points were provided in the attachments to your Committee’s meeting, along with the ESSER II Budget detail.

The next presentation concerned Post ESSER Recommendations relative to programs and the estimated amounts needed for FY25

Accelerated Learning

Program	Estimated Amount Needed for FY25
Direct Services to Students	
Textbook Adoption	\$ 14,350,000
Dual Enrollment	\$ 1,600,000
Tutoring (in person/virtual)	\$ 1,100,000
Pre-college Experiences	\$ 507,300
Work-Based Learning	\$ 900,000
Music Experiences	\$ 51,500
High Quality Materials	
Seesaw	\$ 180,000
Science Kits	\$ 100,000
Professional Development	
Curriculum Professional Development	\$ 950,000
Teacher Preparation	\$ 755,000
Family Engagement	
Milwaukee Parent Institute	\$ 225,000
Family Engagement Day (Discovery World)	\$ 125,000
Personal Finance	\$ 200,000
Personnel	
School Based Staff	\$ 3,100,000
District Support Staff	\$ 6,800,000
School Support Teacher	\$ 11,300,000
AMP Teachers (Art, Music, Phy Ed)	\$ 15,000,000
Extra Hours for Staff	\$ 2,800,000
Percentage of paraprofessional salary (increase, up to 40)	\$ 3,700,000
Projects	
New and International Teacher Support	\$ 350,000
Milwaukee Virtual Program (Edgenuity contract)	\$ 4,600,000
Montessori Expansion	\$ 650,000
Continuous School Improvement	\$ 277,068

Health and Wellness

ESSER spending in the area of Health & Wellness has been comprised of four priorities: Mental Health, Social Emotional Learning, Physical Health, and Physical Education & Experiential Learning.

- Ropes course building and elements
- Fitness rooms in middle and high schools
- Playground equipment, exercise stations, and traffic gardens in elementary schools
- COVID testing, hazard pay, and Employee Paid Sick Leave (EPSL)
- Assessments for special education
- Training for support staff (with trainer-of-trainer model) in several evidence-based modalities
- Nutrition costs that primarily supplemented operational expenses
- Success Center funding that is board-budgeted going forward
- Funds supplementing SCPMH have been shifted to RISE grant
- Most staff positions have already been shifted from ESSER

Program	Estimated Amount Needed for FY25
Teletherapy	\$ 250,000
Summer CLC supports (mental health service)	\$ 75,000
EAP continuation with current provider	\$ 179,000
Black and Latino Male Achievement	\$ 1,580,000
Gender Identity and Inclusion	\$ 1,110,000
Restorative Practices	\$ 1,000,000

Facilities Highlights

- Contracted Integrated Project Delivery Contractors & Owner’s Representative
 - Performing testing and balancing of building mechanical systems
 - Addressing deficient mechanical systems
 - Replacing existing drinking fountains with new water bottle stations
 - Construction of outdoor classroom features and structures
 - Installing missing bug screens and replacing older window systems
 - Removal of outdated carpeting and replaced with new flooring
- Continued work with ESSER needs
 - Hired Limited Term Employees to assist Facilities team efforts
 - Implemented Health & Safety MPS protocols during the pandemic
 - Procured air purifiers for occupied spaces in all buildings
 - Distributed Personal Protective Equipment to mitigate the spread of COVID
 - Purchased cleaning equipment for sanitation and air quality purposes

Items	Estimated Amount Needed for FY25
Replacement filters	\$1,500,000
Relocation of Concrete Bollards	\$100,000
Utility cost due to additions	\$250,000
Personnel	
Youth Apprenticeship Trades (16)	\$300,000
Youth Apprenticeship Building Engineers (10)	\$300,000
Project Manager (1 FTE)	\$150,000
Youth Apprenticeship Trade Mentors (OT pay)	\$100,000
Additional tradespersons due to additions (plumber, electrician, carpenter, etc.)	\$800,000
Building Service Helpers (5) due to additions	\$500,000

Technology

Technology - ESSER II Accomplishments

- Purchased and delivered over 80,000 headsets for student use to all schools.

- Purchased and delivered 61,060 Chromebooks to schools for student use.
- Purchased and delivered Chromebook accessories to schools. 47,870 USB-C power adapters and 70,000 Chromebook cases.
- Purchased, set up, delivered and installed 2,000 Interactive Flat Panels to schools to replace all Smartboards in the District.
- Purchased, set up and installed 5,000 document cameras for instructional use in classrooms.
- Purchased, installed and set up 2,750 desktops in classrooms to meet upcoming Windows 11 requirements.

Technology - Post ESSER Recommendations

Program	Estimated Amount Needed for FY25
Staff desktop computer replacement (5-year cycle)	\$859,700
Chromebook replacement (5-year cycle)	\$4,000,000
eSports supplies	\$8,500
IT service technician (6 positions)	\$619,080
eSport staffing	\$128,000
Digital Learning Coaches (2 positions)	\$246,400
	Estimated Amount
Fee	Needed for FY25
eSport league fees	\$4,200

Extracurricular Engagement Highlights

- New synthetic turf field at Bradley Tech
- Renovation of South Division fieldhouse
- 23 buses transporting students home from after school activities
- Tennis court upgrades at four facilities completed
- 1800+ students completed driver education
- Sent 163 students to overnight camps

Extracurriculars On the Horizon for Spring

- Completion of five pool renovations
- Renovation of North and Vincent fieldhouses
- Installation of turf baseball and softball diamonds at Wick Fieldhouse
- Completion of tennis court upgrades at three facilities
- Enhancements to Vincent and Pulaski stadiums
- New bleachers for 19 high school gyms

Extracurricular Post ESSER Recommendations

Program	Estimated Amount Needed for FY25
Sports Physicals	\$30,000
Athletic training for HS athletes	\$75,000
Pregame study for HS athletes	\$50,000
Credentialing for after school staff	\$50,000
Overnight camping for MPS students	\$500,000
Expansion of MPS Drive program	\$126,250
After school transportation services	\$1,242,000
Out of school time clubs (school operated)	\$2,500,000

Total Post ESSER Recommendations

Program	Estimated Amount Needed for FY25
Accelerating Learning	\$69,620,868

Health and Wellness	\$4,015,000
Facilities	\$4,000,000
Technology	\$5,865,800
Extracurricular Engagement	\$4,573,250
Grand total	\$88,074,998

Total ESSER II and ESSER III Amounts to MPS

<u>Stimulus Bill</u>	<u>Total award</u>
ESSER II	\$224,896,314
ESSER III	\$505,523,567
Grand total	\$730,419,881

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

This item does not request additional funds.

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(Item 2) Update with Possible Action on the 2023–2028 Strategic Plan Quarter Two Review Highlights and Big Wins

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

Background

The implementation of the 2023-2028 Strategic Plan began July 1 2023. This presentation will review the highlights and big wins from quarter two. Next steps or adjustments to the plans will be posted to the strategic plan dashboard on the District website by January 31.

Working Across Offices

Rightsizing: School Administration, Academics, Human Resources, Finance
 Student Achievement and Graduation: Academics, School Administration, Chief of Staff
 Staff: Academics, Chief of Staff, Human Resources, School Administration
 Special Projects: Communications, Human Resources, Academics, Nutrition, Finance, All Departments
 We win by working together and involving multiple offices. That is how we have been operating since the beginning of strategic planning.

Budget Conversations

- Hosted budget action sessions
- Presented to parents at the District Advisory Council
- Conducting a budget survey
- Contracting with Balancing Act

Communications

- Refreshing School Logos
- School Websites
 - Six are live
 - Two are 80% complete

- Fourteen are in progress

Space Utilization

Long-range facilities master plan RFP
 Space utilization database tool
 Enrollment and building capacity analysis data

Recruitment and Retention Work

- Robust incentives:
 - Paid 85 FY24 staff referral bonuses
 - Paid 41 staff sign-on bonuses for Comprehensive Support and Improvement
 - Paid 11 speech/nurse and 3 psychologist bonuses
 - Paid 7 stay incentives for 53206
- Held 15 unique recruitment events since October 1, 2023, including 3 in-house job fairs
- Board approved the substitute teacher incentive program
- Paid additional \$700 salary increase to qualified Administrators and Supervisors Council staff
- Meetings of subcommittee on rightsizing moving toward recommendations in early 2024

Recruitment and Retention Work – Surveys

Two-day Human Resources Survey	30-Day Retention Survey	60-Day Retention Survey
<p><i>Application</i></p> <ul style="list-style-type: none"> • 22% overall completion • 76% favorable impression of process • 85% technology easy to use <p><i>Interview</i></p> <ul style="list-style-type: none"> • 87% positive impression of MPS • 96% felt treated with respect <p><i>Room for Improvement</i></p> <ul style="list-style-type: none"> • 33% felt process could be improved • 36% felt communication could be timelier 	<p><i>Completion Rates</i></p> <ul style="list-style-type: none"> • 27% overall completion • 16% classified • 43% certificated • 55% ASC <p><i>Teachers</i></p> <ul style="list-style-type: none"> • 90% felt basic needs were addressed • 95% felt part of their school community <p><i>Room for Improvement</i></p> <ul style="list-style-type: none"> • Increase participation among classified staff • 15% of teachers did not understand academic goals 	<p><i>Completion Rate</i></p> <ul style="list-style-type: none"> • 21% overall completion • 14% classified • 35% certificated 63% ASC <p><i>Teachers</i></p> <ul style="list-style-type: none"> • 90% felt basic needs were addressed • 95% felt part of their school community <p><i>Room for Improvement</i></p> <ul style="list-style-type: none"> • Increase participation among classified staff • 23% of classified staff do not feel part of MPS community

Graduation and Postsecondary Readiness

- Increased four-year graduation rate to 65.6% (Class of 2023)
- Our District-wide attendance is up 1.7% comparing the end of semester one attendance this year to the same time in 2022
- Partnered with businesses and institutions of higher education to bring real-world experiences to students and to expand opportunities for students

Quarter Two Closeout

All teams have:

- Reviewed quarter two progress
- Analyzed data
- Updated action plans for quarter three

Details will be posted by January 31

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

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

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(Item 3) Action on a Request to Approve the Proposed Timetable for the Fiscal Year 2024–2025 Budget Development and Approval Process

Background

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

Fiscal Year 2024-2025 Proposed Budget Timetable		
<i>Date(s)</i>	<i>Action</i>	<i>Responsibility</i>
June 2023 - March 2024	Collection of a variety of inputs, ideas, and costs with analysis of their impact for fiscal year (FY25) budget planning.	Administration
September 2023 - April 2024	MPS engages the community on broad topics to identify District priorities at various venues.	Administration
January 2024	School level allocation estimates are drafted by departments and provided to Financial Planning & Budget Services.	Administration
November 15 - December 28, 2023	Third Friday of September 2024 school enrollments are projected.	Administration
December 2023 - March 2024	Board and Administration continue to solicit stakeholder input into the development of the FY25 Proposed Budget.	Board and Administration
January 2024	Present preliminary budget preparation information to School Leaders.	Administration
January - February 2024	Superintendent holds school budget conversations with identified school leaders.	Administration
January 22 - February 2, 2024	School leaders prepare all required budget documents with input from their School Engagement Councils.	Schools
January 23, 2024	Strategic Planning and Budget Committee meets to discuss and possibly adopt a FY25 Proposed Budget timetable & FY25 parameters.	Board and Administration
February 7 - 12, 2024	Administrative teams review each school budget for FY25 budget/staffing resolutions.	Administration
February 14, 2024	Superintendent resolution meetings on FY25 school budget/staffing needs.	Administration
February 16, 2024	All school staffing data submitted to Human Resources.	Administration
February 19 – March 1, 2024	Offices prepare budgets, organizational charts and narratives.	Administration
February 22, 2024	School staff must be given notice by the end of the school day of any increases or decreases in their FTE. This information must be consistent with the submitted budget by school/department.	School & Department Administration
February 23 – May 31, 2024	Staff exchange process.	Administration
March 8, 2024	Office budget reviews completed, and staffing changes submitted to Human Resources.	Administration

March 11 – 15, 2024	District budget is entered into the financial system and balanced.	Administration
April 2024	Superintendent’s proposed budget is finalized and assembled for publication.	Administration
April 23, 2024	Board organizational meeting held.	Board and Administration
April 26, 2024	Superintendent’s FY25 Proposed Budget released.	Administration
May 1, 2024*	Proposed budget and public hearing notice published in newspaper, parent companion guide and budget overview presentation released.	Administration and Board Governance
May 7, 2024*	Strategic Planning and Budget Committee meets on the Superintendent’s FY25 Proposed Budget and hears public testimony.	Board and Administration
May 10, 2024*	Board members submit proposed amendments to the Office of Board Governance by noon; amendments to administration by end of day.	Board and Board Governance
May 14, 2024*	Administration submits proposed amendment analysis to the Office of Board Governance by the end of the day.	Administration
May 14, 2024*	Statutory public hearing on the Superintendent’s FY25 Proposed Biennial Budget.	Board and Administration
May 16, 2024*	Strategic Planning and Budget Committee reviews the FY25 Proposed Budget, hears public testimony, and takes possible action on proposed amendments and proposed budget.	Board
May 20, 2024*	Board members submit proposed amendments to the Office of Board Governance by noon; amendments to administration by end of day.	Board and Board Governance
May 24, 2024*	Administration submits proposed amendment analysis to the Office of Board Governance by noon.	Administration
May 28, 2024*	Strategic Planning and Budget Committee reviews the FY25 Proposed Budget, hears public testimony, and takes possible action on proposed amendments and proposed budget.	Board
May 30, 2024*	Board meeting to consider and to take possible action on the Superintendent’s FY25 Proposed Budget.	Board Administration
No later than June 28, 2024	Board Clerk transmits FY25 Adopted Budget to the Milwaukee Common Council.	Board Governance
October 29, 2024*	Board meeting to consider and take action on the amended adopted budget recommendations for FY25.	Board and Administration
No later than October 31, 2024	Board Clerk sends FY25 Amended Adopted Budget to the Milwaukee Common Council.	Board Governance
*Date subject to change by the Milwaukee Board of School Directors		

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 that the Board adopt the Fiscal Year 2024–2025 Proposed Budget Timetable as set forth in the attachment to this item.

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

* * * * *

(Item 4) Action on a Request to Approve the Proposed Fiscal Year 2024-25 Budget Parameters and Priorities**Background**

Budget parameters and priorities will be used in the planning and developing of the fiscal year 2024-25 budget. The parameters and priorities help to guide the decisions made during the budget preparation process. The parameters and priorities may be necessarily modified 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 strategic plan and the District's priorities:

- Increase academic achievement and accountability
- Improve District and school culture
- Develop our staff
- Ensure fiscal responsibility and transparency
- Strengthen communication and collaboration

The proposed budget parameters and priorities outlined below aim to guide the District in enhancing access to high-quality educational opportunities and fostering positive, supportive school environments for improved academic outcomes:

1. Allocate equitable educational resources and well-prepared staff to improve students' access to high-quality instruction.
2. Allocate resources to improve academic achievement in all areas, including fine arts, music, physical education, career and technical education, and world languages.
3. Reallocate resources to boost academic achievement, particularly through small group instruction in literacy/English language arts and literacy/mathematics.
4. Address staffing needs to ensure adequate resources are in place for school-based programs.
5. Prioritize school budgets by adjusting and repurposing educational programming and departmental budgets.
6. Allocate resources to support school library, art, music, and physical education.
7. Foster a positive school environment that promotes a sense of belonging, cultural responsiveness, and access to social-emotional learning and mental health support.
8. Develop a professional development schedule that is aligned with the needs of administrators, teachers, paraprofessionals, and other staff.
9. Implement strategies for staff recruitment and retention, addressing findings from the compensation study.
10. Implement salary schedules with a potential cost-of-living increase.
11. Consider modifications to employee benefits for eligible staff to identify cost savings and increase efficiencies.
12. Explore operational efficiencies related to District functions, including payroll, professional development, hiring processes, and temporary housing for international teachers.
13. Expand the number of site-based production kitchens.
14. Continue implementation of a kitchen equipment replacement schedule based on an inventory aging report.
15. Expand internship and apprenticeship options for students by increasing business partnerships, retaining current partnerships, and leveraging internal opportunities within MPS.
16. Address deferred maintenance and future construction needs by restoring revenue to the Construction Fund and the Long-Term Capital Improvement Trust.
17. Ensure school membership adequately reflects building capacity and staff needs.
18. Increase the fund balance to promote long-term stability and flexibility in the School Operation Fund, practicing sound financial management.
19. Develop a balanced budget compliant with state law while maximizing the revenue limit.

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. The fiscal impact will depend on later action of the Milwaukee Board of School Directors (Board) in adopting the budget.

Committee’s Recommendation

Your Committee recommends that the Board approve the proposed fiscal year 2024–2025 budget parameters as listed in the item.

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

* * * * *

(Item 5) Report with Possible Action on Fiscal Year 2024–25 Estimated Enrollment and Financial Forecasts

Background

Each year the Administration and the Office of Accountability and Efficiency report to the Board their forecast for the District's major revenues and expenditures along with underlying assumptions such as estimated enrollment. The forecast will support fiscal decision-making to maintain or improve essential school operations services.

FY24-29 Draft Five-Year Forecast Pro-Forma Summary

		FY24	FY25	FY26	FY27	FY28	FY29	Change FY29 vs FY24
(In Millions)		Adopted	est	est	est	est	est	
Revenues		\$1047.3	\$1038.3	\$1034.3	\$1030.3	\$1026.3	\$1022.3	(\$25.0)
Expenditures								
	Salaries/Other Wages	\$454.7	\$551.0	\$568.8	\$584.3	\$595.2	\$606.8	\$152.1
	Benefits							
	Medical/Vision Insurance-Active	\$135.7	\$164.0	\$170.5	\$177.3	\$184.4	\$191.8	\$56.1
	Employee Contribution-Active	(\$13.9)	(\$16.1)	(\$16.7)	(\$17.4)	(\$18.0)	(\$18.8)	(\$4.9)
	Medical-Retiree (no Vision)	\$54.9	\$55.9	\$57.8	\$58.8	\$60.2	\$60.6	\$5.7
	Employee Contribution-Retiree	(\$1.0)	(\$1.1)	(\$1.5)	(\$1.8)	(\$2.1)	(\$2.6)	(\$1.6)
	Net Medical/Vision	\$175.8	\$202.6	\$210.1	\$217.0	\$224.4	\$231.0	\$55.2
	Other Benefits	\$71.8	\$83.7	\$85.6	\$87.4	\$89.3	\$91.3	\$19.5
	Total Benefits	\$247.6	\$286.4	\$295.7	\$304.4	\$313.7	\$322.3	\$74.8
	Purchased Services							
	Contracted Schools Charters	\$91.8	\$91.1	\$91.5	\$91.9	\$92.3	\$92.8	\$1.1
	Open Enrollment -Outbound	\$42.9	\$43.3	\$44.3	\$45.4	\$46.5	\$47.7	\$4.8

	Pupil Transportation	\$68.1	\$69.4	\$70.8	\$72.3	\$73.7	\$75.2	\$7.1
	Other Purchased Scvc.-Includes Utilities	\$55.4	\$68.6	\$64.1	\$65.7	\$66.9	\$68.2	\$12.8
	Total Purchased Services	\$258.2	\$272.4	\$270.7	\$275.2	\$279.4	\$283.9	\$25.7
	Supplies/Materials	\$46.9	\$80.0	\$57.8	\$59.0	\$51.4	\$54.3	\$7.3
	Capital Purchases	\$4.1	\$4.2	\$4.3	\$4.5	\$4.5	\$4.6	\$0.5
	Debt Service	\$29.7	\$37.3	\$27.8	\$27.7	\$29.2	\$28.0	(\$1.8)
	Insurances	\$8.0	\$8.8	\$9.2	\$9.6	\$10.0	\$10.4	\$2.4
	Other	(\$1.9)	(\$1.8)	(\$1.8)	(\$1.8)	(\$1.9)	(\$1.9)	(\$0.0)
	Total Expenditures	\$1047.3	\$1238.5	\$1232.5	\$1262.7	\$1281.5	\$1308.4	\$261.0
	Balance Before Internal Adjustments	\$0.0	(\$200.2)	(\$198.2)	(\$232.3)	(\$255.2)	(\$286.0)	
	Internal Adjustments	\$0.0	\$0.0	\$0.0	\$0.0	\$0.0	\$0.0	
	Cumulative Surplus (Deficit)	\$0.0	(\$200.2)	(\$398.4)	(\$630.7)	(\$885.9)	(\$1171.9)	

Assumptions

	Change from Prior Year	Amount (in Millions)
Revenue	Decreased Enrollment	\$4.0
	Increase Construction Levy	\$5.0
Salaries/Other Wages	COLA (4.12%)	\$18.7
	Fewer District Vacancies	\$45.1
	ESSER Funded Staff to be Supported in School Ops	\$32.2
Benefits	Actuarial Projection (3% Med, 8% Rx)	\$38.8
	Increased ERS (City Pension)	
Supplies/Materials	Textbook Adoption(s)	\$29.0
	Chromebook Replenishment	\$4.0
Purchased Services	Increase Utilities	\$2.0
	Special Education Voucher	\$6.0
	Milwaukee Virtual Program	\$5.0
Debt Service	2017 Construction Bond Payment	\$7.6
Other Miscellaneous	Other Miscellaneous	\$2.8
		\$200.2

NOTE: The above is intended to present the most significant assumed changes, not all.

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.

Committee's Recommendation

Your Committee recommends that the Board approve the Estimated Enrollment and Financial Forecasts

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

* * * * *

(Item 6) Action on Resolution 2324R-010 by Director Gokalgandhi on Audit Reorganization**Background**

On December 21, 2023, Resolution 2324R-010 on audit reorganization was introduced by Director Gokalgandhi.

The Resolved portion of Resolution 2324R-010 reads:

RESOLVED, That the Board direct the Office of Accountability and Efficiency (OAE) to lead the development a plan for the reorganization of the audit function under the OAE, with input from the Office of Board Governance and Audit Services; and, be it

FURTHER RESOLVED, That this plan include, but not be limited to, addressing the following considerations:

- District policies and procedures; and
- Administrative functions; and
- Best practices; and, be it

FURTHER RESOLVED, That this plan be brought back to the Board no later than the February 2024 Board cycle.

Proposed revisions to certain Administrative Procedures, Board Rules, and Board Governance Policies were attached to the minutes of your Committee's meeting. Specifically, reference to the office and/or leadership of the Office of Board Governance is proposed to be replaced with that of the Office of Accountability and Efficiency in the following:

- Administrative Procedure 6.38, Theft, Fraud, Waste, Abuse, Illegal or Unethical Behavior
- Board Governance Policy 2.12, Board Audits, Annual Plan and Coordination
- Board Governance Policy 3.01, Board-appointed Officials
- Board Governance Policy 3.05, Role of the Board Clerk/Chief Officer, Office of Board Governance
- Board Governance Policy 3.08, Role of the Senior Director, Office of Accountability and Efficiency
- Board Rule 2.06, Committee on Accountability, Finance and Personnel – Powers and Duties

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

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

Fiscal Impact Statement

N/A

Implementation and Assessment Plan

Upon Board approval, the Office of Accountability and Efficiency will implement the resolution.

Committee's Recommendation

Your Committee recommends the Board adopt resolution 2324R-010.

Director O'Halloran moved to

1. approve the Committees' recommendation to adopt resolution 2324R-010 and
2. approve the proposed revisions to the Board Rules and Administrative Polices, as presented in the attachments

The motion passed, the vote being as follows:

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

* * * * *

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 a Request to Approve the MPS 2024 Summer Academy Plan

Background

Milwaukee Public Schools is pleased to offer summer extended learning opportunities that enhance students' academic skills and provide exploration experiences to the youth residents of the city. In the summer of 2024, MPS will offer Summer Academy Session I for high school students, which will run June 13–July 2; Summer Academy Session II for grades 7–12 students, which will run June 24–July 25; and Summer Academy for K5–grade 8 students, which will run June 24–July 26. High school students will attend Monday through Friday from 8:00 a.m. to 1:00 p.m. (June 19 will be a non-attendance day), and K5–grade 8 students will attend Monday through Friday from 8:00 a.m. to noon (July 4 and July 5 are non-attendance days). Breakfast and lunch will be provided.

High School Summer Academy is designed to engage students academically through recovery, acceleration, and career skill-building opportunities. Students will also participate in career-based learning experiences such as internships and exploration based upon their academic and career plan.

Middle School Summer Academy offerings seek to provide a variety of interactive, academically engaging experiences based on student interests. Students have the option of participating in several career exploration programs, acceleration opportunities, and skill development.

Elementary Summer Academy curriculum is designed to prepare students in K5–grade 8 for the rigor of the next grade level. Students will participate in five one-week themed camps focused on different content areas.

Elementary Exploration Camps are held to give students exposure to new subjects, identify new areas of interests and abilities, encourage curiosity, and promote learning. Camps may take place over a half day, a full day, a full week, or overnight at school locations or community organizations.

Extended School Year services are provided to qualifying students during Summer Academy as mandated in their individualized education plans. Enrichment opportunities with community partners are built into programming.

Bridge programs are offered to assist in the transition of students to high school and sixth grade. Twenty-two high schools will offer the Freshman Bridge program. Eight schools will offer Middle School Bridge.

The full proposal is attached to the minutes of your Committee's meeting.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 7.17 - Summer Academy

Fiscal Impact Statement

Expenditures of \$5.7 million are projected, with \$3.2 million from extension funds for elementary and \$2.5 million from board funds for both high school and extended school year. The cost is split between FY23 and FY24 budgets.

Implementation and Assessment Plan

Upon approval, Administration will begin preparing for implementation in the summer of 2024. All summer programs are contingent upon funding, enrollment, and facilities and maintenance building modification projects. Changes necessitated by these contingencies will be reported to the Board.

Committee's Recommendation

Your Committee recommends that the Board approve the 2024 MPS Summer Academy Plan.

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

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(Item 2) Report with Possible Action on MPS Montessori Strategic Plan

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

Background

The Montessori Strategic Plan, which was adopted on March 28, 2019, and revised on May 26, 2022, is a framework for structural supports for our eight Montessori schools, educating more than 3,500 students.

An update on the implementation of the Montessori Strategic Plan will be presented; covering items that have been completed, what is being worked on at this time, and providing an outline of future work.

Strategic Plan Driving Our Mission

Explicit Instruction and Formative Practices

Students will complete rigorous coursework

- Thoughtful work in Tier 1
- High-level questioning
- Academic discussions
- Engagement

Students will feel emotionally and physically safe at school

- Supportive environments
- Respect differences
- Classroom management
- Formative Practices and Explicit Instruction

Students will experience inclusive classrooms

- Supportive entry points for learning
- Support for diverse academic, social, and emotional needs of students

Montessori Strategic Plan Process

Completed Work

- Opened new Montessori model classrooms at Grant Gordon
- Hosted Wisconsin Montessori Association conference
- Updated Infinite Campus scoring calculations
- Conducted Montessori teacher sponsorship process
- Facilitated Montessori Advisory Committee meeting January 8, 2024

Current Work

- Holding monthly Montessori principal meetings
- Planning for 50 years of Montessori in MPS event
- Conducting teacher retention survey
- Preparing for Montessori secondary teacher credentialing courses
- Facilitating teacher work sessions for consistency in grading and secondary phase III development

Montessori Sponsorship Process

Elementary

- Montessori Training Center Northeast (MTCNE)
- Begins January 9, 2024
- 20 adult learners

Secondary

- Cincinnati Montessori Secondary Teacher Education Program (CMSTEP)
- Begins January 29, 2024
- 12 adult learners

MPS Montessori: 50 Years and Growing

Saturday, February 10, 2024, 1–4 p.m. at MacDowell Montessori. The entire Milwaukee community is invited!

- See student demonstrations and performances
- Learn about the past, present, and future of Montessori
- Find out why Montessori offers a great education

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 1.01 - Vision, Mission, Core Beliefs, and Goals

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(Item 3) Report with Possible Action Regarding the Implementation of the Personal Finance Course

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

Background

At its regular meeting of May 2021, the Board approved the proposed revisions to Administrative Policy 7.37 requiring all high school students to take a one-semester personal finance course to prepare them to be college-and-career ready.

The graduation requirement began at three schools - Riverside University High School, Alexander Hamilton High School, and Green Tree Preparatory Academy - starting with the graduating Class of 2026. Remaining high schools have been added each semester, ensuring all MPS high schools are now offering the course.

Personal Finance Implementation

- Every high school offers personal finance
- Personal finance teachers: 26
- Professional development: 405 hours
- Sections of personal finance offered: 121

Personal Finance Events

- Reality Check Day
- Stock Market Game
- Financial Literacy Month
- Finance & Investment Bowl
- Family Financial Literacy Night

Next Steps

- Middle School Pilot
- Summer School Offerings
- Family Engagement

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 7.37 - Graduation Requirements

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(Item 4) Report with Possible Action Regarding the MPS/MKE Early Childhood 1,825 Initiative

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

Background

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

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

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

Strategic Plan Driving Our Mission

Explicit Instruction & Formative Practices

Students will complete rigorous coursework
Thoughtful work in Tier 1
High Level Questioning
Academic Discussions

Engagement

Students will feel emotionally and physically safe at school
Supportive Environments
Respect Differences
Classroom Management

Formative Practices and Explicit Instruction

Students will experience inclusive classrooms
Supportive Entry Points for Learning
Support for Diverse Academics, Social, and Emotional,
Needs of Students

Early Childhood Initiative Focus and Goals

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

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

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

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

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

Completed Work

Early Childhood Staff Development Served on the planning committee and attended the Pathways to Quality Conference

Equitable Resources Continued partnership work on the Bridges to School MKE Project

Family Support and Transition Updated MPS Portal to include early childhood resources

Instruction Provided Conscious Discipline training series for District

Social and Emotional Learning & Cultural and Linguistic Needs Offered a session on teaching multilingual learners

Current Work

Early Childhood Staff Development Planning for the Promoting Early Childhood Conference

Equitable Resources Continuing to update the MPS Portal with resources and sharing with internal and external community

Family Support and Transition Planning for a wellness and resource opportunity

Instruction Participating in ongoing Conscious Discipline.

Social and Emotional Learning & Cultural and Linguistic Needs Planning on social emotional learning opportunities

Future Work

- Continue to plan for professional development sessions that support MPS/MKE Early Childhood 1,825 Initiative
- Participate in the Kindergarten Enrollment Fair on Saturday, February 3, 2024
- Plan for workshop opportunities that support health and wellness
- Attend learning opportunities that focus on early childhood education

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

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

Fiscal Impact Statement

N/A

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(Item 5) Report with Possible Action on the Regional Showcase - Northwest Region

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

Background

Based on the Board's action, the 2023-2024 monthly Regional Showcase item provides a thorough picture of each region, including goals and progress in attaining them. In addition, strategies that are being successfully implemented within the region are included in this presentation.

This month, the Northwest Region is featured. The Northwest Region is comprised of 27 schools and serves approximately 10,189 students in diverse settings to meet the varied needs of our students. Schools in the Northwest Region include the following: Barton, Bruce, Browning, Bryant, Carson, Congress, Craig Montessori, Eighty-First Street, Emerson, Engleburg, Goodrich, Grantosa, Hampton, Hawthorne, Kilbourn, Kluge, Lancaster, Maple Tree, Milwaukee Sign Language, German Immersion, Morse, Ninety-Fifth Street, Parkview, River Trail, Stuart, Thoreau, and Townsend.

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

Regional Growth and Opportunity

Attendance is trending upward, from 83.3% in 2022-23 to 86.8% in the 2023-24 school year.
Suspensions are trending downward, from 11.3% in 2022-23 to 7.4% in 2023-24.

School Report Cards

Schools Exceeding Expectations: Craig, Hampton, and Milwaukee German Immersion

Schools Meeting Expectations: Bruce, Emerson, Engleburg, Goodrich, Maple Tree, Milwaukee Sign Language, Ninety-Fifth Street

Schools Meeting Few Expectations: There are 12 schools who meet few expectations.

Schools Failing to Meet Expectations: There are five schools currently failing to meet expectations.

Featured School – Milwaukee German Immersion

Demographics and Data

549 Students

- Asian - 1.1%
- African American - 26.6%
- White - 51.2%
- Hispanic - 8.9%
- Multiple - 12.2%
- Students with Disabilities - 9.8%
- Economically Disadvantaged - 26.8%
- English Learners - 0.2%

Points of Pride

Attendance Rate-96.5%

- School Climate / Culture
- Tier 2 Intervention
- Attendance Log

Alternatives to Suspensions

- PBIS
- Restorative Practices

• Climate / Culture

Math Growth

- Advanced from 7.1% to 18.5%
- Proficient & Above from 44% to 51.2%

ELA Growth

- Advanced from 6% to 16%
- Proficient & Above from 42% to 50.6%

Unique Opportunities - Green and Healthy Schools Playground

- Green Spaces (Grass, Trees)
- Wood Structure
- Gaga Ball Pit
- Tot Lot
- Musical Instruments
- City Center
- Outdoor Classroom
- Outdoor Stage for Events
- Loose Parts Play
- Funnel Ball
- Soccer Field
- Basketball Court
- Art Walk

Extracurriculars

After School Activities

- Chess Club
 - Choir
 - Dance
 - Lego Club
 - Soccer
 - Volleyball
 - PTA
- School Events*
- Grillfest
 - Laternennacht

- Spring Concert
- Kinderfest
- Movie Night
- Camp Upham Woods
- Multicultural Night
- STEM
- Fun Run
- Nikolaus
- Fasching
- Art Gallery Walk

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

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

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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 Milwaukee Library Board, the District Advisory Council (DAC), the Head Start Policy Council, and the Wisconsin Association of School Boards (WASB).

* * * * *

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

President Marva Herndon has submitted the following report for her activities of January 2024.

Academic Achievement

- Meeting with Forward Scholars – Reading Mentors
- NAF (JMAC) Board Meeting
- Parkside School for the ARTS (WASB School Tour)
- Lowell Elementary (IB Program Reauthorization)
- Morris Middle School (unveiling of new Verizon Innovative Learning Lab)

Effective and Efficient Operations

- Budget Meeting with Administration (4)
- Special Board Meeting
- Legislation, Rules & Policies Meeting
- Strategic Planning & Budget Meeting
- Accountability, Finance and Personnel Meeting
- Policy Review with Administration

Student, Parent, and Community Engagement

- Call to Action Meeting (North Division)

NAACP Meeting (SRO Legislation – ACT 12)

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ITEMS DEFERRED

Having been previously deferred, the Board returned to Item One, of the Reports and Communications from the Board Clerk/Chief Officer, Office of Board Governance, Action on a Request to Retire to Closed Session to Confer with Legal Counsel Relative to Litigation in Which the Board is or is Likely to Become Involved

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

Ayes — Directors Carr, Garcia, Gokalgandhi, Jackson, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 9.

Noes — None.

The Board retired to closed session at 7:06 p.m.

Director Gokalgandhi was temporarily absent from 7:55 to 7:59 p.m.

The Board adjourned from the closed session at 8:05 p.m.

JILL M. KAWALA
Interim Director/Board Clerk